

August, 1998



President's Message

Again this month we have new union members to welcome to Local 1974 and Lucent Technologies. I wish you many years of employment here. As soon as you are eligible, take advantage of all the benefits your union has been able to get for its members such as the Savings Plan and the Stock Purchase Plan. By the time you are ready to retire you will be set.

All contracts have been ratified with EM-3, T-3 and CWA. Raises should be in your check September 11th. Retroactive

pay should be no later than September 25th. The \$1,000.00 signing bonus was put into your account August 3rd.

Effective immediately, Lucent employees and retirees are able to access Merck-Medco Internet site at <http://www.merck-medco.com>. This service was requested by employees and is now available. By using the site, members can: refill current prescriptions; check the status of recent orders; order mail service envelopes and claim forms; and find the location of their nearest participating pharmacy.

Effective January 1, 1999, the new 12 month rule will apply for pension bands. This will be retroactive. For example, if on January 1, 1999, you have had 12 months or more in your higher pension band and retire, you will be entitled to the higher band. If you were promoted to a job with a higher pension band on July 1, 1998, on January 1, 1999 you will have 6 months completed toward your 12 month requirement.

At the request of the membership, notification on shift realignment was given prior to school starting. Remember, if you did not get the shift you want, sign the shift preference book. If a vacancy occurs on the shift you want and you have the highest service of those that signed the shift preference book, you will be given that opening. Also, if you work 7 day coverage and would like to have a different schedule than you currently have, make sure that you inform your supervisor and sign a sheet saying what your preferred schedule is.

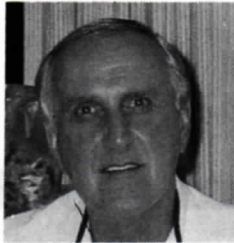
The moratorium on Facility Closing has been changed from 3 years to 2 years. The local letter of understanding has also been changed to read: Any employee entering the bargaining unit with Lucent Service from the Omaha Works' salaried payroll, or from another Lucent location, will have unit seniority for a period of 2 years for Movement of Personnel purposes except layoff.

*Fraternally,
Marlene Wilson
President / Business Manager
LU 1974, IBEW*

TO: ALL UNION MEMBERS:

The monthly membership meeting will be held **Thursday, August 20, 1998 in the Small Meeting Room, 13306 Stevens Street, Omaha, Nebraska. Phone: 895-4080 - FAX 895-1828.**

Third Shift meeting: 8:20 a.m., Second Shift Meeting: 2:00 p.m., Day Shift Meeting: 4:15 p.m.



Views from the Vice President's Office

By Sam Martin

The returns of some of our Lucent Savings Plan options for the year (January 1st, 1998 to July 30, 1998).

Lucent Stock Fund Code #9931	127.40%
BT (Bankers Trust) Code #3659	27.25%
Fidelity Magellan Code #0021	17.19%
Lucent Eq Index Code #3690	-2.08%
Fid. Freedom 2030 Code #0373	14.11%
Fid. Freedom 2020 Code #0372	13.50%
Fidelity Equity, Inc. Code #0023	8.69%
Fidelity Freedom 2010 Code #0371	11.82%
Fidelity Freedom 2000 Code #0370	8.83%
Fidelity Freedom Inc. Code #0369	5.89%
Merrill Lynch Corp. Bond, Inc.	
High Income Portfolio Code #3658	4.21%
Fid. Ret. Money Market Code #0630	3.13%
Emp. Shares Fund 1 Code #9956	127.40%
Emp. Share Fund 2 Code #9955	127.40%
AT&T Stock Fund Code #993026%
NCR Stock Fund Code #3113	20.77%

SPECIAL CONTRIBUTION OF \$1000 IN LUCENT STOCK TO LONG TERM SAVING AND SECURITY PLAN (LTSSP) ACCOUNTS

The \$1000 stock contribution to eligible employees accounts will be made on Monday, August 3, 1998. Subject to Internal Revenue Service requirements and

the Plan's distribution rules, participants may request an in-service withdrawal of this Special Company Contribution. However, if the participant is under age 59 1/2 and the contribution has been in the account for less than 2 full Plan Years, the participant will be suspended for the following 6 months from being eligible to receive any additional Special Company Contributions that would otherwise be applicable during that 6-month period. Additional Special Company Contributions will be made to the accounts of eligible employees on February 1, 1999 and August 2, 1999. This means that if someone elects to make an early withdrawal of any portion, or all, of this stock allotment, they will run the risk of losing the February stock contribution. There will also be tax consequences and a penalty tax that the person is going to have to pay. **These are IRS Rules**, not in any form Union rules. The same that applies today, to your regular account withdrawals.

Still adding new employees. Been very successful adding them to our Union. Hasn't been hard though because the new employees know the conditions of the non-union jobs on the outside. As of now, same day seniority you will use your Social Security Number. Low number is high in seniority. Sometime in the future the company will switch to your HRID (Human Resource Identification Number.)

Passing thoughts. The welding job failure was a disappointment. With it's critical nature (not everybody can be a welder even with schooling), we thought it was a winner for the Level III grade level. In fact there were a lot of jobs that we thought could and should have been upgraded.

Effective July 1, 1998, the following pension benefit amounts will be effective for those employees retiring on or after May 31, 1998.

Pension Band 105 = 30.35, Pension Band 109 = 34.76, Pension Band 113 = 39.14, Pension Band 118 = 44.61, Pension Band 120 = 46.80

Global Founders Grant. Results of National Bargaining have accelerated the vesting date of those options. October 1, 1998 employees will be able to exercise up to one-half of their founders Grant options. The previous timetable was October 1, 1999. It can be cashless as before.

*Fraternally,
Sam*

THE SHORT CIRCUIT

Omaha, Nebraska

August, 1998

Official Publication of Local Union 1974
International Brotherhood of
Electrical Workers AFL-CIO,
Omaha, Nebraska

President Marlene Wilson
Vice President Sam Martin
Recording Secretary Sparky Bruning
Financial Secretary Edie Riester
Treasurer Tom Pallas

Executive Board

Jim Filipiak, Chairman

Tim Gillham, Rick Madej, Marlene Majeski, Jim Pabian

Newspaper Staff

Editor Deb Gulizia
Artwork Tim Cremeens

INFORMATION BULLETIN FOR CUSTOMERS OF US WEST

Many of you have heard US WEST's version of what they have offered during the current contract negotiations with the Communications Workers of America, and if you didn't know the rest of the story their offers would look very reasonable. We want you to hear **OUR SIDE OF THE STORY.**

US WEST SAYS--They are offering a free health care plan for every employee.

THE REST OF THE STORY--Most employees currently have a choice of health care providers and are allowed to choose based on the needs of themselves and their families. Their plan identifies one free "Benchmark Plan." Employees that choose other plans would be required to pay up to \$840 per year out of their pockets. The company could change plans often and cause employees to have to change to a different doctor each time.

US WEST SAYS--Premium payments for hours worked beyond regularly scheduled hours should be drastically reduced.

THE REST OF THE STORY--The amount of premium pay that our members receive for working overtime to provide good customer service has been in place for many years. These changes would result in a loss of income.

US WEST SAYS--Employees should be required to work as many hours as it takes to get the job done to provide good customer service.

THE REST OF THE STORY--Our members believe in good customer service, but in the last few years many have been required to work astronomical amounts of overtime; six and seven days a week; ten to twelve hours a day. People deserve to be able to spend time with their family, attending PTA meetings, going to Church, and supporting their community. US WEST's insensitive response to our plea for relief was to propose that unlimited mandatory overtime would continue for the remainder of 1998; no more than 25 hours a week in 1999 and phasing down to no more than 12 hours a week in 2002 and 2003.

US WEST SAYS--Employees should be subject to secret monitoring at any time.

THE REST OF THE STORY--This retrogressive proposal allows US WEST to eavesdrop on the employees and **YOU, the customer**, without warning.

US WEST SAYS--Their wage and pension offer is "best of class" and exceeds an agreement recently reached with Lucent Technologies.

THE REST OF THE STORY--The US WEST final proposal for take-home pay is 30% less than the recently negotiated settlement with Lucent Technologies. Additionally, when you subtract the proposed take-backs that take money out of our members pockets, their "generous" wage offer dwindles away quickly. This pension offer is inadequate from a pension plan that is 166% overfunded. US WEST has NOT made a contribution to the Plan since 1987!

US WEST SAYS--We are offering a new voluntary pay plan that provides many employees 20% more for good performance.

THE REST OF THE STORY--The new plan is only voluntary for certain current employees. Employees hired after 1/1/99 would be required to participate. More importantly the plan could be detrimental to excellent customer service since employees will be rewarded for how quickly they get the job done. Oftentimes high quality service requires extra time. Employees should not be penalized for going the extra mile. Also, employees need to have the necessary tools and systems to perform efficiently. US WEST has not established "network reliability" for either **YOU, THE CUSTOMER** or their employees.

US WEST SAYS--If downsizing is necessary, the company wants to pick and choose the employees they want to eliminate within a job classification. The company wants the ability to pay different individuals who perform the same work different rates of pay.

THE REST OF THE STORY--There are long-standing guidelines on how employees are laid off. Also in place are negotiated wage scales for each job classification. Employees should not be laid off or paid based on the whims of management.

US WEST SAYS--Employees can only take time off if the company decides it is available.

THE REST OF THE STORY--Employees need to be able to schedule their vacation in order to spend time with their families. Many of our members have small children and are unable to schedule their vacation when their children are out of school. Many times they are even unable to get a few hours off to attend such important events as school conferences or to care for a sick child. This combined with the large amounts of required overtime have isolated our members from their families.

We are confident you can clearly understand why we were force to strike US WEST. These decisions are not easy, and we would much rather be at work serving **YOU, OUR CUSTOMER**. We want to **THANK YOU** for your support and are hopeful we will be back to work soon!

**COMMUNICATIONS WORKERS OF AMERICA
KEEPING AMERICA IN TOUCH TODAY...
BUILDING BETTER JOBS FOR TOMORROW**

THE RECORD

ROBERT L. WEGENER, SR. - MEMBER

EUGENE PETRICEK, RETIREE

RICHARD GOODKIND, RETIREE

Tiehsha Secret, D-7, Grandmother

Liz Swan, AB-4, Mother

Twana F. Bordelon, AD-7, Grandfather

Barb Aldrich, AG-18, Mother

Dan Pinkerton, AG-14, Grandmother

Jim Rhode, F-26, Mother

Doug Carlson, A-17, Sister

Dan Kinnally, Jr. AD-35, Brother

Wes Lyons, ABAC, Father-in-Law

Alphonzo Dailey, AB-4, Mother

Rose Pettis, ACC, Mother

Peggy Pinkerton, AD-7, Grandmother

S. Jay Pinkerton, Grandmother

Robert Rhode, ACC, Grandmother

Mary Ellen Newell, AD-33, Brother

Severe Weather Protocol

1. During times of severe weather, the Security Office shall monitor the weather radio information from the National Weather Service for Douglas County. Upon receiving a severe weather warning (Tornado or High Wind Warning) that would normally trigger the Civil Defense Sirens in the Omaha area the Security Office will trigger the Omaha Works Warning Sirens and evacuate all personnel to the designated shelter areas.

2. In the event that the local Civil Defense Sirens sound and no warning is transmitted from the National Weather Service, the Security Office will attempt to contact 911 to clarify the situation before evacuating the Omaha Works.

The Severe Weather Protocol has recently been revised. There are hundreds of new employees and hundreds of people moving to new areas. Therefore, if you are not sure where the designated shelter is for your area, ask your supervisor.

Deb Gulizia

Election Year 1998

With this year being an election year, your COPE Committee is already very busy working with several candidates. We make sure we understand where they stand on issues affecting our working people and their families. We try to enlighten them on our views on certain labor stands that may not be totally understood by them. The COPE Committee will be concentrating mostly on two races. Those are Hoppner for Governor, and Eccles for Douglas County Board. We also will be involved in Eric Will's campaign for Douglas County Treasurer and Michael Scott's race for Congress.

Let's not forget, Ron Hug is running for Metropolitan Community College Board (Ron is a member of IBEW #1974).

To start off the campaign season this fall, we will be holding a voter registration in the plant the second week in September. If you have moved or recently had a name change or perhaps just become eligible to vote, please stop and see us to get registered. The exact dates of the registration are not known at this time, but we will make every effort to let everyone know when we will be there. We also have mail-in registration forms if anyone is interested.

If there are any members that would like to become more involved in the political arena, please let us know. We will be glad to help you get started. We can connect you with the people in charge of the various campaigns. Politics is like a sport. Good times, bad times, fun times, and sad times. There are lots of different ways to get involved. You don't have to be a political science major to help on the campaign. You can do as little as put up a yard sign to working at the campaign office. You might like to do some telephoning. It's up to you. We do have a lot of fun also. No matter what you do, the least you should do is **Register and Vote!!!**

Sheila Filipiak
Cope Director, IBEW Local 1974

THANK YOU

Thank you to all my friends and co-workers, who expressed sympathy over the loss of my mother.

The flowers and cards were deeply appreciated.

Thank You,
Dale Plambeck and Family

New Members

Larry E. Allison, Jr.
 Adalia A. Asuncion
 Ted R. Baker
 Traci Barbary
 Richard J. Barton
 Gregory S. Beck
 Diana L. Bensink
 Gary L. Bird
 Mary K. Black
 Michele K. Blankenfeld
 Patrick R. Bonacci
 Carlos L. Bradford
 Steve Ann Branson
 Deborah M. Brewer
 Patrick K. Burton
 Terry W. Carruthers
 Carl L. Chance
 Richard L. Chapman
 Kim C. Chrischilles
 Charlotte M. Clark
 Christopher C. Costello
 Mark D. Crowner
 Marvin A. Day
 Candida R. Delgado
 Vicki S. DeYoung
 Steve H. Douglas
 Brenda A. Eichner
 Arden G. Engelkes
 Kimberly M. Fennel
 Brenda J. Firman
 Shanieka D. Fisher
 Lori A. Forsythe
 Timothy J. Franco
 Shawn M. Freed
 Cynthia J. Gelecki
 Jeffrey E. Gorczyca
 Timothy J. Haney
 Cristal A. Harris
 Darryl D. Hebron
 Craig A. Heckman
 Joseph A. Hering
 Barbara A. Hettinger
 Daniel E. Hlavac
 Lisa M. Holloway
 Michael W. Hoover
 Traci J. Hudson
 Richard D. Huff
 Sandra K. Hull
 Jason A. Husk
 Eugene J. Hutchinson
 Marc J. Ingram
 Rachelle M. James
 Linda K. Jarecki
 Donna J. Johnson
 Gloria S. Juhl
 Joan K. Julich

John J. Kessler
 Janet M. Klein
 Brenda L. Klingforth
 Tammie J. Lewis
 Darrell D. Livengood
 Jason R. Ludlow
 Latanya A. Martin
 Michael J. Marvin
 Carolyn S. McCrea
 Paula A. McGinn
 Chad P. Mefford
 Rusty J. Meyer
 Betty B. Miller
 Jan M. Miller
 Michael P. Mongar
 Mark M. Moore
 Teresa A. Neff
 Mark R. Nelson
 Mark G. Newman
 Lynne M. Niemeyer
 Mary J. Nixon
 Ronda M. Novotny
 Gail E. Patsos
 Susan K. Pedrosa
 Nicki L. Petersen
 Marni L. Placzek
 William J. Podkovich
 Nancy H. Rachwitz
 Roger J. Rech, Jr.
 Angela J. Richt
 Richard W. Romer
 Susan K. Ross
 Susan J. Sake
 Julie A. Sandoval
 Michelle K. Schaffer
 Gene A. Schubert
 George D. Scott
 Tihesha N. Secret
 Craig L. Sisson
 Shawn M. Smith
 John G. Springer
 Gregory L. Straight
 John R. Swirzinski
 Kathleen M. Thomas
 Shelli L. Thorson
 Lawrence A. Valentini
 Cory L. Van Fosson
 K. Nycole Wandvik-Tolle
 Roger B. Wesley
 Robert J. Wheeler
 Tammy L. Wilde
 Alan P. Williams
 Stan J. Wisniewski, Jr.
 Renee H. Wolfson
 Vivian D. Wright
 Steven M. Yearout
 Daniel J. Yetts

Benefit Update

by Edie Riester



Last month we had a benefit meeting with Blue Cross Blue Shield of Nebraska and in attendance, were both of our Union Coordinators from IBEW and CWA, Charlie Bigrigg and Steve Brumbelow. Both are members of the Joint Health Care Cost Containment Committee. Also in attendance was Joe DiBella, Blue Cross Blue Shield Account Manager out of New Jersey. We had a discussion on Chiropractor Coverage. Effective September 1, 1998 we have Chiropractors in the Network. You can get a Provider Update in the Benefit Room, or in the bins by all the entrances, which has all the Network Chiropractors listed. We asked at the meeting, if someone is already in treatment with a Chiropractor, who isn't in the Network, will she or he be able to have a continuation of treatment, like we had on other specialists or doctors added to the Network. We were told yes, a letter was to be sent to all members going to non-participating Chiropractors, explaining that they would have up to 4 weeks to switch over to a Network Chiropractor. All Chiropractors that are in the Network belong to the Nebraska Chiropractor Association.

Remember, we can still self refer ourselves to a Chiropractor. It may be in the best interest of our members to continue to call Helpline before going to check to see if your Chiropractor is in the Network. If not, ask him if he belongs to Nebraska Chiropractor Association, and if he, or she, is interested in joining our Network, have him or her call Helpline.

Retirees In June 1998

Ronald W. Beckman
Judith E. Coop
Sandra H. Davis
Juris Klavins
L. Catherine Kolp
Karen C. Prince
Lloyd M. Reed
Ella L. Simpson
Roger L. Swanson

SAFETY CONTEST

BY DEB GULIZIA

Ergonomics is a very important part of our job. We need to be aware of how to work smart in order to reduce the possibility of cumulative trauma injuries. Phase II of the Safety Contest is aimed at raising your awareness.

Know the answers to these three questions when a safety sub-committee member comes to find you. Also, be sure to wear your safety glasses with sideshields in all work areas whether you're on break or not, otherwise, they must pass you by. The prize for this phase is a plug-in carbon monoxide detector. Good Luck!!

Q. What are three risk factors involved in potential Cumulative Trauma disease?

A. Force, Awkward Postures, Repetition.

Q. A good ergonomics program will help improve quality and increase productivity. In addition, it should provide two other advantages.

A. Reduce injuries and workers compensation cases.

Q. If you have an ergonomics problem in your area, who do you contact?

A. Any sub-committee member can contact the ergonomics committee.

PHASE II WINNERS

Week 1

Julie Springer
Vincent Muniz
Harvey Hess
Richard Browns
Linnie Ross
Linda Giebler

Week 2

Philip Digilio
Carolyn Landrum
Timothy O'Connor
Judy Bauer
Ann Young
Herbert Woicke

Week 3

Rosemarie Bemowski
Virginia Burgett
Patricia Hernandez
Helen Latimer
Joseph Backes
Robert Sundell

Week 4

Ronald Machacek
Irene Palma
Joella Pacas
Daniel Pritchett
James Pederson
Walter Peszulik

**Be Informed
Attend Your
Union Meetings!!!**

NON-MEMBER LIST

BY EDIE RIESTER

First of all I'd like to welcome all of the new people at the Omaha Works. It is so nice to see so many new faces around here. Looks like all the news ones have joined that were hired this year but one. That's pretty good. And the one may still join, she wanted to talk to her Grandmother first.

We had only one person drop out of the Union this year, **Keith D. Johnson**. Evidently he doesn't realize what all the Union does for him. I wish I could take each and every one of you around here with us, and you could see for yourself what the Union does for all of us. Without the Union we definitely would not have what we do today. Remember it was the company who wanted to only give us one progression raise a year. It would take us twice as long to get to the top of our Level if it would not have been for the Union. Guess Keith does not care about that!! I had someone say to me the other day, "How do you drop out of the Union?" Seems he was upset with something the company wants to change, not a contractual issue, but needless to say was still mad and rather than be mad at the Company, he was mad at the Union. Wonder why he didn't want to drop out of the Company!!

For my NON-MEMBER List this month, I said that I would be doing the V's, the W's and the Y's. Next month I'll be printing them all again. Remember, if you know any of these people and you hear that they want to join, just give me a page, my page number is 0706. And I will bring you over a sign-up card.

Emilie S. Volquartsen

Carol L. Ward

Doris M. Ware

Sharon B. Webster

David Wiggins, Jr.

Elizabeth S. Williams

John W. Wilson

Samuel A. Wright

Lillian P. Wyatt

William A. York

**Have a
Safe and
Happy
Labor Day**

Death of a Family Member

by Jim Pabian, Executive Board Officer



We are all saddened by the death of a loved one. When any of you lose a loved one, it is up to your supervisor to contact the Union and inform us about your loss.

Since we have a number of new members and some of us have taken upgrades or moved to a new area, your new supervisor may not know you well enough to contact the union about your loss.

Please call the Union Hall, **895-4080**, and inform us of your loss so we, too, can extend our sympathies to you and your family. We don't want to be embarrassed about not being informed and either miss acknowledging the death entirely or finding out years later.

Bidding Trades Jobs

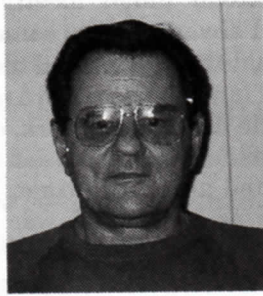
by Rick Madej

Once again it is time to explain the basic fundamentals concerning the bidding of trades jobs as service to all new people and as a refresher for all our seasoned veterans. When a trades job is posted on the bid board in which you feel you possess the qualifications for, the number one thing you must do is staple a resume to your bid sheet. It doesn't matter if the same job is posted three times in one month, you must attach a resume with each bid in order to qualify for the position. NO RESUME...NO BID... it's that simple.

Now, what should I put on my resume? Your resume is your way of convincing the trades committee that you meet the qualifications to fill this job. Put down all of your schooling even if some of it doesn't pertain to the job you are bidding for. Be proud of the fact that you took the time to further your education. If possible, include school transcripts with your resume. They are very helpful, easy to get, and are usually free or at a very minimal cost. They take a lot of the guess work out of the trades committee's hands. Next, list all the practical experiences that you have, but be as specific as possible. Don't say "I worked at XYZ Construction from 1982 to 1989" but rather "I worked at XYZ Construction from 1982 to 1989 as a carpenter doing framing, roofing, and siding work. Toolmakers and Machinists need to not only list the job shops and/or companies they worked for but also the types of lathes, grinders and mills they operated and the types of parts they made. The bottom line is to make out an honest resume but don't sell yourself short. It is better to include something on your resume that is not necessary than to leave something off of it that could have made a difference. Finally, if you're watching for a trades position to open up, have your resume ready and a copy available. Remember, a hastily made resume could omit important information and they're not as tidy. Some of us old guys can't see as good as we once could and a typed resume is a lot easier to read. Good luck and I hope to see some of you in the future.

What's Coming Down The Line!!!!

by Jim Filipiak, Executive Board



As of August 3, 1998, there was \$1,000.00 worth of Lucent stock put into our long term savings account. The price of that stock was based on the closing price as of August 3rd. Read Vice President Sam Martin's article for more information. For those who want to pull it out, you may have second thoughts, however the choice is yours. You must have been on the active roll as of August 1, 1998 to receive this.

People are asking about our back-pay. "When will we see the raise on our checks?" These questions will be answered by our President/Business Manager Marlene Wilson. Read her article in this month's *Short Circuit* and attend the Union Meeting.

Progression increases: These are explained in our contract book on page 79 under Article 10 "Wages", Paragraph A. Production Levels or Trades Group shall be increased during the term of this agreement provided the employee has been on the active payroll for sixty days prior to the progression date. Progression increases will be given semi-annually, effective on the first of the fiscal months of March and September (Page 80, Paragraph c). Page 80, Paragraph D tells us what happens if we are on a personal leave or disability leave of absence on the effective date of the increase. We'll receive this raise when we are reinstated.

Temporary promotion allowance was increased from \$8.00 to \$10.00 per day beginning October 4, 1998.

Remember, our raises also determine how much we are allowed to put into the long term savings plan account. Night bonus and 7-day coverage payment are also determining factors.

With the job openings in the cable shop because of 7-day coverage and the increase in orders and the movement in 30 building, let me refer back to the many articles written for the Short Circuit by your Movement of Personnel Co-ordinator, Marlene Majeski. Page 67 in the contract tells us: Level I's must have six months on their posted assignment before bidding a lateral. Lateral bids for Level I's are Irrevocable. Level I's who bid a Level II job and consequently turn down that job, for whatever reason, are not penalized.

New employees may bid for upgrades at ANY TIME. You can't get an up grade if you don't fill out a bid sheet. If you have any questions, find your union rep or ask someone to help you with it. You may also call the Union Office (895-4080) and ask to have a rep sent to see you.

Continued on Page 8

Movement of Personnel

by Marlene Majeski



There is still a lot of movement going on in the buildings. I would encourage everyone to check your job history to make sure you are getting credit for all of the experience you have had. See your supervisor.

With several Level III's being posted, we are finding out that some of the members do not have all of their job histories correct. Take a few minutes and check this out.

Also reminding the new hires to keep bidding on Level II jobs.

As of August 17th, the shift realignment has taken place. If you did not get the shift you want, make sure you put your name in the shift preference book.

Good Luck

I'd like to wish Judy Nebe good luck on her new job. I enjoyed working with Judy on Movement of Personnel and while she was in Labor Relations. Once again, Judy, **Good Luck!** We'll miss you.

Union T-Shirts

The Union T-shirts are always for sale. We order them as we get requests.

Medium thru XL.....	\$8.00
XXL.....	\$9.00
XXXL.....	\$10.00

See your rep or officer.

Just a reminder ... Shirts should be paid for when you receive them.

by Marlene Majeski

Thanks

We would like to thank Gerri Smith for making her office available to us for distributing the 40 Year Anniversary Clocks. We appreciated it, Gerri.

Jim Pabian & Marlene Majeski

What's Coming Down The Line!!!

Continued from Page 7

Production Occupation Level II and III employees who refuse a lateral transfer or demotion to a job on which they submitted a bid (regardless of reason) shall not be eligible to bid any other jobs on a lateral or demotion basis for a period of twelve months. **BE CAREFUL, BID WISELY!!**

Remember, telephone reimbursement will end in September 1998. Bring in your telephone bills.

Attend your Union Meeting. Marlene and Sam like big business meetings. We all do. That's how we all learn. Union doesn't mean "T" one. The BIG "1" only means Husker Football. Another big year and National Championship. GO BIG RED!!

Jim Filipiak, Executive Board

ETOP NEWS!! ETOPE NEWS!! ETOPE NEWS!!

by Sharon Buzzell

Fall schedules of classes being offered on site will be mailed the first week of August. Registration forms are on the back of the flyer. Fill them out and put them in the ETOPE drop box on the East End of the cafeteria or bring them to the ETOPE Staff Office.

There were 19 Colleges, Universities, and Career vendors that attended the 1998 ETOPE Education/Career Fair held Thursday, July 30th. **Thanks** to all the employees who came through and talked to the Education/Career representatives. We had nearly 400 people sign the guest book. Look forward to the **1999 ETOPE Education/Career Fair**. Prize winners for the drawing are posted on the ETOPE display case in the cafeteria and also in the foyer of the Enhanced Learning Center on the end End of the main cafeteria. Or if you are wondering if you are a winner, call Sharon X3828.

Classes being offered for fall are Microsoft Publisher, Adventures on the Internet, Beginners for Scaredy Cats/Windows 95, Microsoft Excel 97, Parenting Workshop, Math Made Easy, B-Tab Preparation, Plato, GED, Academic Assessment, Marriage and Family, Systems & Information Management, Business Communication, Professional Portfolio Development, Note Taking Seminar, Myers Briggs Personality Testing. For more information on these classes, call Sharon X3828.

The ETOPE National Conference will be held August 31 through September 3 in Chicago.

For information about ETOPE funding contact Sharon X3828 or stop in the ETOPE Staff Office. Our hours are Monday - Friday, from 7 a.m. to 4 p.m.

To Whom It May Concern

by John Gude

Whenever I attend union meetings and various union functions, I always see the same people. While I personally applaud these dedicated members, it would be nice if more of our members were more active.

I understand the demands of work, overtime, family, education, religion, etc. and the need to maintain balance with a limited amount of time. These items are important to me as well and I was once an unconcerned, apathetic member myself. I let other union members do the work, while reaping the benefits of good wages and benefits, a pension plan, 401K match, stock fund purchases, sick and disability pay. The list goes on. I decided to become more involved when the Republican party dominated Congress.

I became a member of the Local's COPE Committee and immediately had my "eyes opened" when I learned the tremendous hurdles unions face. Our enemies are many. They are well funded and have many agendas. One of the most important is the weakening and if possible the outright destruction of unions.

These entities probably don't all meet together, but their policies and directions often intersect. They produce studies, documentaries, and papers and bankroll all kinds of anti-union, anti-worker initiatives. This may look like a no-win situation, but the labor movement is holding its own thanks to active members and leadership.

We had a great victory in California defeating Proposition 226. Union members made 650,000 phone calls, walked 5,005 precincts, and visited 18,000 work-sites. On election day, 3,500 members participated in "get out to vote" efforts. More than 24,000 active members made the difference.

Last year in Ohio, an initiative was on the election ballot that would have rendered workman's compensation almost totally useless. The bill was supported by business groups, the governor and Republican state house and senate. Unions mobilized by making phone calls and dropping leaflets throughout precincts. Informed Ohio voters reacted to the scam by overwhelmingly voting the bill down.

This year in Oklahoma, the National Right to Work Committee, business interests, and the Republican Party tried to pass a "Right to Work" (for less) law. Union members lobbied hard and the bill was defeated.

Perhaps our biggest victory was the defeat of the "Fast Track Trade" bill. This bill is similar to NAFTA. Like NAFTA, the basic purpose of this bill is to make it easier for corporations to close factories paying high wages and relocate to countries supporting slave labor.

I've tried to illustrate how important active commitment is to the union movement. If you think you're not needed, you're wrong. **YOUR UNION NEEDS YOU!! Please join us at the next union meeting and offer your support.**

Beef America "Plant Closing?"

Norfolk, NE - July 13 at 12 midnight: The United Food and Confectionary Workers Local #271 informed the management of Beef America that they intended to strike. This was after 48 hours past the end of their contract lapsing. July 28, Beef America announced that they would close the plant stating that they could not run that plant and make a profit, eluding to the union demands were excessive. The union was asking for more than the \$6.50 an hour that Beef America was offering and at least a weekly hour guarantee of more than 32 a week. There were also some other issues such as job seniority. If you took an in plant upgrade, you had to quit and be rehired, which meant you lost all previous seniority. It's plain to see that this wasn't a plant closing, but a cold, calculated "Lock Out" aimed to undermine organized labor in this country, an unprecedent move since the flight controllers lock out by Regan in 1981.

The proverbial line in the sand has been drawn in Norfolk. If Beef America succeeds in this heartless act, it will send a message, the wrong message across the nation. The message of fear in the heart of all brothers and sisters of organized labor. A fear to stand up for fairness against the corporate profit monsters. This move would provide a tool in the way of a threat.

By corporate America "strike ... go ahead and we'll close the plant just like they did in Norfolk," would become the battle cry of vicious, immoral corporate managers.

Our brothers and sisters at Local #271 need our help and our support more than any other local which has gone before them. We need to stand firm behind them and with them. There remains many legal issues to be resolved from this "Lock Out/Strike." Beef America has been criminal in their lack of compassion to notify the Nebraska Department of Labor. The union has called in a task force by the state to force Beef America to notify the state, if this is in fact a plant closing so the members of Local #271 would qualify for food stamps and unemployment.

This past week there has been a major food drive by the Omaha Federation of labor, State Federation of Labor and many of the labor councils and locals across the state. Several semi-truck loads of food will be taken to Norfolk this Sunday in conjunction with a rally and parade supporting our brothers and sisters of Local #271. Unfortunately, the persons who suffer the most are the children and those in need of medical attention. August 1 insurance coverage for Local #271 ended.

A hardship fund has been set-up to benefit Local #271. They need your help. Please send whatever you can, this is truly a battle of good vs evil of which we, as members of organized labor, are part of. Send your donations to:

Beef America Hardship Fund
c/o UFCW Local #271
1210 Douglas Street
Omaha, NE 68102

Ron Hug

4-H Summer of Service

In a perfect world this would not be news-worthy but we understand the reality of our situation. Our news is filled daily with the wrong-doings of our youth and how they have no compassion. Well maybe the kids are not the problem, maybe it's just what's reported. The Summer of Service program sponsored by Lucent Technologies and IBEW local unions has shed new light on that theory. Eight-five kids from the Omaha area, 15 of them from Lucent families, participated in 4 two-week sessions of community service. Activities focused on some of the following areas:

- Environmental (cleaning streams, building birdhouses)
- Helping Others (Child care, sacking lunches at homeless shelters)
- Beautify Omaha (Pick up litter, plant flowers, clean up cemeteries)
- Grab Bag (A little bit of everything)

The program was provided by the University of Nebraska Cooperative Extension and Lucent Work Family Care Development Fund. We would like to thank Cindy Hendricks, Kathy Aultz and Danita Diamond for a job well done.

On August 6th, the Employee Resource Center staff attended the Summer of Service appreciation night and was overwhelmed by the good comments from both the kids and parents. Also, those agencies on the receiving end had very favorable comments on what the kids accomplished. Next year we would like to see more participation from Lucent employees because this was a very worthwhile program. Maybe we're closer to that perfect world that we think.

E.R.C. Staff - Larry Cherry, Marie Pope

Ten Commandments for a Responsible Pet Owner

1. My life is likely to last 10-15 years. Any separation from you will be painful.
2. Give me time to understand what you want of me.
3. Place your trust in me - it is crucial for my well-being.
4. Don't be angry with me for long, and don't lock me up as punishment. You have your work, your friends, your entertainment. I HAVE ONLY YOU.
5. Talk to me. Even if I don't understand your words, I understand your voice when it's speaking to me.
6. Be aware that however you treat me, I'll NEVER forget.
7. Before you hit me, remember that I have teeth that could easily crush the bones in your hands, but I choose not to bite you.
8. Before you scold me for being lazy or uncooperative, ask yourself if something might be bothering me. Perhaps I'm not getting the right food, I've been out in the sun too long, or my heart may be getting old and weak.
9. Take care of me when I get old. You, too, will grow old.
10. Go with me on difficult journeys. Never say, "I can't bear to watch it" or "Let it happen in my absence." Everything is easier for me if you are there.

Remember, I love you.

Rescue Teamwork by Ruthann Macolini

Breaking Free From Debt

Feeling overwhelmed by debt? You're not alone. Millions of Americans have money problems. And most are middle-income wage earners, who want to pay off what they owe. There are ways of digging out of financial difficulties without resorting to drastic measures. The trick is to act before you're too deeply in debt.

A Financial Check-Up

How do you know whether you're headed for financial trouble? If you answer yes to at least three of the following questions, you most likely have a problem that will require action:

- Do you routinely spend more than you earn?
- Do you pay the minimum, or less, on your credit cards each month?
- Do you juggle bills to keep up the minimum payments on credit cards?
- Have you reached the limit on your credit cards?
- Do you borrow for regular day-to-day expenses like groceries?
- If you lost your job, would you have difficulty paying next month's bills?
- Have you taken money from your savings account to cover your credit card bills?
- Would you have a tough time getting by if you didn't have credit cards?

Healthier Alternatives

To gain better control of your finances, consider the following options:

- **Take inventory.** The average American carries month-to-month balances on five to six credit cards. With that many credit cards, it's easy to lose track of how much you owe. To find out your total debt, gather copies of your most recent statements and make a list of all your cards, total balances due, interest rates and required minimum monthly payments. If you owe money on a car or student loan, call your lender for a current balance. And be sure to find out what interest rate you're paying.
- **Devise a payment plan.** Add up all of the minimum monthly payments required. Then start paying as much as you can each month to reduce your debt.
- **Consolidate your debt.** Millions of Americans are still paying interest rates of 18 to 21 percent on their credit cards, and similar amounts on bank loans. To avoid paying extra money in interest consider consolidating your debt by transferring other, higher-rate balances to a lower-rate credit card or by combining them all together into one low-interest loan. This will leave you with just one bill to pay each month and you'll save money in finance charges.
- **Seek debt-management counseling.** If you're feeling overwhelmed and need advice as to how you might pay off your bills, counseling may be the answer. Nonprofit organizations

such as the Consumer Credit Counseling Service may be able to help you. Call 1-800-388-2227 to find the office nearest you.

Understanding Bankruptcy

A final solution to financial troubles — and one that has become a disturbing trend lately — is to file for bankruptcy. In fact, a record 1.35 million Americans filed for bankruptcy last year.

But even though declaring bankruptcy may seem like an easy way out, it's still considered a drastic measure. Plus, it can be costly and complicated, which is why professional counseling is usually advised.

Two kinds of bankruptcy exist. The first is Chapter 7 bankruptcy, also known as "liquidation"; the second is Chapter 13 bankruptcy.

Chapter 7 bankruptcy involves liquidation of all assets that are not exempt in your state. Exempt property may include such items as work-related tools and basic household furnishings. The rest of your property may be sold by a court-appointed official or turned over to your creditors. This filing stays on your credit report for 10 years.

Chapter 13 or "reorganization" bankruptcy allows you to keep most of your assets by paying your debt back through a court-approved payment plan. But this declaration still shows up on your credit report for seven years.

Bankruptcy and Credit

There are several drawbacks to declaring bankruptcy, but the most important is that it gives you a bad credit rating. Put simply, a bankruptcy notation on your credit report means you most likely won't be approved for a standard bank loan, an auto loan or a home mortgage — at least for the seven to 10 years that a bankruptcy filing remains on your credit record. (Although you may still be eligible for some high-rate credit-card and finance-company loans.) And you probably won't be considered a good candidate for renting or even some forms of employment until the bankruptcy notation is gone.

Help is on the Way

Additional organizations and resources you can turn to for help in solving your debt problems include:

- Bureau of Consumer Protection Office of Consumer & Business Education, which features facts and advice for consumers at the Web address <http://www.pueblo.gsa.gov>. Telephone: (202) 326-3650.
- National Center for Financial Education (NCFE), which offers the NCFE Do-It-Yourself Credit Repair and Improvement Guide for \$10 plus \$2 postage and handling. To order, send a check or money order to NCFE Credit Guide, Box 34070, San Diego, Calif. 92163-4070. To order by credit card, call (619) 239-1401.