

Aug 77

National Agreement Settlement Reached Members Approve Overwhelming

Omaha—"I'm sure by this time, most everyone in the membership is anxious to conclude these nearly three months of bargaining," said Local Union President Michael D. Quinlan just prior to the specially called August 14th contract ratification meeting held at Millard Senior High. "The simple fact is prior to last Saturday, August 6th, I really didn't think I'd be here now recommending a contract for the membership's approval."

"I was certain that when we recessed from negotiations with the Company last Saturday at 2:00 a.m., that we would be going on strike," Quinlan reported to the members. "The main reasons were the Company wanted to pay a 5% limit on the cost of living allowance and they (the Company) further insisted that the proposed 5% cost of living allowance limit wouldn't apply to our wage incentives." However, we continued negotiating hoping to resolve our differences.

"Later that day in a telephone conversation with Western Electric Company President, D. Procknow, I.B.E.W. President Pillard related that unless the cost of living limit and the wage incentive obstacles were equitably resolved, the IBEW E.M.-3 Bargaining Committee felt that a strike was imminent," stated President Quinlan.

"We felt we were in the right on these issues, Quinlan continued, because reducing cost of living protection particularly during this period of high current and projected inflation would have had a drastic effect on our members' wages.

"As negotiations continued Saturday, the vast bulk of the significant movement on the Company's part took place in the p.m. and late evening," President Quinlan revealed. "The Company reached agreement with the other negotiating unions early in the day, but it wasn't until the deadline of 11:59 Saturday that the Company reached tentative agreement with the I.B.E.W. It was this eleventh hour movement by the Company that made our package

Phones," Quinlan reminded the gathered members.

"In many respects," Quinlan went on, "these negotiations were much different from those I've experienced in past years. In past years, the Company would improve their initial offer a little bit each day and we could report this daily progress to the membership. This year, they made one offer and then sat on it until the final day. The significant movement on the Company's part took place on Saturday afternoon and late evening and when the formalities were finally wrapped up at around 4:00 a.m., Sunday morning, I telephoned Vice President Clark at home with the details of the new tentative agreement and it was on the Local Union Recorder Phone at 8:00 a.m. Sunday morning. A handbill was then drawn up Tuesday and sent to our printer. We received these flyers Tuesday night in time to begin handbilling the Wednesday

Formula #1 would now provide 1.2 percent for each year of service up to age 52; and 1.5 percent for each of the last 10 years of service after age 52. Formula #2 would now provide 1.15 percent for each year of service for that portion of the five-year average pay in excess of the Social Security covered compensation base.

Minimum pensions will also be improved from \$160 to \$200, \$180 to \$250, \$200 to \$275.

LONG TERM DISABILITY PLAN. (LTD)

Will provide disabled employees with six months seniority with up to 50% of their base rate in effect at beginning of disability for duration of disability, death, or normal retirement age, whichever first occurs. This plan takes effect after final payment of benefits.

MATERNITY PAYMENT PLAN.

Provides for guaranteed reinstatement from maternity leave; and for women with six months to two years seniority, half pay—6 weeks.

Two years to five years seniority,

Full pay, four weeks, half pay—2 weeks.

Five years or more seniority, Full pay, six weeks.

DENTAL EXPENSE PLAN.

Improvements include coverage for retirees effective August 7, 1977, and effective January 1, 1979:

(1) Provide coverage accord-

NOTICE

The Monthly Meeting
of the Membership

WAGE INCREASES

Effective Aug. 7, 1977	**Aug. 6, 1978	**Aug. 5, 1979
32 Grade—36c	32 Grade—13c	32 Grade—13c
33 Grade—39c	33 Grade—14c	33 Grade—14c
34 Grade—41c	34 Grade—15c	34 Grade—15c
35 Grade—43c	35 Grade—16c	35 Grade—16c
36 Grade—45c	36 Grade—17c	36 Grade—17c
37 Grade—48c	37 Grade—18c	37 Grade—17c
Grade 38—51c	38 Grade—19c	38 Grade—18c
38 Grade—51c	38 Grade—19c	38 Grade—18c
Group I—60c*	Group I—23c	Group I—22c
Group II—64c	Group III—24c	Group II—23c

*In accordance with the National Agreement an additional 10c per hour increment will be added to Trade Rate I in order to close the wage gap between Trade Rate I and Trade Rate II.

**Does not include unlimited cost of living allowance.

The new Job and Trade rates retroactive back to August 7 will be as follows:

Grade 32—\$4.84	Grade 37—\$6.32
Grade 33—\$5.14	Grade 38—\$6.65
Grade 34—\$5.40	Group I—\$8.23
Grade 35—\$5.69	Group II—\$8.60
Grade 36—\$5.99	

ing to a fee schedule for.

(a) Orthodontic treatment for eligible children up to \$500 for each child.

(b) Surgical periodontic treatment.

(2) The fee schedule for current coverage to be updated and revised to reflect changes in usual, customary and reasonable dental charges.

EXCUSED WORK DAYS.

Effective January 1, 1978, employees with one year seniority shall be eligible for the Excused Works Days indicated below:

- *1978—1 day with pay.
1 day without pay.
- *1979—2 days with pay.
1 day without pay.
- *1980—3 days with pay.

2 days without pay.

*Paid excused work days shall be paid at Base Rate and all ten days will be in addition to the E.P.R. days.

EMPLOYEE SAVINGS—STOCK PLAN.

Effective January 1, 1979, all employees with one year or more seniority will be eligible. Based on the employee's Basic Weekly Rate, employees will be allowed weekly allotments of \$5, \$10, \$15, \$20, and the Company will contribute an additional 50% to the employee's allotment.

WEEKLY ALLOTMENT

Example: Employee:
\$5.00 \$10.00 \$15.00 \$20.00
Co. Contributions:
2.50 5.00 7.50 10.00

(Continued on Page 6)

Saturday that the Company reached tentative agreement with the I.B.E.W. It was this eleventh hour movement by the Company that made our package acceptable."

At the ratification meeting, President Quinlan touched on the frequently heard allegation from the members that they weren't properly informed of the day-to-day progress of negotiations. "The simple fact is that prior to Saturday, August 6th, there was distressingly little of the contract:

WAGES: See Box this Page. progress to report on; and what progress there was was reported on the Local Union Recorder

Sunday morning. A handbill was then drawn up Tuesday and sent to our printer. We received these flyers Tuesday night in time to begin handbilling the Wednesday midnight shift. I believe that overall our attempts at keeping the membership informed were satisfactory," Quinlan concluded on that issue.

President Quinlan then proceeded to review the highlights C.O.L.A.: The Cost of Living Allowance would continue with no ceiling and continue applicability of wage incentive.

PENSIONS: Will be increased by approximately 28% by the end of the three-year contract. Effective January 1, 1978,

NOTICE

**The Monthly Meeting
of the Membership
will be held
Friday
Aug. 19, 1977
at the Union Hall,
13306 Stevens Street,
Millard.**

**Second Shift Meeting:
12:30 A.M.**

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

4—\$25 Drawings

1978—1 day with pay.
1 day without pay.
*1979—2 days with pay.
1 day without pay.
*1980—3 days with pay.

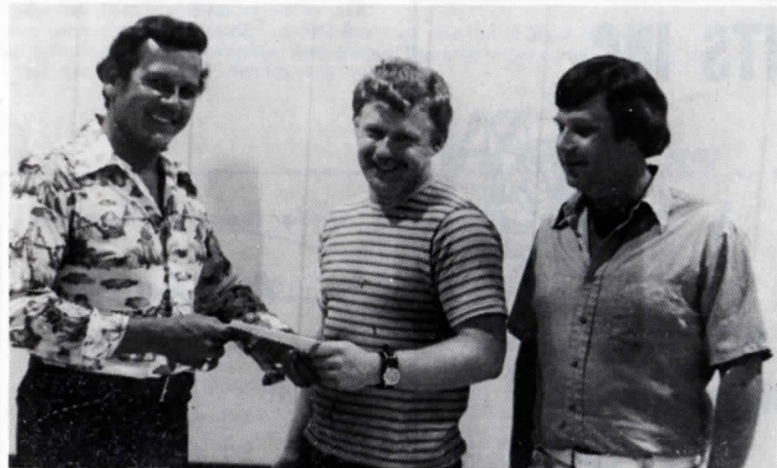
\$5.00 \$10.00 \$15.00 \$20.00
Co. Contributions:
2.50 5.00 7.50 10.00
(Continued on Page 6)

Media Questions Quinlan

On the recent contract negotiations ratified by the Union membership of Local Union 1974, Local Union President Michael D. Quinlan was questioned by the local news media as to what type of impact (if any) the current wage settlement plus unlimited Cost of Living Allowance would have on inflation.

President Quinlan stated, "our wages don't cause inflation, they allow us to keep up with it."

Continuing President Quinlan said, "where were you with this question back in the middle and late 1960's when we were receiving 5 and 10 cent raises and inflation was increasing at a rate of 5 to 6% a year."



Local Union President Michael D. Quinlan presents Larry Nelson of Dept. 435 with \$200 drawing check while Recording Secretary Frank Wisniski looks on.

Nelson \$200.00 Richer

Larry Nelsen of Dept. 435 will long be remembered as the last of the big time drawing winners to be pulled from the gold barrel. As his name was announced to the membership, he just quietly slipped out of his chair and walked up to President Quinlan and said, "Where's my check."

Larry' being present in June netted him the \$200 door prize and a big vacation prize to ease the vacation crunch:

June's Big Losers:

1. D. J. Donovan
2. R. A. Mortensen
3. H. J. Brown
4. M. B. Colon
5. M. R. Miller
6. D. C. Kohls
7. E. E. Held
8. J. D. Maw
9. B. B. Hooper
10. S. H. Ryder
11. Lanny Weakland
12. L. J. Nelsen

(Larry, Dept. 435)



Representing L.U. 1974 (starting counterclockwise upper right hand corner of picture) E-Board Officer M. Kelly, Treasurer J. Philby, President L.U. 1974 M. D. Quinlan, Vice-President W. Clarke, and E-Board Officer B. Alberts. (Missing from picture but represented union in President Quinlan's absence E-Board Officer J. Curran)

Representing Western Electric: Department Chief Labor Relations L. Timmerman, Manager Labor Relations J. Bosworth, and Asst. Manager Labor Relations G. Tingwald.

The Short Circuit



Clark Muscular Dystrophy Co-Chairman

It was announced in July that Vice President Harlan "Whitey" Clark has been appointed the Nebraska State Labor Co-Chairman of the Muscular Dystrophy Association of America. He would share the Muscular Dystrophy Chairmanship with Shorty West from the Musicians Local No. 70-558.

Recalling that this would be the fifth year in a row that he would represent Local Union 1974 and its membership for Muscular Dystrophy Whitey said, "This is one organization I really enjoy working for because I never get turned down when I ask someone to help me."

"I could not have made this Muscular Dystrophy Drive a successful one for Local Union 1974 without the help I received from all the individuals from our Local Union, for the in-plant drive or for answering phones at the telethon. Then members from our Local Union and other Unions in this State reach out with their hearts and their pocket-books to make the drive successful every year."

The Jerry Lewis Telethon will take place on Labor Day as

usual and will begin here in Omaha on Sunday, September 4th.

If you would like to volunteer to help take calls from contributors at KMTV, at a time to be disclosed later, Monday, September 5th, please call the Union office, 895-4080 and leave your name and number.

EDITOR'S NOTE: Because of contract negotiations a date had not been set for the in-plant Muscular Dystrophy tour and drive set for this month.

It will be announced later.



State and Local Union Leaders Urged to Back Key Legislation

WASHINGTON (PAI)—"Continuing grassroots efforts" in support of labor-backed legislation before Congress was urged by AFL-CIO Legislative Director Andrew J. Biemiller in a letter to the federation's state and local central bodies.

Biemiller listed nine pieces of legislation which he asked union leaders to discuss with their senators and representatives. He pointed out:

"The situs picketing defeat gave us an indication of the kind of 'back home' campaign which could be generated against this and other labor issues by business and rightwing groups throughout the country.

"Your efforts helped to counter this opposition and enable House passage of the Hatch Act reform bill. Yet much remains on our agenda and your lobbying participation is vitally important to the success of our activities in Washington on behalf of labor's legislative program."

Following is the priority legislation in the congressional pipeline on which Biemiller is asking for "grassroots" pressure:

*Strip mining controls—Would set minimum federal standards for state stripmining reclamation statutes to protect against environmental devastation. Legislation now in conference, has passed both the House and Senate. AFL-CIO supports it.

*Hatch Act Reform—Labor-backed H.R. 10, which would grant 2.8 million federal and postal workers many of the political rights of other citizens, passed the House. Now S.80 is before the Senate Government Affairs Committee, with early hearings scheduled.

*Natural gas deregulation—The AFL-CIO has opposed deregulation since its 1955 merger convention. Biemiller said the White House estimates the cost of such deregulation from 1978 through 1985 will be \$56-\$86 billion. This would raise the average consumer's gas bill by over

the farm bill deals with food stamps. Action is scheduled for the House floor in support of the section as reported out by the House Agriculture Committee. The provision, supported by AFL-CIO, would end the requirement that food stamp recipients buy some stamps to get free bonus stamps. Instead, participants would get only free stamps to which they are entitled, making administration easier, more effective and reducing the possibility of abuse. The AFL-CIO will oppose efforts to deny food stamps to strikers.

*Universal voter registration—Set for House action in late July, this proposal would allow eligible voters to register to vote on Election Day at the polling place. H.R. 5400, sponsored by Rep. Frank Thompson (D-N.J.), is backed by the AFL-CIO.

*Labor law reform—The AFL-CIO has submitted a draft of its proposal to the President. Labor Secretary Marshall has announced that the Administration has discussed the proposal with both labor and management as well as members of Congress. The AFL-CIO is hopeful the Administration will propose a measure it can support.

*Minimum wage—The AFL-CIO has endorsed a \$3 an hour minimum, with an automatic es-

Alberts and Philby Head UCS Drive

Executive Board Officer, Bob Alberts, and Union Treasurer, Jack Philby, have been named Co-Chairmen for the 1977 UCS Drive at the Omaha Works.

The three-men Co-chairmen committee would also consist of Company Chairman, Pete Vogg.

They have been selected to serve for the upcoming UCS Campaign which will kick off at the Omaha Works for two weeks September 12 through September 19th.

Make plans this year to give more than your fair share. Make it your fair share, plus a share!

The United Way Drive is one way to prove the most unselfish journeys begin with one step. Give Generously in '77; and feel pride in your caring.



United Way
of the Midlands

3 Hours Pay Pays Taxes

It now takes the average American taxpayer two hours and 42 minutes of each eight hour work day to pay all tax liabilities.

The tax bite is chomping deeper into consumers' pockets. The Tax Foundation says federal, state and local levies are by far the largest item in the average household budget.

The publicly supported, non-profit organization says the next largest item in the family budget is housing expenditures, which come to 90 minutes of a typical work day. Food and tobacco costs are third and require one hour eight

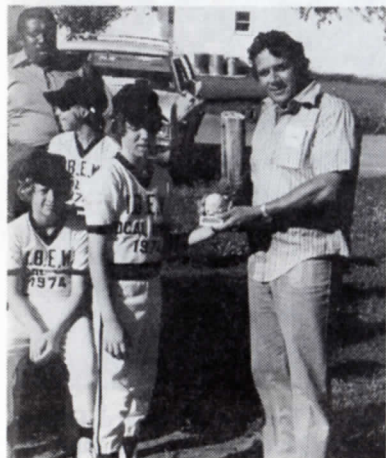


1977 Version: LU 1974 IBEW Cubs

The Pride of the Millard Bronco League Program, the IBEW Cubs again merit the Short Circuit spotlight.


The IBEW Cubs coached by Jim Mathews, never fails to give Millard Bronco followers thrills and players their money's worth of experience.

"Our only problem year after year," cites Coach Jim Mathews, "Is we're having so much fun we run out of ballgames. We start every year slow and finish like a house afire. With sincerity, I can say our record never reflects our play."



One of the IBEW Cubbies present mounted trophy ball to Local Union 1974 President Michael D. Quinlan.

COCKTAIL DUMP



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AND
LOAD UP
FOR A
GOOD TIME
AT THE
DUMP-IN**

13336 Millard Ave.

White House estimates the cost of such deregulation from 1978 through 1985 will be \$56-\$86 billion. This would raise the average consumer's gas bill by over \$200 by 1985. The issue will be fought out on the Senate floor.

***Clinch River breeder reactor**—This energy research project is designed to test the feasibility of future development of breeder reactor technology. The Carter Administration, backed by the anti-nuclear lobby, has requested a funding level designed to phase out the project. The AFL-CIO opposes a termination of the project and calls for full funding.

***Food stamps**—Section 12 of

ministration will propose a measure it can support.

***Minimum wage**—The AFL-CIO has endorsed a \$3 an hour minimum, with an automatic escalator to maintain the minimum wage at 60 percent of average earnings in manufacturing. The Administration advocated a \$2.50 minimum, with a 50 percent escalator. The Dent bill calls for a \$2.85 wage floor. The Administration is expected to raise its proposal, but no final decision has been made.

***Tax reform**—Biemiller said the AFL-CIO has been informed that the President will send his reform package to Congress shortly after Labor Day.

household budget.

The publicly supported, non-profit organization says the next largest item in the family budget is housing expenditures, which come to 90 minutes of a typical work day. Food and tobacco costs are third and require one hour eight minutes.

Clothing needs take 25 minutes; transportation, 40 minutes; medical care, 26 minutes, and recreation, 20 minutes, according to the foundation. All other budgeted items—like savings and education—averaged a total of only 49 minutes.

Robert Brown, executive vice-president of the foundation, asked, "How much of the complexity in modern living is the result of government intrusion into private affairs?"

Because the tax bite now takes more than a third of our work time and continues to grow, public interest groups such as the Tax Foundation are gaining supporters each time they question where tax money goes and how it is spent.

"Families spend great care and attention on their food budget and shopping list," Brown said. "But taxes cost more than twice as much as food, beverages and tobacco. Shouldn't we exercise more care and judgment about shopping for the government services we pay for?"

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Cook Coordinates Septemberfest

President Quinlan announced in July that he was appointing Executive Board Officer, Marie Cook as Septemberfest Coordinator for Local Union 1974.

As coordinator for the jointly sponsored "Salute to Labor" between the Downtown Omaha, Inc. and Omaha Central Labor Union AFL-CIO, Marie's main function is to keep the membership of Local Union 1974 informed and make people aware of the Septemberfest activities.

According to Marie Cook, "a Septemberfest will focus attention on the Omaha community showing both young and old that downtown Omaha can be a place to rekindle the spirit it once had."

This Labor Day salute will show Labor's contribution toward the development of a growing community, and in particular Downtown Omaha.

The Septemberfest will also draw attention to Labor's role in creating a productive downtown area which would encourage new industry to locate downtown thereby providing more jobs.

The Septemberfest is a free carnival opened to all who want to enjoy and take advantage of the three-day extravaganza. Only food and drinks will have to be purchased.

The Septemberfest will officially start with a Labor Day Ball to be held at the Hilton Hotel Friday, September 2nd, initially kicking off the festivities which will begin starting Saturday 12 noon at the Downtown Riverfront Mall.

The Saturday festivities will be appropriately called Theater Day with several theater groups providing continuous entertainment. There will be Arts and Crafts lectures and demonstrations plus labor displays.

Throughout the day, musical entertainment will play in the streets and a Rock Concert sponsored

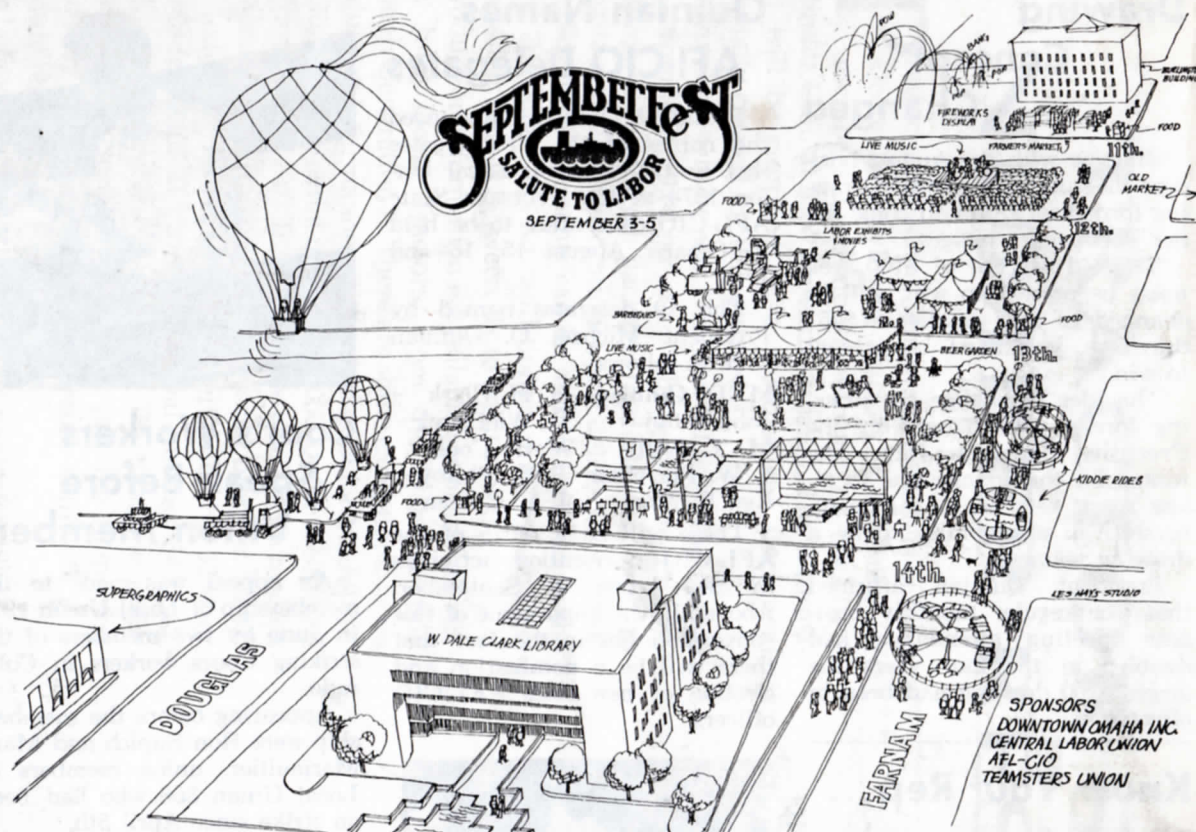
by KQKQ will end at midnight.

Sunday, September 4th, will be designed for the children. The day will include a small petting zoo, children museum displays, clown, puppet and magician booths, junior theater participation, children's talent show, children's arts and craft displays, games for children and Dr. Sanguinari Spookarama.

Monday, September 5th will end the four-day festivities with many day long activities. There will be a Labor Day Parade and Float Competition. The American Lung Association will sponsor a walkathon, Dr. Sanguinari will have his fishbowl, antique cars will be on exhibition, SAC will have an airplane display, Hot Air Balloonists, skydivers, a street dance will begin at 8:00 p.m. with a different band every hour, and a huge aerial display will illuminate the evening.

Come one, Come all and plan not to miss the 1977 Septemberfest, a Salute to Labor like never seen in these parts before.

EDITOR'S NOTE: Executive Board Officer Marie Cook has been chosen as this year's Septemberfest Coordinator between Central Labor Union and Local Union 1974. If interested in contacting Marie for tickets to the Labor Day Ball Friday, September 2nd, you can reach her at either 895-4080 or 895-2239 between the hours of 8:00 a.m. until 3:00 p.m.



WORKERS BEING BEATEN BY 'THEIR' LAW

Lawyers Make a Mockery of NLRB

There is no balance, no fairness, no even-handed justice today in the National Labor Relations Act. The workers are being raped, beaten and robbed by the lawyers representing the bosses.

Employers routinely fire workers by the score, because they are union sympathizers, knowing that it will be a year or two or three before the NLRB would order that these workers be rehired—if they can be found. And the order might say, "give them back pay, if you can find them."

Then, of course, the law says that back pay is a tax deductible cost of doing business. So, the government subsidizes lawbreaking through a tax break for unfair employers.

And what happens to these fired workers while they wait for the board to act? Who feeds their kids? And even if they win and eventually get back pay, what

This is the cheapest form of anti-union insurance around. And we say it's gone on long enough.

All organized labor asks is what the law says that the workers are entitled to: a fair chance to organize themselves, free from employer coercion, and to negotiate a contract. There must be equal penalties, equal enforcement of the law and equal justice.

Labor wants a truly national, uniform labor law — not one that exempts 20 states. It does not believe that the states should have the opportunity to compel union members to pay for the freeloaders, who are guaranteed the protection

and the benefits of union representation and don't want to pay their fair share. And that's exactly what the so-called "right-to-work" laws do, and that's exactly why 14(b) must be repealed.

Each of these fights in Congress is the fight of every one in the trade union movement. There are no one-union or one-industry issues. When the right-wingers and business attack one union or a group of unions, then they have taken on the entire labor movement.

Make no mistake about it: What our enemies see is weak and docile unions—company unions, cheap labor, and exploitation of human beings.

By Any Name, a Mugging's a Mugging

tions plus labor displays. Throughout the day, musical entertainment will play in the streets and a Rock Concert sponsored by the city will be held, you can reach her at either 895-4080 or 895-2239 between the hours of 8:00 a.m. until 3:00 p.m.



Beginning with Local Union President Michael D. Quinlan, Local Union 1974, seated counter clockwise around the table is Pat Damiami, Local Union 363, William Plymale, Local Union 1974, Ted McElderry, Local Union 1974-1, Earl Esler, Wayne Macbaine, Local Union 2371, Irvine, California, Jim Cappleman, Local Union 1942, Montgomery, Illinois and Rich Roscoe, Niles, Michigan, Local Union 1942-1.

M.M.C. Reps Meet in Omaha

Omaha—Joint planning for the national negotiations between the Material Management Center and Western Electric Company began July 16th in Omaha.

Before the start of the Material Management Center negotiations, I.B.E.W. Director of Manufacturing, Thomas Hickman appointed Local Union 1974 President Michael D. Quinlan as the National negotiation coordinator for the Material Management Centers.

Material Management Center Representatives from four different locations met in Omaha with National Coordinator Quinlan and IBEW International Representative Clarence Loring from the 6th District to prepare their negotiating briefs as the bargaining deadline moved near.

Meeting at the Omaha location were National MMC Negotiation Coordinator Local Union 1974 President Michael D. Quinlan, E- Board Officer, William Plymale, Local Union 1974-1 Unit Chairman, Ted McElderry, Underwood, Iowa; Wayne Macbaine and Earl Esler, Irvine, California; Rick Roscoe, Niles, Michigan; Jim Cappleman, Local Union 1942, Montgomery, Illinois, Pat Damiami, Local Union 363, New York; and Clarence Loring, International Representative for the 6th District.

The results of this Omaha M.M.C. were presented to the Western Electric Company and negotiated by the National EM-3 IBSW Bargaining Committee.

business. So, the government subsidizes lawbreaking through a tax break for unfair employers.

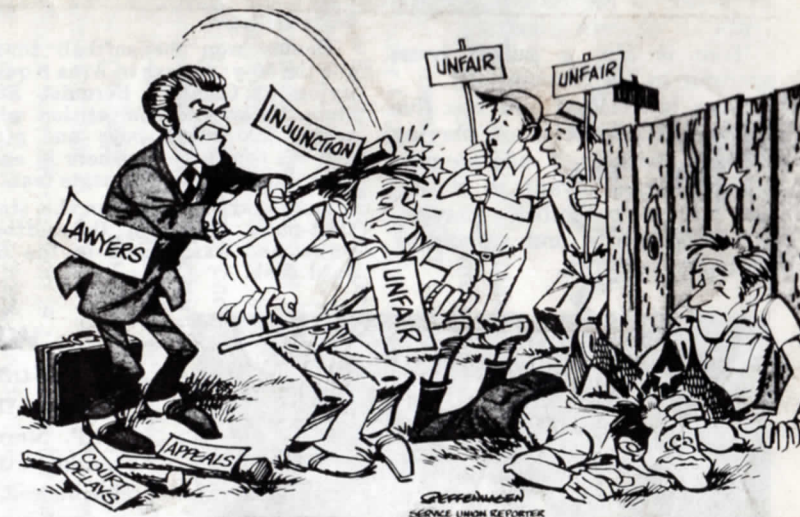
And what happens to these fired workers while they wait for the board to act? Who feeds their kids? And even if they win and eventually get back pay, what has happened to their union? Often it has been destroyed, because the other workers have become frightened, have decided that the employer holds the upper hand—that the boss's money means more than the "rights" guaranteed by a federal law.

What happens when the workers get an election, guaranteed them by the law? Well, that's when the propagandists and the lawyers take over.

They tell us to be thankful that employers no longer hire the Bergdorfs and the Bennetts and their gangs of thugs to beat up union supporters. But a mugging is a mugging, whether it's in a back alley or in a courtroom. And workers are getting mugged every day under the federal law.

Company lawyers delay and appeal, appeal and delay, on and on and on. And every delaying tactic, every lawyer's trick is paid for in tax-deductible money.

By Any Name, a Mugging's a Mugging



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Drawing Concept Changed

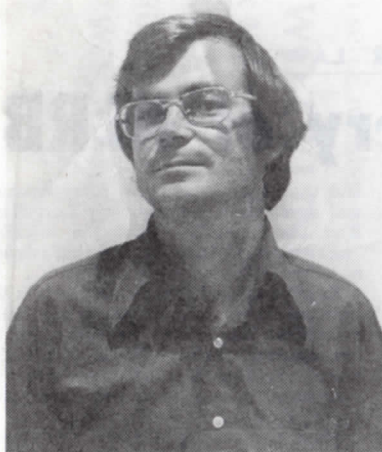
Starting with the August business meeting, the monthly drawing format of \$100 will come under some new changes.

The old concept of \$100, you must be present to win, will be changed to four smaller—(\$25) drawings, you must be present to win.

The idea to change the drawing format was changed by the Executive Board in June. The reason for the change was to allow more persons in the membership an opportunity to be a drawing winner.

President Quinlan affirmed that the regular monthly business meeting attendance had doubled in the four years the larger \$100 drawing had been in effect.

Know Your Rep...



Tom Connors

Chief Steward Tom Connor has been a Union Representative for seven of his twelve working years at Western Electric.

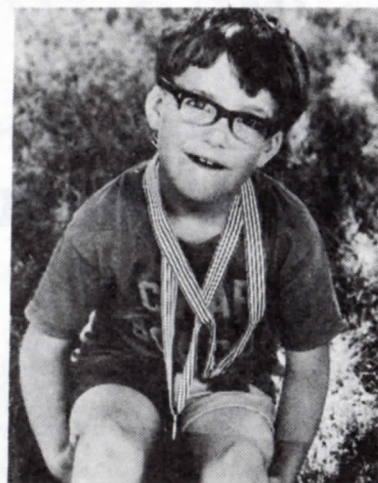
Quinlan Names AFL-CIO Delegates

President Quinlan announced the names of the 10 delegates that would represent Local Union 1974 at the Nebraska State AFL-CIO convention to be held in Omaha August 15, 16 and 17th.

The 10 delegates named by President Michael D. Quinlan were as follows:

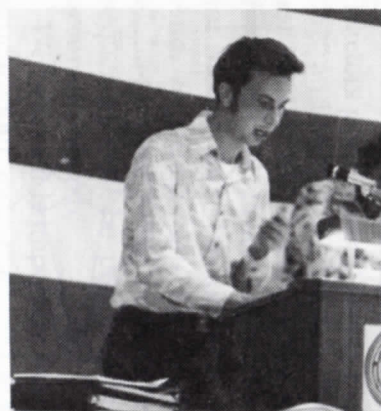
M. D. Quinlan	H. H. Clark
John Sutej	D. Wierzorek
M. T. Kelly	Marie Cook
J. W. Perryman	J. E. Philby
Ken E. Mass	J. E. Curran

There will be a recap of the AFL-CIO Convention activities in this paper in September. Above all, the importance of this convention lies in the fact that there will be a nomination and election of new state AFL-CIO officers.



Welsh Wins

For a second straight year, Dennis Welsh, eight-year-old son of Ron Welsh, Dept. 251, has qualified for the state special olympics which were held May 20-21 at Wayne State College.



Coors Workers Speak Before Union Members

An appeal was made to the membership of Local Union 1974 in June by two members of the striking Coors workers in Colorado.

Appearing before the membership were Ron Supich and Mary Mariaullier, union members of Local Union 366 who had been on strike since April 5th.

The list of grievances against the Coors Brewing Company dealt with work rules, seniority rights, shift differentials and the insistence of management that production workers take lie detector tests.

"A lie detector carries only one message to an employee," says striker Ron Supich. "It says that Coors does not trust my word or any of my fellow workers' word. It is a personal insult and completely ignores common sense."



Grievance Trends

To Granny's Health

An employee who was sighted drinking in a local bar when he had been excused from work to care for his ailing grandmother was fired for just cause, arbitrator Arthur R. Porter, Jr., decides.

Several hours into his shift, an employee asked to be excused to search for a wallet he had lost over the weekend. Half an hour after this request was denied, the personnel office received a call saying that the worker's grandmother was ill. Explaining that he had been raised by his grandmother, the employee asked for, and was granted, the rest of the day off. When a coworker friend called in sick for the afternoon—thereby missing an "urgent" call from a local tavern—management's suspicions were aroused. The workers' supervisors decided to visit a nearby pub and there discovered the employee who supposedly was caring for his grandmother. In light of his "very bad" attendance record, the employee was dismissed for the leave-taking incident.

The worker protested the penalty, maintaining that he had stayed with his grandmother until his aunt arrived, at which time he left to get a drink because he was very upset and nervous and there was nothing more he could do.

The employee's record of unexcused absences for the previous month alone indicated "a rather casual attitude to work responsibilities." Porter observes. Emphasizing that the employee did not call his supervisor to see if he was needed at work after he decided he was not needed at his grandmother's, the arbiter upholds the discharge. (Union Fork & Hoe Co. and Machinists, 68 LA 743).

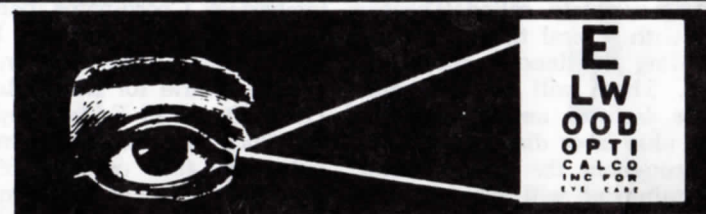
Adding Insult to Insubordination

An employee who not only refused to obey a management order but also used racial epithets to insult his supervisor was justly discharged, arbitrator Leo Weiss finds.

A white automobile repairman, assigned to do a number of repairs on a customer's car, completed the job except for turning the brake drums. When asked by his black shop manager why the job wasn't finished, the employee replied that the brake drum machine was not working properly, and the work, therefore, would have to be sent out. The manager told the worker that he knew the machine had been fixed since he had used it to work on his own car, and he ordered the employee to complete the job. Obstinate in his refusal, the repairman, spicing his speech with racial slurs, argued that if the car had belonged to a certain black friend employee was terminated.

The union protested the discharge, contending that since improperly turned brake drums could result in a customer being injured, the repairman was to be commended for his caution.

Noting that "it was not the manager's duty" to convince the worker of the machine's operability as long as a reasonable explanation and clear instructions were provided, Weiss finds no justification for the employee's refusal to obey orders. The worker's disparaging remarks—whether or not they referred to the manager—"were intended as an insult" and were inexcusable, Weiss concludes, upholding the discharge. (Global Automotive Enterprises and Teamsters, 68 LA 770).



Have your eyes checked by your eye doctor then see us. We would like to help maintain the value of your eyesight and fitting of frames. We feel the

Chief Steward Tom Connor has been a Union Representative for seven of his twelve working years at Western Electric.

Tom is also a punch press operator in Department 437.

Tom is married and has five children. His hobbies are playing softball, basketball and tennis, taking callous advantage of senior citizen basketball players, watching sports and upholding Catholic traditions.

For a third straight year, Dennis Welsh, eight-year-old son of Ron Welsh, Dept. 251, has qualified for the state special olympics which were held May 20-21 at Wayne State College.

Dennis won the softball throw and the 50-yard dash in Area 6 qualifying at Omaha's Berquist Stadium. He was in competition with nearly 200 other boys and girls and the top three finishers in each event qualified for the state test.

Last year, Dennis won the state first-place medal in the softball throw and was second in the 50-yard dash.



Who Says Stevens Is a Bum Outfit to Work for?

James D. Finley, chairman of the board of J. P. Stevens, doesn't think the giant, union-busting textile firm is such a bum outfit to work for. Indeed, it's very generous—to him anyway.

Stevens paid him a salary of \$184,000 in 1976 with a bonus of another \$184,000. That's \$368,000 for one year's hard work, up from a total of \$230,000 in 1975.

The company's president, Whitney Stevens, does okay, too. He pulled down a 1976 combined salary and bonus of \$296,000.

Each of them will be entitled to a pension of more than \$91,000 a year on retirement.

Workers for Stevens who retired in 1974 received lump sum payments of \$770 and no pension to follow, after years of service at substandard wages.



Majeski Rewrites Record Book

Jamie Majeski is the thirteen year old daughter of Marleen (Dept. 723) and Bob (Dept. 252) Majeski, who just loves to run. And when she does, she sets records with every step.

Jamie goes to school at Millard Central where she holds three dash records and shares three relay records with the other members relay team.

Miss Majeski owns the 6th grade 100 dash record. This year, she set new speed records in the 100 and 220 dash. To compliment her dash records, she also shared in three records on the relay team, where she ran in the anchor heat.

Besides running, Jamie also enjoys gymnastics.

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Audits & Appeals

There's nothing like a notice of a tax audit to pale the face and whiten the knuckles of most of us. A letter in the mailbox or a phone call from an IRS examiner usually triggers a panic reaction—"Why me? They have their nerve singling me out of the millions." Actually, an audit is a very businesslike, confidential meeting between taxpayers or their representatives and the IRS to determine the correct tax.

Nobody likes to be questioned, but notification of an audit is not a presumption of guilt or wrongdoing. An audit is conducted only to clarify something on your tax return. Some returns are, however, selected for audit at random just to make sure the entire system is working the way it should be. In addition, all high income returns are automatically screened for audit.

The computers at the IRS service centers do not make life and death decisions about your tax returns. They are merely programmed to look for unusual deductions, credits, and other things that are out of proportion when compared to the returns of other taxpayers with similar income and circumstances.

In fairness to all taxpayers, the IRS is obliged to take a closer look at any return that does not fall within usual patterns. For example, the return of a couple reporting adjusted gross income of \$15,000 and claiming \$7,500 in church contributions probably would be flagged for further scrutiny since the ratio of income to contributions exceeds what would be considered normal.

The church deduction cited might be perfectly legitimate. An audit might show the couple to be extremely religious with complete receipts verifying the unusually high donation in which case the matter would be quickly closed.

Many computer-questioned returns never even reach the audit stage. An examiner looks over every return singled out by the computer to see if there is a valid reason for a discrepancy. For example, several heart operations could account for an unusually high medical deduction. Human judgment, not computers, leads to all audit decisions.

A key point to remember is that good records are a must for an audit. The IRS can't take your word on a deduction or other item claimed on your return. The law requires you to have proof, so be prepared with accurate records and receipts to substantiate everything.

Your notice of audit will specify a date and time and even the name of an indi-

vidual who may be contacted to answer questions you might have concerning the audit. If you have questions about anything, don't hesitate to contact the IRS. The better prepared you are for the audit, the easier the procedure is for everyone. And, you can ask the IRS to change the date or time of your audit if there is a valid conflict with a previous commitment.

Despite the best intentions of everyone, some taxpayers are unhappy with the outcome of their audit. So, there are appeals channels within the IRS and the courts. Taxpayers have the right to go directly to the courts if they so desire, but most don't. In fact, 98 percent of all appeals are resolved to mutual satisfaction through the IRS appeals procedure.

The first level of appeal within the IRS is at the district level—the District Conference. At District Conference your audit is reviewed to determine if any errors were made at the original audit or even to remedy a personality conflict that may have occurred between the taxpayer and the auditor.

If you're still unhappy with the results after your District Conference, your next step is the IRS Appellate Conference. An Appellate Conference is totally independent of the original audit and the District Conference and is the highest level of appeal within the Internal Revenue Service. Here, your case will be given a fresh review in an effort to resolve the problem.

At both District and Appellate Conference levels, IRS personnel are authorized to use what they call "settlement authority"—at the district level the limit being cases involving \$2,500 or less. Simply stated, if you owe the government more tax as a result of the audit, the IRS may agree to settle for less than the amount proposed, based on the chances of winning or losing the case in court.

Keep in mind that an audit will usually be for past years—not the current year—which is why the IRS urges taxpayers to save all records and receipts for at least three years.

If you're notified of an audit, don't panic. Get the facts and prepare for your audit by gathering the required documentation. Next, contact your nearest IRS office and ask for a copy of Publication 556, "Audit of Returns, Appeal Rights, and Claims for Refund." It's free and outlines the entire audit and appeals process.

Slenderize Needs

It's easy for food offers that come out of loved ones' mouths to affect what goes into ours. That's just one way social feedback can weigh heavily in dieting success.

If friends and family are unknowingly sabotaging your bulge battling efforts, there are ways you can encourage them to feed your motivation instead. Some tips come from Dr. Michael J. and Kathryn Mahoney in their book "Permanent Weight Control."

"Lack of social support often stems from lack of information or understanding, rather than from lack of concern," they write.

Enlist others to help you be around food less. Ask snackers to hide the nuts in the back of the cupboard instead of leaving them in a bowl on the coffee table. Can treats that tend to be your downfall be kept out of the house when your weight is on the upswing? Maybe the kids could make their own lunch or put the groceries away.

"Many people are amazed at the quantity of food they consume simply because a loved one has offered it," the Mahoneys report. The temptation is to take the food "... to avoid seeming unsociable or rejecting." Sincerely ask that you not be offered "eatables," be it the last drumstick at dinner or a late evening snack.

Do loved ones realize attempts to police you or chew you out for overeating are more apt to get you down than your weight? The same goes for teasing or attempts to excuse a binge. But let them know you'd appreciate honest praise. Reinforce their efforts by accepting the praise instead of denying that it's deserved.

Encourage a joint effort to focus somewhat less on food in planning recreation, entertainment or social gatherings. You can also find creative solutions for situations you can't change.

When plans call for eating at a restaurant, agree to pick one with a good selection of less caloric food. The menu at a friend's is apt to be less controllable, but you can trim some calories elsewhere in the day's menu to leave a little extra room.

"Mealtime is the only 'together' time for many families," the Mahoneys point out. If you'd rather not push yourself away from the table, you might try eating more slowly.

A. Whiz

Pros for Profit

The dog days of August finds our resident handicapper, willing roustabout, and parttime reporter/sport prognosticator Arnie Whiz leaving town on a belated vacation to escape even the smallest temptation to wager on the pro football exhibition schedule.

"Betting on exhibition football is one of my cardinal no-no's," said Whiz as he loaded an already overloaded station wagon. "It's a good time to get out of town and find a quiet place to relax before the REAL season starts."

"But before leaving, I wanted to pass on to the membership my inside dope on the hot teams to watch on the NFL circuit and some college grid tips that might make for a fast start with the bookies' money andn ot yours," Whiz said pausing to jam his golf clubs in a side window and to tape an "Aspen or Bust" sign to the rear tailgate of his wagon. "I got four teams that I call my Steam Line sleepers and sure to be wise investments, 10 Sundays out of 14.

"This year, I have one sleeper from four different divisions and my rule of thumb is don't play them when they play each other," Whiz said as he dug a used plastic toothpick from his pocket and squibbled it into his gums. "The clubs that are sleepers this year are: Buffalo Bills, New York Giants, Detroit Lions, and the New Orleans Saints. These teams could spoil it for any teams trying to win a division title and I look for them to beat the spread better than 70%.

On the college scene, my best tip I feel is the winner of the Notre-Dame-Pittsburgh Game, September 10 will go on to be the National Champs and locally Big Red will lose two of their first three games.

EDITOR'S NOTE: Coming in September will be Whiz' 13 steam teams in the college ranks. According to Whiz, "it cost me 2 big ones, but I bought into one of the finest tip services in the country. Blazing Bombshells (not to be confused with Gilbert and Blazing) is the name of this invaluable service." We'll see in September.



other men claimed on your return. The law requires you to have proof, so be prepared with accurate records and receipts to substantiate everything.

Your notice of audit will specify a date and time and even the name of an indi-

tion 556, "Audit of Returns, Appeal Rights, and Claims for Refund." It's free and outlines the entire audit and appeals process.

How It Feels to Have A Heart Attack

The way a heart attack feels can vary: So how can you be sure that what you're feeling is really a heart attack?

By remembering this.

If you feel an uncomfortable pressure, fullness, squeezing or pain in the center of your chest (that may spread to the shoulders, neck or arms) and if it lasts for two minutes or more, you could be having a heart attack. Severe pain, dizziness, fainting, sweating, nausea or shortness of breath may also occur. Sharp, stabbing twinges of pain are usually *not* signals of a heart attack.

Your survival may depend on getting medical attention as quickly as you can. Call the emergency medical service immediately. If you can get to a hospital faster in any other way, do so.

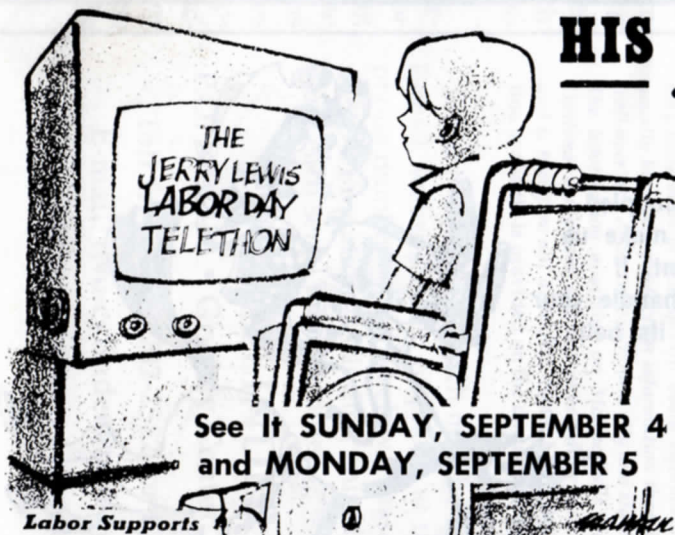
Don't refuse to accept the possibility that you are having a heart attack. Many heart attack victims do just that. They say it's indigestion or tension. They worry about embarrassment. They often wait three hours or longer before getting help.

But before those three hours are up, one out of two is dead.

Remember what you've just read. The time might come when your life will depend on it.

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See It **SUNDAY, SEPTEMBER 4**
and **MONDAY, SEPTEMBER 5**

Doctors Prices

In Chicago and elsewhere, most American workers have read that the most extravagant price increases in recent years have been the exorbitant hikes in doctors' fees. But there are all kinds of profiteering doctors. Take optome-

trists for example. A recent study found that eyeglass lenses generally sell for 200 percent to 300 percent more than the wholesale price to the optometrist, while eyeglass frames are frequently sold at an incredible markup of 1,000 percent.

menu to leave a little extra room. "Mealtime is the only 'together' time for many families," the Mahoneys point out. If you'd rather not push yourself away from the table, you might try eating more slowly. Or you could carry your dishes to the sink and come back to the table with something to occupy your hands. Serving bowls could also be removed from the table.

Don't forget to tell your loved ones of your progress, and how they've helped. It's fun to share the sweet taste of success . . . and it isn't fattening!

Total Poker

Total Poker by David Spamier (Simon and Schuster, New York, 250 Pages) is a magnificent blend of topflight teaching, marvelous anecdotes and analysis of the relationship of their great American pasttime.

This cleverly written book starts off by exploring the Bluff from the classic approach to an academic view.

Other subjects covered in depth is the origin of poker, great poker champions, Poker's relationship to morals, movies and Presidents. Chapter eleven ironically covers the odds at winning at Poker.

Total Poker is the cornerstone of good reading and a fit companion to Herbert Yardley's classic best seller, "The Education of a Poker Player." The book will be too irresistible to put aside until you reach the final page.

Arthritis—1 in 10

What ailment causes more prolonged misery to more people in the United States than any other disease?

The answer is arthritis, the Health Insurance Institute reports. More than 20 million people—1 in every 10—are afflicted with arthritis severe enough to require medical care.

According to the Institute, an estimated 3.5 million arthritis victims are disabled—limited in their usual activities—at some time. Of these, more than 320,000 are under 45 years of age.



"Tell Mr. Seider and Mr. Beecher that I had just finished explaining to the Twister Operators the reason their incentive earnings had dropped and . . ."

THE SHORT CIRCUIT

Omaha, Nebr.

August, 1977

Vol. 18, No. 12

Affiliated with AFL-CIO; CLC—Nebraska State AFL-CIO; Omaha Central Labor Union; International Labor Press Association; Nebraska Industrial and Service Union Council; Omaha Union Label League; The Omaha Safety Council.

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Rightwing Dollar Pitch Banks on Hill Letters

Congressman Lawrence McDonald (D-Ga.) wants people to send him money for the Committee to Defeat the Union Bosses' Candidates, or CDUBC for short. It's a "new political action committee," he explains.

Senators Jake Garn (R-Utah) and Carl T. Curtis (R-Neb.) would like your "tax-deductible gift to the Heritage Foundation for its 1977 Fund to Stop Big Labor."

And Sen. Orrin G. Hatch (R-Utah) urges you not to forget the National Right to Work Committee, but to send it "your contribution of \$500, \$100, \$50, \$25, or whatever you can."

The solicitations, all on congressional letterheads, are indicative of the massive campaign being mounted by the extreme right

decide how many municipal employees you, the taxpayer, must support?

"Would you vote for someone who had forced public employees to join a labor union or be fired?"

Hatch adds this urgent "P.S." to his letter: "The wheels of the union-dominated Congress are already moving. We need your questionnaire and check immediately."

It warns that "the labor lobby

The Record

DEATHS:

Charles Blanchard, Dept. 725	.....Wife
Debra Gibilisco, Dept. 761	.....Father
JoAnn Durbin, Dept. 442	.....Brother
Marjorie Donovan, Dept. 253	.....Brother
Earl Burbin, Dept. 251	.....Brother-in-Law
Sandy Prue, Dept. 723	.....Father-in-Law
Otis Jensen, Dept. 746	.....Father
Alice Hart, Dept. 434	.....Father
Eugene Nelson, Dept. 745	.....Mother-in-Law
Mike Saner, Dept. 746	.....Father-in-Law
Walt Mueller, Dept. 439	.....Brother
Lavida Wilson, Dept. 727	.....Brother
Floyd Bullard, Dept. 741	.....Brother
Don Kramer, Dept. 746	.....Father-in-Law
D. J. Kyles, Dept. 741	.....Son
Betty Vance, Dept. 727	.....Brother
Terry Pollard, Dept. 251	.....Sister
Eugene L. Woslager, Dept. 741	.....Member
Lorna Stray, Dept. 722	.....Mother-in-Law
Virginia L. Hovey, Dept. 434	.....Father
A. B. McDonald, Dept. 721	.....Brother
Naomi Blazka, Dept. 722	.....Mother-in-Law
Gladys Wilson, Dept. 435	.....Mother

Ad Notes

ATTENTION THIRD SHIFT BOWLERS:

Ken Graham, owner and operator of the Western Bowl said there was a good chance for a Friday morning league if enough bowlers were interested on 3rd shift.

Now is the time to register for a Fall League and the time will be Fridays at 9:00 a.m.

Also, if your other shift workers are interested in league bowling or open bowling, contact the Western Bowl and find out the many bowling times available.

NATIONAL AGREEMENT SETTLEMENT REACHED

(Continued from Page 1)

In commenting on the effective date of the new savings plan, President Quinlan said, "this is a significant breakthrough in Labor-Management talks and it simply means that for every \$2 a participating employee saves, the Company will add \$1."

"But there seems to be some misunderstanding as to why the plan doesn't go into effect until 1979," Quinlan explained. "The Company may have been willing to move up the implementation date to January, 1978, however, it was pointed out in negotiations that the Company must get necessary approval from the Securities Exchange Commission (S.E.C.) and the Internal Revenue Service (I.R.S.). It'll take more than a year in forthcoming so this is the earliest date that the plan could be implemented."

In addition to highlighting the gains made in the new contract, Quinlan also pointed out the other improvements in both the national and local package.

Significant improvements in areas of supplemental pensions for employees whose jobs are transferred or phased out; or who are surplus and are eligible to retire; a new stronger "Just Cause" standard in discipline cases; a guaranteed wage incentive managerial allowance

for drops in Wage Incentive Balance paid of more than 3%, an in-depth Western Electric Company review of all Company daywork assignments (to be completed by January 1, 1978), to determine which can be appropriately phased in wage incentive groups; expedited arbitration for discipline cases, improvements in the Hospital-Surgical-Medical Plan; a significant reduction in the length of time to complete progression raises at the Material Management Centers.

"Local improvements include a Yearly Shift Realignment by Seniority with no attendance requirements, notice of subcontracting of trades work, plant wide movement of personnel, letters for lateral transfer based on 6 months and 1 year in grade criteria; in grades 33 and below and 34 and above respectively, and continuation of volunteer surplus agreement."

"We didn't get everything we wanted," Quinlan said as he concluded his discussion of the new contract, "but I would say overall it is a good contract and both IBEW E.M.3 and Local Negotiating Committees are recommending approval."

The membership subsequently voted concurrence with the officers' recommendation.



**SOMETHING'S BREWIN'
— THE BRAND NEW
SAPP BROS. FORD CENTER**

The solicitations, all on congressional letterheads, are indicative of the massive campaign being mounted by the extreme right wing to build a war chest in its efforts to stymie organized labor's campaign to bring justice to federal laws affecting workers.

McDonald, who is a member of the national council of the John Birch Society, writes that his CDUBC wants to raise money to help re-elect members of Congress "who stood up and voted no when the labor lobbyists came calling" and defeat those "who capitulated and obeyed their orders."

Donors—"at least a \$15 contribution," McDonald asks—can become founding members of their local Congressional Evaluation Board. They can send in recommendations as to which members of Congress deserve to share in the funds the Committee to Defeat the Union Bosses' Candidates hopes to raise.

McDonald paints a grim picture of the alternative. "Government of and for the people will be replaced, unless you and I take action, by rule of Union Boss edict."

But before frightened citizens send all their money to McDonald, they should consider the appeals of Senators Garn and Curtis.

Garn's letter comes in the mail first. It asks help to stop the "incredible threat" of "compulsory unionism in our armed forces."

It asks "the most generous contribution you can afford" so that the Heritage Foundation can "expose radical legislation that's being drafted right now."

And the question posed by the junior senator from Utah shows the same disregard for facts and objectivity as those of the state's senior senator, Garn.

Hatch asks, for example:

"Are you in favor of forcing state, county and municipal employees to pay union dues to hold their jobs?"

"Do you want union officials to

his letter. The wheels of the union-dominated Congress are already moving. We need your questionnaire and check immediately."

It warns that "the labor lobby will try to jam through Congress bills to turn our soldiers into strikers, force working Americans to join a union and put organized labor in control of business and government."

To get the views of its contributors, it invites response to a "national opinion poll on big labor's 1977 legislative battle plan."

A typical question: "Do you believe Congress should pass a law which would require our soldiers, sailors, airmen and marines to join a labor union?"

Only those who don't contribute get the follow-up letter from Sen. Curtis. He asks them to reconsider and send money. "We desperately need the help of the Heritage Foundation in exposing the dangers to our political and economic freedom," he writes.

Sen. Hatch's letter encloses a questionnaire, too, which, he says is "part of a national survey I'm helping the National Right to Work Committee conduct."

Haynes Quits

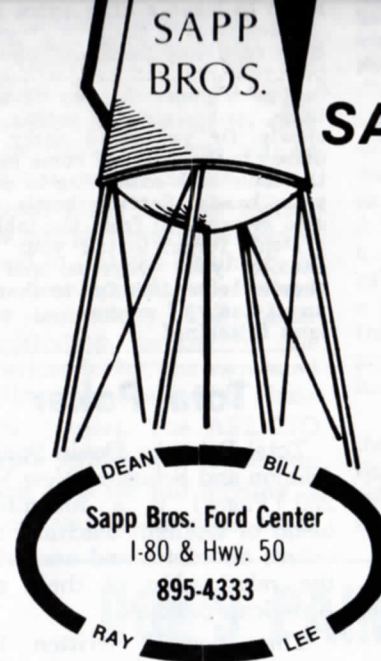
The Short Circuit lost their resident book reviewer to the professional photography business in July.

Rock Haynes, formerly of Depts. 422 and 251, served notice to the Company that he was quitting and going into business for himself.

Rock had the good fortune of purchasing a photographic business in West Point, Nebraska.

Rock stopped by at the Short Circuit offices to say hello before leaving and to leave a message to all the friends he made while working at Western Electric Company.

That if any of you are ever out around the West Point area, stop in. His new address is 311 North Lincoln, West Point, Nebraska. Telephone: 372-5754 and 372-3202.



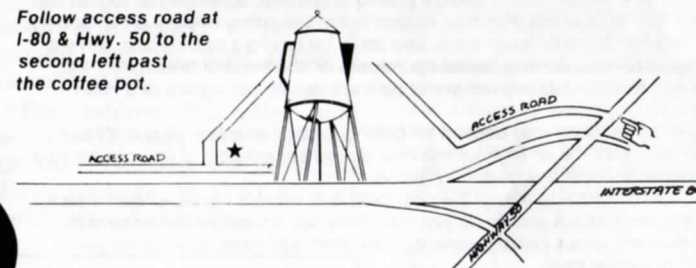
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