

August, 2000



President's Message

I would like to welcome all the new people and congratulate them for becoming members of our local union. All the new hires in the last few groups have joined the union and we are proud to have them. I hope you will become active at our union meetings and functions. We always need people to take an interest in our activities. I urge you to attend as many meetings as possible. They are always held the third Thursday of the month. Check the bottom of the front page of our union paper for the meeting times or call the union hall at 895-4080.

We have plenty of work at our facility and even though some of our jobs are scheduled to stay with Lucent and move out of Omaha, there will be no excess. It is critical to meet the customers needs and get out the orders on time. This is a very important time for the Omaha Works to prove to the new company, Avaya, and our customers that the Omaha Works is dependable, reliable and can keep our costs down.

The bargaining you hear about going on in New Jersey has nothing to do with the Omaha location. **Our contract is not going to be opened. Avaya has assured us that our contract will be honored until May, 2003.**

The union has been told that there is a committee of management looking at the factory rules. This committee will be redefining some of these rules and we will be seeing enforcement of these rules. Do not be surprised when this happens. They are telling us that they want 8 hours work for 8 hours pay. They will be watching excessive breaks and extended lunches as well as other violations of factory rules.

Shift realignment will take place August 20th for 7-day coverage members and August 21st for the rest of the membership. Make sure that if you do not get the shift of your choice, you put your name in the **Shift Preference Book**. If your name is in the book at the time a vacancy is declared and you have the most seniority, you will be able to move to your preferred shift. Remember, shifts for level I's go by the entire IBU seniority and level II and III's go by the OT pool seniority. Your name must be in the book at the time of the declared vacancy.

There was an article in the Wednesday, August 9, 2000 edition of Avaya News and Lucent Today. This article explained that existing vested Lucent stock options held by Avaya associates will not become stock options to purchase shares of Avaya at the spin-off, as previously published. Instead, vested options will remain options to purchase shares of Lucent stock. The number of shares and the exercise price for these options will be adjusted to reflect the spin-off. This affects the **Global Founder's Grant**. Note that the blackout period for stock option exercises still applies. This blackout will be in effect from 4 p.m. Eastern Time Friday, September 15 through 8 a.m. Eastern Time Tuesday, October 3, 2000.

The blackout period is necessary to allow Lucent and Avaya to make adjustments under the plans and to split records and plan assets between the two companies. Option account records will continue to be updated during the blackout period. If you need to correct information in your demographic or stock option record, you must contact Lucent HR for this change to be administered. The blackout period will not affect or extend the expiration date of your option.

Fraternally,
Marlene Wilson
President/Business Manager
IBEW Local 1974

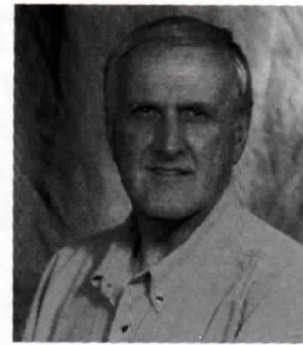
TO: ALL UNION MEMBERS:

The monthly membership meeting will be held **Thursday, August 17, 2000 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



I want to welcome all our new members. You have a big challenge ahead to help Avaya be a profitable plant in today's tough environment.

Although, we have published it several times, it seems some of our employees have asked questions about our contract with Lucent. Avaya will honor our bargained contract, with all our benefits and wages. It is a successor plan just like Lucent Technologies was with AT&T.

Here are some Q's and A's I have received from Dowd & Dowd Attorneys at Law concerning ARISA and our pension.

Many individuals have expressed concern as to their pension entitlements following over the forthcoming change planned from Lucent to AVAYA. This article is being written to help address some of the most frequently asked questions.

Q: What is a defined benefit pension program?

A: As a bargaining unit an employee represented by IBEW Local 1974, we are entitled to participate in a pension plan, if we are credited with at least 1,000 hours during the course of a twelve month period, ending on any anniversary of the date of your hire. A defined benefit means that we have earned a certain pension entitlement for each 12 month period in which we worked at least 1,000 hours.

Q: What is vesting?

A: Vesting is a non-forfeitable right to our pension benefit. In most cases, we become vested after we complete 5

years of vesting service.

Q: Can I lose credit for my years of service if I have at least 5 years of vested service?

A: No. If you have at least five years of vested service you are fully vested. You cannot lose credit for those years if you have at least 5 years of vested service.

Q: If AVAYA goes out of business do I still have a right entitlement to my vested pension?

A: Yes. Once fully vested, we cannot lose credit for those years. To become fully vested generally requires 5 years of vested service.

Q: Will I have to work for AVAYA for an additional five years before I become vested under their plan?

A: There is in existence an agreement called the Mandatory Portability Agreement, which became effective January 1, 1985 amongst AT&T and former affiliates called Interchange Companies, which agreement allowed for recognition of service credit and transfer of benefit obligations for certain employees who leave one Interchange Company and then are later employed by another Interchange Company.

Q: Can AVAYA retroactively change my vested pension entitlements earned during the course of my employment with Lucent and/or AT&T?

A: No. AVAYA can dictate prospectively changes in pension benefits, but they cannot retroactively modify any benefit payable for prior years of services under the predecessor plan. Their participation agreement provides for mutual recognition of service credit and transfer benefit obligations from one company to another.

Year to date performances of Lucent Stock Investments in our 401k.

Equity Index Fund	-1.25%
Lucent Stock Fund	-40.58%
Fidelity Equity, Inc.	-1.29%
Fidelity Magellan	-.55%
Asset Alloc 2000	+3.53%
Asset Alloc 2010	+2.80%
Asset Alloc 2020	+2.12%
Asset Alloc 2030	+1.60%
Asset Alloc Income	+4.09%
Stable Value Fund	+3.49%
Bond Fund	-1.40%
Money Market Fund	+3.57%

**Fraternally,
Sam**

THE SHORT CIRCUIT

Omaha, Nebraska

August, 2000

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
Bernie Stopak, Rick Madej, Marlene Majeski, Jim Pabian

Newspaper Staff

Editor Deb Gulizia
Artwork Tim Cremeens

Retirees in May 2000

Barbara K. Bruno
 Donald D. Eitzmann
 Gary L. Hall
 Ronald G. Halvorson
 Margaret A. Haynes
 Robert E. Knoblauch
 Pamela M. McClure
 Irene T. Palma
 Steven R. Prerost
 Colleen A. Swanson

2530 Members
 10 Retired ~ 3 Terminated
 3 Quit ~ 1 Leave of Absence

Retirees in June 2000

Leslie H. Guest
 Fred Hoult
 Linda C. Huenniger
 Dottie S. Mitchell
 Eugene O. Nicholson
 Stanley A. Petrulis, Jr.

2517 Members
 6 Retired ~ 5 Dropped Out
 2 Terminated



Barb Novak, AG-15 Granddaughter, Jasmine Leigh
 Ron Novak, AB-41, Granddaughter, Jasmine Leigh
 Anthony Lomonte, AD7, Daughter, Sydney Jo
 Don Bauermeister, AB4, Grandson, Jayden Hassler



Fan Drive

by Steve O'Dell

This was the 3rd Annual Fan Drive at the Omaha Works. You, the people, should feel very proud. You donated enough money to purchase 106 fans. That's 106 elderly people who are able to survive this high heat because of your generosity.

**TO THOSE WHO COLLECTED MONEY:
 THANK YOU!**

**TO ORGANIZER OF THE DRIVE (BETTIE WHITE):
 THANK YOU!**

**TO THE TWO PEOPLE WHO PICKED UP AND
 DELIVERED THE FANS
 (DOUG JOHNSON AND BETTIE WHITE):
 THANK YOU!**

**TO LOCAL 1974, DOUG THOMS AND ESPECIALLY
 TO ALL OF YOU WHO DONATED:
 THANK YOU!**

We tried to put an article in the *World Herald* but they said, "We don't have time for something like that."

FACT: We were told that one life was definitely saved because of a fan you donated last year.

IMPORTANT PHONE NUMBERS

Fire-Medical-SecurityX3222
 Benefit RoomX4954
 ETOPX3828
 ERCX3523
 Tuition Assistance1-800-785-6586
 Legal Services1-800-821-6400
 Pension1-888-736-7700
 Blue Cross/Blue Shield
 of Nebraska1-800-821-7422
 Dental-Prudential
 (Traditional)1-800-220-5470
 Dental (DMO)1-800-220-5479
 Vision-Metlife1-800-636-7231
 Mental Health & Chemical
 Dependency1-888-314-4017
 Savings1-800-410-4015
 Shares for Growth1-800-348-8288
 Founders Grant1-800-818-8345
 Stock Purchase1-888-587-8625

THE WINNERS

The winners of the 50-50 Drawing were:

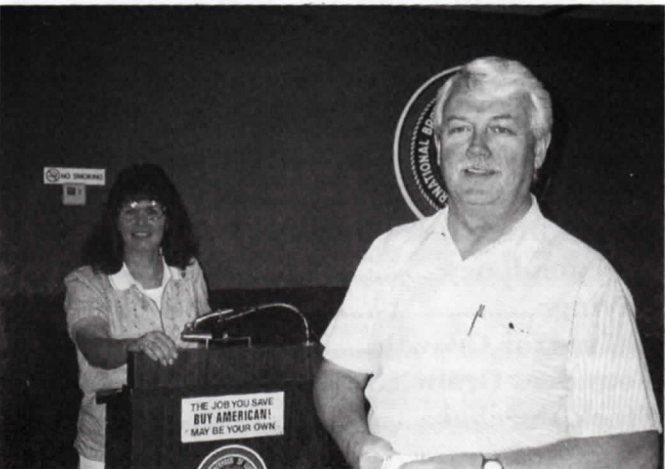
At the 8:20 a.m. meeting - Gary Miller - \$9.50.
 At the 2:00 p.m. meeting - J.R. Carl - \$5.00.
 At the 4:15 p.m. meeting - Deb Gulizia - \$14.00.

Both Gary Miller and Deb Gulizia donated their winnings back to the COPE Fund.

The winners of the \$50 Door Prize were:

At the 8:20 a.m. meeting - Joe Keuter.
 At the 2:00 p.m. meeting - Steve O'Dell.
 At the 4:15 p.m. meeting - Jerry Peterson.

INTERESTED MEMBERS AT LAST UNION MEETING



More Interested Members on Page 9

THE RECORD

ORVILLE EBY, PAST PRESIDENT

LOCAL UNION 1974, I.B.E.W.

JIM RADER, A-13 MEMBER

MILTON NELSON, RETIREE

Joe Olenik, F-23, Mother

Arnie Otte, C-01, Mother & Mother-in-Law

Orlan Jurgenson, A-17, Father-in-Law

Tom Pluta, A-13, Mother-in-Law

Golda Hanson, AD-7, Sister

Barry O Donnell, F-23, Father-in-Law

Nina Malfero, ACC, Brother

Jamie Shockey, AD-7E, Father

Donovan Burress, A-11, Father

Mike Jaeger, A-11, Father-in-Law

Vince Muniz, ACC, Brother

Terry Rhye, ACC, Husband

Bonnie Ernst, AG-1, Mother-in-Law

Ron Hartwig, F-22, Mother

John Symonsbergen, ACA, Mother

Beverley Wilbur, AB-4, Mother

Randy Gruber, AB-6, Mother

Don Shook, AB-41, Brother

Leo Reading, A-13, Mother

Diana Robinson, AC4-5, Grandfather

Renee Jurgenson, AC-27, Father

Chauntelle Jurgenson, AB-47, Grandfather

Ron Schaupp, AD-34, Brother

Robert Wilson, AB-4, Father

Ron Rice, F-26, Father-in-Law

Greg Bryant, AB-6, Father-in-Law

Larry Fast, A-17, Grandmother

Rosemarie Desautels, AD-7, Mother-in-Law

John Hiser, AB-24, Brother

Joe Modie, ABA, Mother-in-Law

Dan Rice, AG-1, Grandfather

Betsy Church, F-26, Sister

Ike Marick, A-11, Grandmother

Chuck LeCrone, A-13, Father

Kim Vachal, AB-6, Father

Dean Frye, ABA, Father-in-Law

Kathy Light, ACC, Son

Karen Israelson, F-26, Mother

Ernie Belik, A-13, Father-in-Law

Yvette Carman, AG, Sister

Lana Baxter, ABA, Father-in-Law

Sparky Bruning, AC-76, Brother

Ken Baxter, AB-6, Father

Karen Push, AC-4, Mother

Bonnie Chleboun, F-22, Mother

Drop Outs June 2000

By Edie Riester
Financial Secretary

MARK R. ALIANO
MAURICIO C. BARRAZA
WILLIAM D. CASEY, JR.
CHRIS M. CASEY
GAIL M. TORSON

Last month I reported that only one member dropped out of our Union. But when I was doing my June Report I had a little surprise. We had 5 people that didn't want to belong to our organization. So I thought I would share their names with you now, since I left them out last month.



Dear Union Brothers and Sisters,

Mary and I want to thank you all for your very kind support and sentiment during these last six months leading up to the passing away of her Mother and Father. It has been a very trying time and your kindness really helped us get through it. We also want to say a special thanks to Margie who this union has been very fortunate to have as part of its family.

Sincerely,
Barry & Mary O'Donnell

Thank you to all my friends and co-workers for the gifts and money that I received for my retirement. Thanks for all who made my coffee special. I will miss all of you

Thelma McKiddy

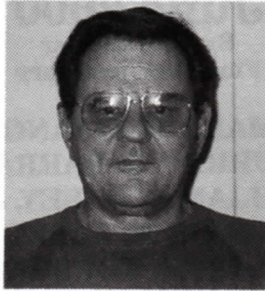
To: Lucent Technologies Employees
From: Terry, Cassie, Xavier Rhye and
the entire Matthew Rhye Family.

Thank You for your prayers and gifts during this time of sorrow. Words can not fully express our appreciation and gratitude for all you have done. It is reassuring to know there are so many people willing to pull together and help when tragedy strikes.

From the bottom of my heart I want to sincerely
THANK all of you!!

Terry Rhye

DARE TO DREAM



BY JIM FILIPIK
CABLE PLANT COORDINATOR

First, I would like the opportunity to wish everyone who is retiring the best of luck and a long and happy retirement. You earned it! Believe it or not, you will be missed. You'll be taking a lot of expertise with you. The expertise that made the Omaha Works what it is today. **TO ALL OF YOU, THANK YOU!**

Let me go back a few years – **October, 1995**, when AT&T spun off what is known as Lucent Technologies today. They first named their Chairman, CEO **Henry B. Schacht**. There was a lot of talk that he was a Union buster and had no use for Union labor.

In **September, 1996**, in Philadelphia, PA the IBEW had their 35th International Convention. IBEW President, **Jack Barry**, asked **Henry Schacht** if he could attend our convention and say a few words. Almost two hours later, he finished. He started out and I quote:

"I'm delighted to have a chance to talk with you today. It's an honor to represent American manufacturers and to address a subject that affects us personally and professionally, which is manufacturing in the United States."

I am trying to cut corners with this article, but I can't. Because everything that follows affects you and me. **Mr. Schacht** went on to say:

"First, let me make some observations about the current state of the United States Manufacturing, because I believe its present health and future are far greater than most of us and most Americans believe. I think statistics from the United States Government and the National Association of Manufacturers bear out my view, that United States Manufacturing, with your help, has bounced back in a big way in a very short number of years."

Manufacturing in the United States is strong and healthy. What the U.S. manufacturing is doing is changing; it's not decaying. It's not eroding. It is certainly not heading en masse to third world countries. It is alive, it is well and it is changing very rapidly."

So far, this is what he said to the delegates of the IBEW Convention and remember, he was invited by **Jack Barry**, our **International President**. There is more:

"The reality is that our manufacturing productivity has increased at an annual rate of more than three percent for the last ten years, and many of you have participated in this enormous effort. Compare that to manufacturing productivity in Germany, which is only 86% of ours or to the off-sited Japan, which is only 78% of ours."

The U.S. Manufacturing labor costs are now lower than those in Germany and lower than those in Japan. In addition, American companies are far ahead of other industrialized nations in the application and use of information technologies which is a tremendous competitive advantage short and long term."

The importance of Maintaining a strong and growing manufacturing capability in the U.S. cannot be overstated. Not only does it make a direct contribution to the national economy, it also has a far reaching impact on other economic sectors."

He talks to the delegates and emphasizes the Lucent family concept. I now can see why his address to our delegates took so long. My wife attended this convention and she told me that he had very few notes and that he made people feel part of something, even those delegates who weren't connected with Lucent Manufacturing. Again, he stops and says:

"Our people throughout our new Company at all levels in all walks and in all locations are energized about our potential for

Continued on Page 7

What's Happening!



by Marlene Majeski
E-Board Officer & 30 Building Coordinator

I would like to welcome all of the new hires. It's always good to see the new faces.

We have had a lot of jobs on the bid board and quite a number of members moving. I want to remind you that you can always use your service for shift.

When you have taken an upgrade and for some reason decide that you need a downgrade, you are frozen for six months from taking a level II job and six months from bidding on a level I job.

When you are paging me, please keep in mind that I have about a 5-second page, so leave your phone number first and then your name. I get a lot of pages but I do not get all of the information because people get into a long message. After 5 seconds my pager is dead. Also, I have gotten some numerical pages that don't work with a voice pager. If you are out of the plant at a distance, I get static. If you have not gotten an answer back, it's because I did not get the message. Also, you can always call back and make sure I get your message by leaving the number first.

If you are retiring, be sure to tell your rep what you want from the union as a retirement gift. Good luck to all the retirees!

What's a Parent To Do?

by Deb Gulizia

Your son is beginning to have difficulty walking and you take him to the doctor. After numerous tests, you are told that he has a form of **Muscular Dystrophy**.

He gradually goes from stumbling now and then to needing braces or crutches. He now has to sit on the sidelines and watch the other kids at school and in the neighborhood run and play like he used to. It hurts you to watch him. Soon he needs more than crutches and has to give in to a wheelchair.

Because you still want him to enjoy being a child, you send him to a summer camp. It's a week of swimming, horseback riding, cookouts and singing. It's just like the camp you might have gone to when you were a kid. The only difference is all the kids at your son's summer camp have **Muscular Dystrophy**. They all look forward to this one week per year where they can be like other kids.

Everything that your son and your family has needed during this difficult time has been made easier through the **Muscular Dystrophy Association**. MDA continues to actively search for cures and treatments for 40 different diseases as well as provide patient services to adults and children with neuromuscular disease. MDA provides payments on wheelchairs and leg braces, sends children 6 to 21 to MDA Summer Camp, offers local family support groups and clinics and funds groundbreaking research. The **Muscular Dystrophy Association** serves anyone diagnosed with one of the 40 neuromuscular diseases at no cost to them or their families.

I know that everyone thinks it can't happen to them, but **IT CAN!** With your help, if it does happen to you or someone you care about, the support you'll need will still be available.

We will be having a plant-wide drive the third week of August. Please be as generous as you can. A cure for this disease is getting closer all the time. You can help all the families out there be hopeful for a brighter future with your donation.

Benefit Update



by Edie Riester

You may change your level of coverage under the Medical Plan during the year only if you have a qualified status change.

Qualified Status Change

Description

Marital Status

A change in your legal marital status: including marriage, death of your spouse, divorce, legal separation, or annulment.

Number of Family Members

Events that change the number of eligible family members, including birth, adoption, placement for adoption, or death.

Employment Status

A termination or commencement of employment by you, your spouse, or a child.

In order to be able to make a change during the year, **status changes** must be reported to the BDEC within 31 days of the event.

BDEC PHONE NUMBER: 1-800-368-7422

Also, if you live in the POS area, and add a dependent, remember to call **Blue Cross Blue Shield of Nebraska, 1-800-821-7422**, and pick a **Primary Care Physician**.



Not quite sure if Chief Steward, Ron Petersen is getting an autograph from Nebraska Football Coach, Frank Solich or if Rod was being recruited at the Safety Expo last May.

Dare to Dream

Continued From Page 6

success, and I am happy to say that no group is more energized than the thousands of members of the IBEW who are part of the Lucent Family.

I believe that the success of Lucent Technologies rides on the partnership that we form throughout our business, and between organizations, **including our Unions, our businesses and every one and every element of the Lucent family.**"

"In addition, and critically important for all us, for all of us in this Hall, we also compete against software companies such as: Microsoft, Cisco, General Instrument and DSC. These are small nimble farms. They can turn on a dime, and most of them are non-union. We can and will compete with these folks, but we must recognize they are a different set of competitors that we've seen before."

Remember, this was said by him in **September 1996** and **1997**, Lucent had a stock split and then again in **1998** exactly one year apart. Lucent Manufacturing is unionized by the IBEW and CWA. **Henry Schacht** retired as Chairman and CEO of Cummings Industries which was also unionized. If readers like him believed we could do it, **we ourselves must believe we can do it!** "**AVAYA**" might be a strange name, but so is **Filipiak!** I believe in mine, we must believe in theirs! **Henry Schacht** will be the Chairman for Avaya. He is a respected and proven leader and will be the foundation of Avaya. He ended his speech to that convention in **1996** by saying:

"**Your Motto is DARE TO DREAM.** Let me close by suggesting that our vision is that we dream together and we will dare to dream, that together, we can reach new heights that will cause them to watch and wonder at the nature of our unique and special partnership that is something that drives the competitiveness of the U.S. Manufacturing capacity to new heights that no one else can imagine. I invite you all to "Dare to Dream."

If anyone would like a copy of his speech, let me know. Call the Hall and ask Margie to get in touch with me. For those of us who are staying, it might help to get something from those who are leaving, like "**Best of Luck**" or "**Go Get 'Em Union and be Proud!**"

Before I forget - **to those new hirees welcome aboard.** You have some big shoes to fill.

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 new ones have joined that have been hired so far. 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 the top of our Level if it would not have been for the Union. Also it was the Company that wanted our retirees to have to pay for their insurance, it was the Union that kept it the way it is.

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 J. Volquartsen

Doris M. Ware
David Wiggins, Jr.
Elizabeth S. Williams
John W. Wilson
Samuel A. Wright
Lillian P. Wyatt

William A. York

COPE NEWS

by Sheila Filipiak, COPE Director
August 2, 2000

In July, I went to a Community Services Conference in York, NE. It was organized by the State AFL-CIO. Among the topics discussed were: Diversity, Service Institutions, Organizing, Union Cities, and Retirees, and of course, Politics.

I discovered during this conference that diversity training doesn't have to be a finger-pointing, you-done-it, painful and torcherous experience. We had people from all different backgrounds. We did some fun exercises to bring to our attention the biases and prejudices we each have. The delegates split up into four groups and discussed what our surroundings were like when we were growing up. This, after all is where we learn our prejudices. We are not born with them. There is a big difference in whether you were raised in a small town or in a large city. Economic status seems to be a more prevalent issue in the smaller communities, while race and cultural differences take the lead in the higher populated areas. We were not lectured for four days on how badly our ancestors had treated any one particular race. We worked together to become more aware of what our underlying feelings are. When you are cognizant of your beliefs, you can then begin to look at the facts rather than the perceptions you may have grown up with. The session was an eye-opener, but no one was ridiculed for their beliefs. The presentation was titled *Race Relations and Diversity*. It was given by Esther Lopez, Community Services Coordinator, Midwest Region AFL-CIO, and Charles Clark, Nebraska State Director, Midwest Region AFL-CIO. Esther is Latino female, Charles Clark is an African American male, and I just learned I am now referred to as a European American female.

When employers attempt to diversify their workers, they benefit from our divisions and stereotyping. It hides the real issues in the work place.

There was lengthy conversation about the relationship between churches and unions. Both are Service Institutions for the community. We need to get back to working together for the betterment of our communities as we did in generations past. One of the ways we are trying to reintroduce ourselves to our congregations is by working with church leaders. On Labor Day weekend, there will be Union leaders across the country addressing their congregations. Some of our union members will be speaking from the pulpit, while others will be reminding the people that church members and union members are one and the same. The news media usually depicts Labor Unions in a not so pretty picture. We are the *bad guys*. Let's see if there is even any coverage of our services to the community.

The AFL-CIO is putting a great deal of emphasis on organizing. For too many years, we in labor have overlooked the importance of continuous organizing. The only education young people get about unions comes from unions. Schools teach students about two of the three countervailing powers. They teach Government and Business. Labor is not taught in school, but as the balancing third power in the economic picture, it should be. We need to do as Vice President Al Gore says "Early to bed, early to rise, work like hell, and organize." (This quote may have come from someone else originally, but I heard it from Gore.) Union Cities is an organizational tool. It is Labor's way of building a network of people to try to better communicate with our members. It is most commonly used in political elections or in getting information out to our members concerning legislation that affects working people. We also sometimes refer to our union cities as our rapid response team.

State Senator Elaine Stuhr, Legislative District 24, addressed the delegates. She gave a brief overview of the past legislative session. Senator Stuhr is not on the Business and Labor Committee, but tried to cover with us some of the bills that came before the committee. She also talked about other legislation that was brought to the floor that is important to working families.

Alan Jacobsen, Candidate, U.S. House of Representatives, 1st District, spoke to the conference delegates after our evening dinner. He has been endorsed by Labor in his race against Congressman Doug Bereuter.

During the conference we addressed the importance of trying to organize our retirees. With the large number of employees we now have retiring, we certainly need to make an effort to stay in contact with these people. If there are any of you retiring that would be interested in trying to organize a retiree group, let me know. We will do our best to assist you.

Safety Contest

by Deb Gulizia

Are you ready? A Union/Management Safety Committee member might be on their way to ask **YOU** questions for Phase III of the Safety Contest.

If you're wearing the personal protective equipment required for your job and can answer the questions, you will win a gift certificate for \$75.00 to the Oak View Mall and a VPP T-shirt.

We are scheduled for VPP recertification later this year. To be successful, the membership needs to know the answers to the questions we have been asking. These Q&A's are on the monitors as well as the blue sheets that were passed out at the end of June. If you don't have a Q&A sheet, look by the building entrances or see if a co-worker has one you can copy. Many area have several of them posted.

Study. Always wear your personal protective equipment. Be ready! We might be looking for you.

Here is the latest list of winners:

Week 1

Richard Krambeck
Derek Wiegert
Virginia Burgett
Janet Smith
Gloria Coleman

Week 2

Ethel Williams
Beatrice Gunia
Verble Callahan
Barbara Lakin
Sandra Widman

Week 3

Dennis Bagley
Bonnie Lewis
John Hiser
Susan Martin
Gregory Engberg

Week 4

Sandra Fitzgerald
Duane Featherkile
David Johnson
Mark Liekhus, Sr.
Kathleen Whitaker

Week 5

Ernest Belik, Jr.
Christine Kreick
Kathleen Sautter
Richard Sukup
John Martinez, Jr.

Labor ★ ★ ★
★ ★ ★ **Day** =
September 4

More Workers Choosing A Voice at Work

Union membership rose by more than 265,000 in 1999, the largest annual increase in 20 years, according to a federal Bureau of Labor Standards report released January 19, 2000. The number of union members in the United States rose from 16.21 million to 16.48 million last year, the report said, and the percentage of U.S. workers who belong to unions remained steady at 13.9%, reversing a trend of decline.

Much of the membership growth was because of an increase in the number of workers forming unions in recent years, as unions have committed greater energy and resources to helping workers gain a voice at work. In major 1999 victories, 75,000 California home health aide workers formed a union, as did 65,000 Puerto Rican public employees and 5,000 Pillowtex/Cannon textile workers in North Carolina.

At least 60,000 workers organized unions in 1999, according to the internal AFL-CIO and affiliate union data, an increase of more than 25% over 1998. Some unions had their best organizing year in recent history. Nearly 50,000 workers apiece joined the UAW and the IBEW, and more than 150,000 joined SEIU.

Union membership increased by 112,493 in the private sector in 1999, nearly double the size of the only other such annual increase in two decades. The percentage of private-sector workers who belong to unions remained steady, ending a 20-year decline. Union membership in the public sector grew by 152,788 with the percentage of public-sector workers who are union members dipping slightly from 37.5% to 37.3%.

"Today's data indicate that the renewed emphasis on helping working people from unions is having an impact," AFL-CIO President John Sweeney said at a January 19 press conference. "Our challenge for the future is to remain focused and to broaden our efforts. It's crucial for unions to continue to grow if working men and women are going to have a stronger voice in the issues that matter to them most."

More workers are forming unions because they want a say in issues that affect them at work, such as wages, benefits and working conditions, according to recent polling and reports from organizing campaigns. Although workers' wages have shown a recent uptake they still lag far behind 1970's levels, fueling the growing gap between the wealthy and working Americans.

*Reprint from Nebraska State AFL-CIO Newsletter
July, 2000*

**Attend
YOUR
Union Meeting!**

New Reps

There have been some new reps appointed in the 30 Building since the last issue of the *Short Circuit*.

Todd Lewis is a rep in Sheet Metal on day shift and can be reached on X3872.

J.R. Rice is a rep in Central Office Connecting Blocks on day shift and can be reached at X3841.

Tina Gipe is a rep in 60 & 40 Type Cabinets on day shift and can be reached on X3574.

Paula McGinn is a rep in Patch Panel on day shift and can be reached on X3463.

These people have volunteered to be reps and serve the membership. We thank you in advance for the added stress you will soon be feeling.

Congratulations on your appointment.



Stand together, shoulder to shoulder,
in a continuing show of strength and unity
BE UNION, BUY UNION, BUILD UNION

INTERESTED MEMBERS CONTINUED FROM PAGE 4



Fork Truck Rodeo

By Deb Gulizia

What a turnout there was at this year's rodeo. It was unbelievable how many non-truckers came out to see what it was like to be in control of a 14,000 pound forklift. Some of the cones were hit as they zigzagged their way through, but most everyone picked up the basketball and made a basket with a little guidance from the trucker's committee.

The experienced truckers had some infractions for having their body parts outside of the cage of the truck and a few for not honking quite as often as they should. But overall, we have some good operators out there.

Al Cruz and **Charles Gibbs** have been very strong supporters of this event since we began having it a few years ago. They are both 50 Building Managers and made it very clear that their management people were expected to participate. They both felt that it was important to make them aware of what the truckers have to go through on a daily basis. This is an attempt to get them to respect the trucks and understand how they operate. It means a lot to the committee because both of you *sincerely* and *actively* show your support. Thank you.

Al Cruz was heard saying that he couldn't believe how blind you are up there and that he thought you'd had a good view of everything since you're up so high up. But because he took the time to come out and drive, he now has a better understanding of why, when we hear a truck, we should let them go by and let them do their job. At the very least, we should make eye contact with the trucker to acknowledge them.

Another non-trucker, **Cassandra Dryden** said, "I give those truckers a lot of credit...I mean, after doing this...oh, my gosh...I give them a lot of credit. Everybody should have to do this. This is a good way to learn all the rules."

It was great to hear these kinds of comments, since this is the sole purpose of the rodeo. Yes, it can be fun, but if it serves the purpose of making the Omaha Works a safer place, I guess fun is okay.

We were fortunate enough to get a little television coverage from KMTV Channel 3 while one of our own union brothers, **Jay Kohout**, was going through the course. If you didn't have a chance to catch his driving skills on the 6:00 news Monday, August 7th, we will probably be seeing him on the monitors at work. Check it out. If you see him out on the floor, give him an "Atta boy, Jay!"

To those management people that stood behind this event, **THANK YOU VERY MUCH!** **Dick Cefrey** was very generous in allowing us to use his space at the dock area. **Jim Grabenbauer** made sure we had the necessary vehicles available. **Doug Thoms** gave some door prizes to be given away and between Doug and **Herb Rhodes**, they got us the TV coverage and allowed **Steve Miller** to video some of the participants. Your support was appreciated by all those involved. Thanks for understanding the safety aspects of the rodeo. I would also like to thank the sub-committee for their hard work and dedication. The committee consists of: **Sue Davis, Bill Husk, Art Huerta, Jerry Peterson** and **Linda Sellin**. Two other committee members, **Bill Hipsher** and **Frank Janda**, were unable to attend the rodeo due to the needs of his business. However, **Bill Hipsher** was instrumental in getting the majority of the door prizes that were donated from our various vendors. You also saw some of the Union/Management Committee either sweating it out or running to get out of the rain with the truckers. They were: **Bernie Stopak, Steve O'Dell**, and **Deb Gulizia**. We would like to give a special "THANKS" to **Bernie** for pretty much giving up his van for over a week. It was loaded with rodeo t-shirts and everything else that was needed. He couldn't even put his bike in his van for his evening ride.

