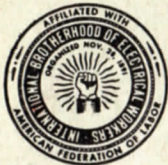


1966 Christmas Issue . . .



The Short Circuit



Local Union 1974 - I. B. E. W.

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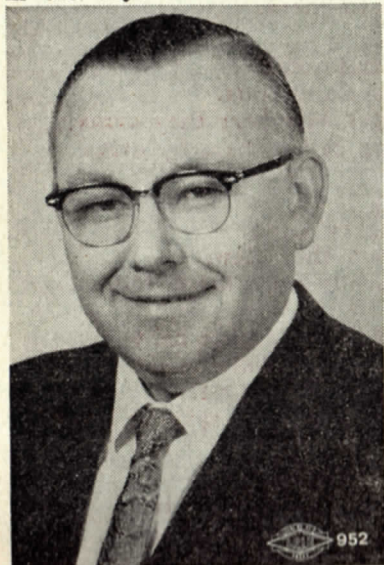
OMAHA, NEBRASKA—DECEMBER, 1966

Volume I—Number 7

President's Message *Born or Made*

by President F. R. Vondra

Get 'em young — Treat 'em
rough — Tell 'em nothing —
There was a man's slogan. Back
in the days of unrestricted im-



migration, linen dusters, and
"Come, Josephine, in My Flying
Machine".

For better or for worse, those
days are gone.

Season's Greetings



QUINLAN'S COLUMN

by Mike Quinlan

I would like to extend my
thanks and appreciation for the
fine effort and dedication that our
bargaining committee displayed
during the recent contract nego-
tiations.

My opposition to ratification,
should not be misconstrued as
total opposition to our Union ne-
gotiators. During the talks, they
fought their hearts out, and no
one was more aware of this truth
than I am, but I simply didn't
agree with the end result. As one
member with one vote, I felt that
the recent talks should have pro-
duced more than what they did,
but regardless of whether I was
for or against acceptance, the ma-
jority vote of the members has
made this agreement binding and
for better or for worse, we have
to live with it for the next three
years. Let's try to make the best
of it.

When the smoke had cleared
and the shouting had stopped,
there was one outstanding plus
that our Local had gained during
bargaining. A considerable in-
crease in membership to well over
90%. This was in spite of the dis-
gruntled, unsatisfied quitters
(drop outs). They numbered a
grand total of 19. To an extent,
I shared their dissatisfaction but
what did they accomplish by
dropping out? I'll bet that if these

migration, linen dusters, and "Come, Josephine, in My Flying Machine".

For better or for worse, those days are gone.

Today a person who is a Union Representative may or may not be a "rugged individualist" in philosophy and thought. Whether or not he is, it would be wise to recognize that when the accomplishment of a man's objectives or goals depend on his ability to represent people, he can ill afford to be a rugged individualist if he doesn't possess the qualities and adequate knowledge to properly perform the job.

There are those who believe that individuals who have the ability to be representatives, are born with the "touch" so to speak.

According to this theory, an individual must be born with the characteristics and qualities which tend to induce other people to cooperate and follow him. The people who subscribe to this "born with the touch" theory hold that it alone accounts for what they claim is a shortage of successful representatives in Unions. To their way of thinking, the number of individuals who have the required inborn characteristics and qualities to lead and represent people successfully is too small to meet the needs of a Union. This school of thought is best expressed in the saying that "ability is rare, opportunity is everywhere".

Fortunately, the belief that a successful representative must be born with the "touch" is by no means unanimous.

Many people reject what they regard as the mistaken idea that the ability to plan, direct and represent other people, and do it successfully, is the birthright of a limited number of favored individuals. They contend that a person can, through self-development and self-discipline, acquire the ability, the qualifications, the habits that a successful representative requires. According to this school of thought, most individuals who fail to make the grade as representatives do not because they are incapable of succeeding but because they are unwilling to be dedicated to the labor movement.

These conflicting theories and

views can be boiled down to a very simple and very practical question. — Are successful representatives born or can they be made?

Successful representation, is, in large measure — dedication, with a basic function to contribute to a successful and progressive Union through practical execution and application of the General Agreement.

Dedication, however, is a voluntary act. Beyond the bare minimum necessary to retain their position as representatives, they may give their dedication or withhold it as they choose. It is possible, under the expressed or implied threat of a penalty to com-

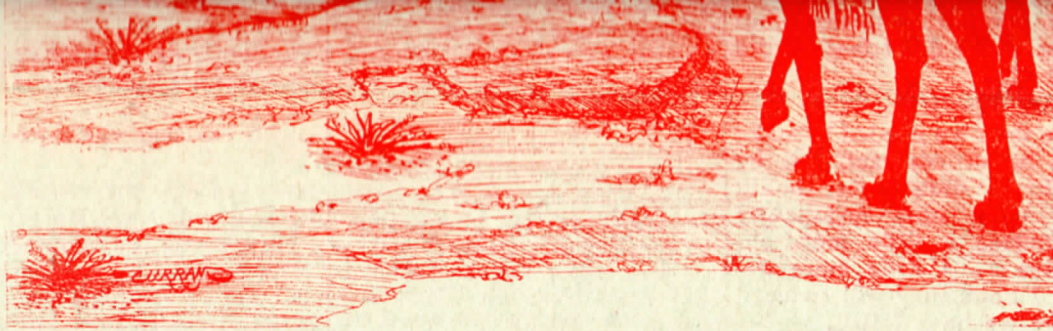
pel a representative to do the job which he is assigned to perform. It is possible to compel him to meet a standard of performance or conduct which is reasonably acceptable barely within the bounds of his obligation. However, compulsion ends at that point. Dedication is not a birth-right.

This suggests that the ability to represent people is something which can be analyzed; taken apart like a watch to see what makes it "tick". It suggests the principals, techniques, practices and habits which, taken together, constitute the ability to represent employees and must be learned and applied successfully.

Thus shortly after the beginning of the New Year a greatly expanded educational program will be launched for our representatives, who will be given training in Basic Unionism, Leadership Training, The General Agreement, Health and Welfare, C.O.P.E. and Labor Laws.

It is our intent to mold our representatives into the best asset this Union has ever had and that being a competent, high-quality labor relations force; one the membership will be proud of and have faith in.

In closing it is my most sincere desire to wish you a Very Merry Christmas and a prosperous and Happy New Year!



The Story Of The Magi

Now when Jesus was born in Bethlehem of Judea in the days of Herod the king, behold, there came wise men from the east to Jerusalem, Saying, Where is he that is born King of the Jews? for we have seen his star in the east, and are come to worship him.

... Then Herod, when he had privily called the wise men, inquired of them diligently what time the star appeared. And he sent them to Bethlehem and said, Go and search diligently for the young child; and when ye have found him, bring me word again, that I may come and worship him also. When they had heard the king, they departed; and, lo, the star, which they saw in the east, went before them, till it came and stood over where the young child was. When they saw the star, they rejoiced with exceeding great joy. And when they were come into the house, they saw the young child with Mary his mother, and fell down, and worshipped him: and when they had opened their treasures, they presented unto him gifts; gold, and frankincense, and myrrh.

Matthew, 2:1-2, 7-11

grumbled, unsatisfied quitters (drop outs). They numbered a grand total of 19. To an extent, I shared their dissatisfaction but what did they accomplish by dropping out? I'll bet that if these former members were to think back to just what caused them to quit, they would find that they had been stampeded by a few Big Mouth Freeloaders. What's that cliche' about misery loving company? (No, no, not Western Electric Company).

The past year our Local has made tremendous advances in
(Continued on Page 3)

NOTICE

Beginning with the January issue, the Short Circuit will have a special column similar to the Public Pulse in the local daily. The membership is welcome to write their criticisms, whether good or bad, about the Company or the Union.

We ask that you sign your name to the original copy, however, if you don't want your name used in the paper, please specify.

All comments should be written or printed legibly and given to any Union Representative or left at the Union Office.

We hope this will create an even greater interest in our newspaper.

—Jerome F. Berger,
Press Secretary

ATTENTION

Union Meeting

This Friday, Dec. 16

12:30 a.m. & 8 p.m.

American Legion Hall

Millard, Nebr.

100 Hams to be given away!!

ATTEND YOUR UNION

MEETINGS!

BE INFORMED

**Deadline for
JANUARY ISSUE is
JANUARY 9th**

The Short Circuit



**International Brotherhood
of Electrical Workers
Local Union 1974**
Affiliated with AFL-CIO
110-B Cedar Avenue
Millard, Nebraska

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JEROME F. BERGER	Press Secretary
LARRY ANDERSON	Sports Editor
JIM FOSTER	Advertising Agent
ROGER WATERS	Advertising Agent
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VICE PRESIDENT'S COLUMN—

THANK YOU!

by Anthony C. Vacanti

Now that contract negotiations are over and we resume the "old routine" again we have time now to review a few things.



The contract we have recently ratified is not all that your committee desired but all in all we don't feel we did too badly.

Sure, there probably was more than we needed to make

Know Your Representative

The Representative for the month of December is Mike



Mike Kelly

Kelly, who works in Department 423, (Crossbar Plant). Mike has been with Western Electric since February 12, of 1957. He was elected Steward in May of 1957, and appointed Chief Steward in 1964. You can contact him by calling extension 3292, 7:00-3:30.

A Point To Think About

by Ralph Haines

Whatever your feelings are is your right as an individual and member of this Union. At this time I wish to clarify my purpose in writing this article, which is merely to be informative to you.

Approximately twenty-two hundred Union members attended our ratification meeting. Fifteen hundred voted to accept a contractual agreement tentatively reached by our Bargaining Committee. Did you and the members who did not attend our meeting

I Dreamed I Was A Spy

by Sandy Bredengard
Depart. 451



Twas the night before Christmas, when all through the plant
Not a creature was stirring, the guards had seen to that.
The time cards were placed in the racks with care
In hopes the employees again would be there.

The supervisors in bed—dreaming away,
Happy the Union had got us this holiday.
While I in the guard's shack, and he out in the snow,
Had just settled down to see who would show.

Out in the parking lot there arose such a clatter,
I tripped over the pass inspection sign, seeing what was the matter.

When, what to my wondering eyes should appear,
All of our officers with greetings of cheer.

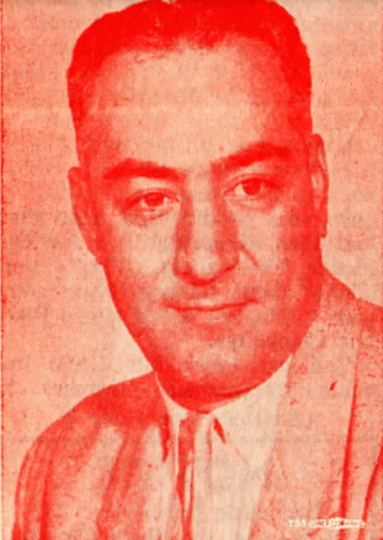
With a little old driver so lively and quick,
I knew in a moment it couldn't be Saint Nick.
More rapid than eagles his Board Members they came,
And he whistled and shouted and called them by name:

Now Jack, Burt, Beanie, and Ed!
Let's get Terry and Bill, so all can be said!
So up to the building the officers they flew,
And all the representatives naturally were there, too.

The leader had a broad face and a round little belly
That shook when he laughed like a bowl full of jelly.
He was chubby and plump, a right jolly old elf.
And I laughed when I saw Frank Vondra in spite of myself.

One flashed a big smile but quickened his pace,
Which soon gave me to know it was a familiar face.
Straight to Ed Wigg's desk with a message of cheer.
Will Roger Waters be mellowing this year?

The white of his hair showed up in the dark,
And the wink of his eye told me it was Whitey Clark.
As I drew in my head and was turning around,
Down the aisle came Ron Hallett with a bound.



Tony Vacanti

cently ratified is not all that your committee desired but all in all we don't feel we did too badly.

Sure, there probably was more than we needed to make it a better contract, but by what we didn't get should give your next negotiating committee a little more incentive — a little more desire. I hope they will succeed where we have failed.

I am sure your next committee will be more successful than we were. I say this because the support and encouragement you people gave this committee will certainly be long remembered. If this same support and enthusiasm

prevails in 1969, you will give your committee most of the weapons they need to be able to negotiate the best contract ever.

We think it was wonderful of you people to lose your pay raise for one week and not feel like you have been "taken" by your committee. Even more wonderful was the continuing and even stronger support shown by each and everyone of you.

I think your committee members and alternates were well chosen, as each and all of them were well prepared. Each was well versed in their fields and their presentations were probably done as well as any one ever has.

Your committee, Frank Vondra, Anthony Vacanti, Orville Eby, Edward Hamell and Burt Schwaninger take this opportunity to thank each and everyone of you for the most faithful and loyal support ever given to a negotiating committee here at the Omaha Works.

THANK YOU

Plan to attend the next Union meeting Friday, December 16th at the Millard American Legion Club. We will have drawings for 100—Five pound canned hams to 100 lucky members. See you there!

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49'er COCKTAIL LOUNGE

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our ratification meeting. Fifteen hundred voted to accept a contractual agreement tentatively reached by our Bargaining Committee. Did you and the members who did not attend our meeting realize you will have to live with this agreement for the next three years? Did you also realize that you along with the members voting to reject this contract, will be the ones asking for our assistance on matters which the Bargaining Committee and the Western Electric Company did not agree?

I feel our Bargaining Committee did remarkably well and that you people gave them tremendous support during negotiations. Now that you've bought this contract, you're going to have to live with it. In the months to come; before you feel you've been treated unjustly, before you get down on your Representatives and before you file a grievance — stop and think back. Ask yourself, is this problem something that could have been re-bargained? Was this problem something that could have been brought to our Committee before ratification? But the most important questions to ask yourself should be—Was I at the meeting? And if so, how did I vote?

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Service Calls
B. F. Goodrich Tires
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Will Roger Waters be mellowing this year?

The white of his hair showed up in the dark, And the wink of his eye told me it was Whitey Clark. As I drew in my head and was turning around, Down the aisle came Ron Hallett with a bound.

His eyes how they twinkled as he turned his head. I knew with Jerry Berger here, I had nothing to dread. I jumped as one shouted, "Drink and be merry!" Who could it be but Don Clary.

A female voice rang out from the mob, Vi Rogers was there taking notes on the job. On the chiefs desks, notes of best wishes there were. In mind were visions of the wage reopener, you can be sure!

The task was done, so to his team Frank gave a whistle, And away they all flew like the down of a thistle. But I heard them exclaim in words that were clear: MERRY CHRISTMAS TO ALL AND TO ALL A GOOD YEAR!

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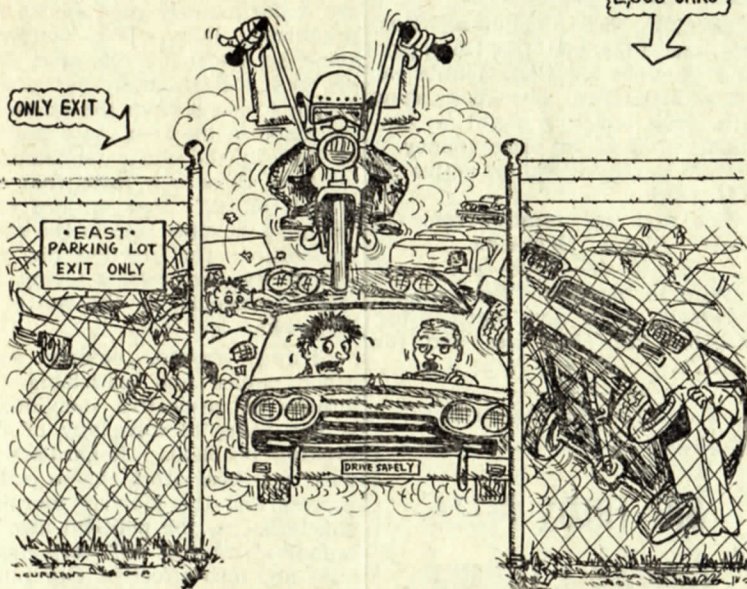
STAN OLSEN PONTIAC

Between the T.V. Towers
27th & Farnam Omaha Phone 346-4444

Parking Lot Situation Deteriorates

M.D.I. MANUFACTURING DIVISION INSTRUCTIONS

2,000 CARS



"THIS 3:30 TRAFFIC PROBLEM SEEMS TO BE EASING UP...."

This cartoon was run in the July issue, and since that time nothing has been done to alleviate the parking situation. If it continues as is, we will be able to use this cartoon again.

by Edward J. Hamell, Executive Board

These M.D.I. or factory rules as they are commonly called, are more binding than the contract because the contract is a definite agreement, whereas the M.D.I. can be added to or deleted without bargaining a definite understanding. When you were hired by the Company you signed a card that you will abide by these rules, but I do not believe that it was explained to the employees, the consequences for violating these factory rules. The punishments can be anything from a verbal reprimand to time off without pay or termination of employment.

Some of the company's more frequent rules that are broken are:

1. Attendance

shifts. Now the Company is going to try and correct this situation by means of punishment. The second part of this problem is the inadequate entrance and exit gates, that are available. If the company cures this problem, it will more than likely reduce the congestion to a minimum and decrease the possibilities of disciplinary action to irritated employees.

QUINLAN'S COLUMN

(Continued from Page 1)

areas such as membership active interest in our Local (2187 people at our Ratification meeting) and our Local is a more closely knitted organization both in opinions and goals. I should hope that a similar degree of progress would be worked for and achieved in 1967.

In the past months, many things have been written and said in and about our newspaper. There were times when an article or two stirred up a hornets nest among the shop supervisors. This was done inadvertently for the contributing writers of the publication were merely pointing out the truth and calling a spade a spade, I believe if they eliminate the myths and gobble-de-gook and down right balony that's been created for our edification, we would have a much keener insight as to what Western Electric and the members expect of each other and consequently much improved labor-management relations.

I would like to close by extending my warmest wishes for a safe and Joyous Holiday Season to both members and management alike.

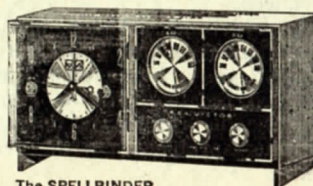
November Ratification Meeting



President Vondra reads oath to members. Behind him are: l. to r. E. J. Hamell, R. G. Hallett, Burt Schwaninger and International Representative Tom Hickman.



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RCA VICTOR SOLID STATE
FM-AM CLOCK RADIO

• Solid State design provides

termination of employment. Some of the company's more frequent rules that are broken are:

1. Attendance
2. Wage assignments and Wage garnishments.
3. Sleeping on the job
4. Railroading
5. Gambling

Now we are going to be plagued with a new problem of infractions; this is in regard to the parking areas at this plant. There will be three types of violations.

1. Parking violations
2. Moving violations
3. Walking violations

This has been brought about by the traffic problem in the Crossbar parking lot. This is a dual problem. The employees have become accustomed to this chaos. It has been a constant "free for all" mainly at the finish of the

company's employees will more than likely reduce the congestion to a minimum and decrease the possibilities of disciplinary action to irritated employees.

The Company establishes rules to be adhered to. But, there rules are to be enforced under normal conditions and not maliciously used to subdue people in doing what the Company sets down as a policy.

The Union has talked to the Company many times in regard to this parking lot problem, fully realizing the seriousness of this situation and also we have given the Company suggestions to help eliminate this problem. The Union asked the Company to install more gates for the employees coming and leaving work, and until this has been done, that the Company hold off on this traffic campaign.

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553-6016
6161 Center

Members crowd around ballot box to cast their vote.



President Vondra opens meeting at Auditorium. Standing behind the President are from left to right: A. C. Vacanti, E. J. Hamell, R. G. Hallett, and B. W. Schwaninler.

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700 Toast the IBEW On Diamond Jubilee

Some 700 leaders from government, the trade union movement and the electrical industry paid tribute to the Intl. Brotherhood of Electrical Workers on its diamond jubilee year.

Similar celebrations are taking place throughout the country sponsored by IBEW local unions.

At the dinner, IBEW Pres. Gordon M. Freeman announced that the union had reached its anniversary year goal of adding one thousand members for each year of its history or 75,000 new members. He said the 90,000 mark had been passed and that by the end of the year 100,000 new members should be added to the brotherhood membership lists.

Sec. of Labor W. Willard Wirtz, in toasting the labor movement at the dinner, noted that it was 160 years since the first strike in U.S. history for which the Philadelphia cordwainers (shoemakers) were tried for criminal conspiracy.

"What was 'criminal conspiracy' then," Wirtz said, "has become one of the great forces for freedom in America and the world."

AFL-CIO Sec.-Treas. William F. Schnitzler, toasting the IBEW, said that the brotherhood "symbolizes the absolute identity of the job, the worker and the union." He added that "on any trade union issue, the support of the IBEW will be swift, sure and solid."

IBEW Sec. Joseph D. Keenan, toasting members past and present, said that "no writer could have written a more thrilling story" than the history of the brotherhood.

He noted the early "brutal and often bloody opposition to unions with its beatings and blacklists." The pioneer leaders had to overcome all this to lay the foundation upon which the union grew, he recalled.

FLEETLINE BODY CO.

"Ask about our manage-

The Record Births—



Santa comes early to the Rod Mach family.

Department:

251 Rod G. Mach — Boy, 7 lb. 3½ oz. Born 11-27-66, Named David Lee Wife — Rita Marie
441 Harold Healy — Girl, 9 lb. 4½ oz. Born 11-28-66, Named Renae Marie Wife — Mary Ann
251 DuWayne Schultz — Boy, 9 lb. 3½ oz. Born 11-29-66, Named Robert E. Wife — Nancy
253 Frank C. Patrick — Girl, 7 lb. 11½ oz. Born 11-28-66, Named Beth Ann Wife — Nancy

Marriage—

Department:

Vern Milius, Department 246, to Marian Warren, November 17th.

In Memoriam

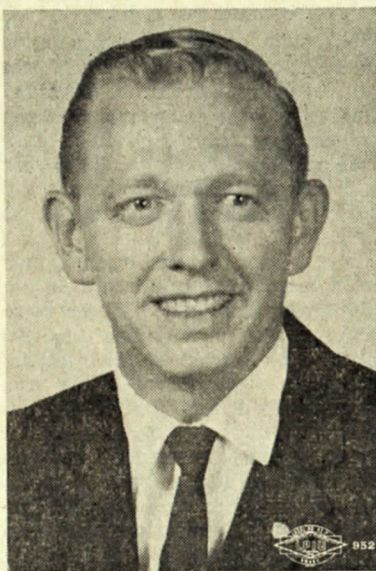
Department:

452 Shirley Tyree — Daughter
253 Don E. Core — Father-in-law
251 Hans I. Johnson — Mother

Past and Future

by Roger T. Waters, Dept. 441

The time of year has come when we can look back to see our gains that have been made with the Western Electric Com-



Roger Waters

pany through our own good Union, Local 1974.

I would specifically like to take this time to express our many thanks for the fine cooperation we have had with management from Crossbar Shop Manager down to first line supervision in Department 441. We have had differences of opinion on certain grievances, but all in all, we have had good relations and have come to good understandings on such grievances.

The overtime articles usually create numerous problems, but in the past year, management has scheduled the overtime as evenly as practicable and we did not have numerous problems with overtime.

Up-grading also was handled very well by management without any by-passing of seniority rights.

These two major items have been problems in past years, but

Member of the Month...

Betty Shanahan has been selected as the member of the month of December. Betty hired out in August of 1959 and has been a Union member since that time. She also served our Local Union as a steward from September of 1961 to March of 1964 and presently works in Department 451. (PBX adjust).

Betty's three children, Bob, Joe and Pike had the Champion and Reserve Market Lambs at the Ak-Sar-Ben Livestock show this year which brought a fantastic amount in prize money.

Her family is quite active in 4-H work.

She and her family reside in Cedar Bluffs, Nebraska.

Wife to husband: "For our anniversary let's give each other sensible gifts like ties and fur coats."

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DECEMBER COPE REPORT

by Bob Rustermier

Many things have happened since our last report to you, we would like to think that it will all turn out for the best.

The month of November was not a particularly good month for organized labor. We suffered some set-backs at the polls. We are not looking back but ahead trying to learn from the mistakes we made in the past. As a matter of fact in the State Legislature, we have three new faces that are friends of ours that we are sure will give us some help in the state legislature. The election did not change the big problem facing the working people in the state of Nebraska.

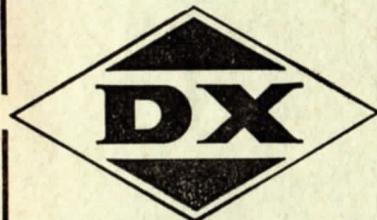
Sitting around, calling each other names and criticizing the actions of respective individuals, is not going to solve any of the existing problems. Regardless of what you hear from the so called experts and the Monday morning quarterbacks, the political arm of organized labor it still very much alive and also effective. Our number one problem of today in this state is that January first we will be living in a state that has no revenue to operate its affairs. If you will think back, we warned you that this possibility could exist. The legislature will have to take up as its first order of business, tax legislation. From all the best information that we can obtain, a sales and income tax measure will be introduced. These proposals will be brought to the legislature by the Representatives of the new governor elect and if what we are told is true, a large majority of the tax burden will be borne by those people who punch a time clock every morning. This is where your COPE organization is going to "come into the act". We will try not only to see that you get a fair break on the legislation, but that you are in-

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452 Shirley Tyree — Daughter
253 Don E. Core — Father-in-law
251 Hans I. Johnson — Mother
442 Juanita W. Larsen — Son
437 Donald K. Akeson — Father in-law
453 Gordon L. Hecker — Son
442 Mary Lou Vocum — Husband
437 Joan Powers — Father
452 Virginia Rich — Father
441 Mickey Owens — Mother



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Up-grading also was handled very well by management without any by-passing of seniority rights. These two major items have been problems in past years, but this year they were handled without any formal grievances to date. As each year passes, I think we all gain some more knowledge. Also, I think that management gains knowledge, too. I feel management has found out that if they cooperate more with the employees, they (the employees) will in turn, cooperate much better with management. I hope that in the future, more and more cooperation can be found on both sides. Let's look at 1966 as a very successful year for labor, as well as management and that 1967 can be a better year to come for all of us. I would like to take this time to wish you all a very, very Merry Christmas and a very prosperous New Year for 1967!

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I am sure that the governor's proposals are not the only proposals that will be introduced.

We want to make one thing clear, no one in organized labor with any responsibility is organizing an effort to discredit the governor elect or any other public official. We will cooperate with him and all other governmental branches as long as their activities and endeavors are in the best interest of organized labor.

As we have told you before, we support legislation that is in the best interest of all segments of society as well as our own.

Our first objective is always to make our community and country a better place to live for all levels of society.

I have one more thing to say to the Monday morning quarterbacks; please send the secret plays to the coaches on Friday afternoon—not Monday morning because they have no value after the game is over. All good Union members are doers not criticizers. Don't try to put on shoes that don't fit. This just makes the foot Doctors richer.

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Job Grades Report

by O. E. (Beanie) Eby, Chairman

On Wednesday, November 30, we held our first Joint Job Grades Committee meeting with the Company under the conditions of the



O. E. Eby

new contract and the minutes of bargaining. The following Jobs were discussed and from all indication, I believe we will really start functioning as a Joint Committee and definite administrative action will be taken on the problems and grievances a lot faster and more thoroughly than it has in the past.

- Oil House 429
- Testing —422-423-424-452-454
- Layout Weld and Form
- Drill Press and Misc. Machine Oper. (Hi Bay)
- Cable Repair — 422 and 426
- Truck Mechanic (Trades)
- Working conditions — Hi Bay and Plating Room
- Inspection — Cross Bar and Cable Plant
- No. 1 Wire Draw — (Cable Plant)
- Cool Room — (Cable Plant)
- Truck Pool — (All grades affected)
- Hi Bay — Rigger
- Instruction — Vertical Unit

KESSLER'S KOMICS

by Ron Kessler

On one of my father's tours of duty in Japan with the Marines, my mother wrote and asked if he would send her a genuine Japanese back scratcher. "Sorry, Darling," he replied, "I couldn't get you the back scratcher; they wouldn't let her through customs."

A former choir singer was asked why he gave up singing with his church group.

"I was absent one Sunday," he explained, "and somebody asked if the organ had been fixed."

Principal to Student: "Say, Johnson, have you ever considered being a dropout?"

Husband greeting wife with groceries: "That snow must be two feet deep, dear. I never thought you'd make it up the walk."

Employer to departing executive: "In a way, though, I'll be sorry to lose you. You've been like a son to me: insolent, surly, unappreciative."

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Rick Hobbs and

Sports Spotlights

by Larry Anderson

Well, here it is, the finish of another fine season for our favorite football teams. I imagine some fans were disappointed if



Larry Anderson

they were for teams other than our own "Big Red", Nebraska and the "Fightin' Irish", but, well, someone has to lose. Better luck next year, fellow members.

There are a large number of our friends and members who had much success in hunting deer, in fact, too numerous to put in this small column, but I would like to mention one female in particular, yes, an avid hunter, Opal Anderson of Department 441, who finished in fine shape with an Antelope by rifle and a deer with bow and arrow. Congratulations, Opal, and to all the many who participate.

Ron Schacht, Department 433, Plating, toppled a 732 series in the league.

To the sports fans who are tiring of my little quiz, the past few months, well basketball is getting under way and the bowling leagues are started so we may have something else to occupy most of this space.

To those who enjoy the quiz, I'll try to get in a few questions in each publication. I'd like to ask the captains of the various teams, basketball and bowling, to inform myself or the Union office of more prominent highlights in their sport. That's what this column is for, to inform others.

Wage Incentive Report Grievances Settled

by Ron Hallett, Dept. 441

Your Wage Incentive Committee finally settled the grievances at the 5th step level that have been on the books for quite a long while.

Grievance case #66-18 in which the Union contended that the Company violated Article 16, paragraph 3.4 of the General Agreement by regrouping Pay Group 450-2, Department 451, effective fiscal April, 1965 into pay groups 450-2, Dept. 451 and 450-4, Dept. 453- neither of which was compensated for in the fiscal July-August, 1965 and subsequent pay periods of 1965 and pay periods of 1966.



Ron Hallett

Grievance case #66-44 in which the Union contended that the Company violated Article 16, paragraph 3.4 of the General Agreement by regrouping pay group 450-2 Dept. 451, effective fiscal April, 1966 into pay groups 450-2, Dept. 451, and 450-6, Dept. 454, of which 450-2 wasn't compensated for the fiscal July-August and subsequent pay periods of 1966.

After careful review and study of the above mentioned grievances, it has been determined that the provisions of paragraph 3.4 of Article 16 of the old General Agreement, apply to regrouping pay groups. Therefore all em-

since the beginning of this year, and by April had become so serious that it demanded corrective action. Until improvement was effected, a screening process was performed on the product prior to inspection.

The drop in earnings supposedly resulted from poor total performance, so therefore the grievance was denied.

Grievance case #66-37 in which the Union contended the Company violated Article 16, paragraph 4 of the General Agreement by the elimination of a component from the Wage Incentive Rate of the Connector Cable Assembly Operation in pay group 250-6, Dept. 257.

The Company stated, the revising of the method from two selects and two handlings for one wire of each pair to one select and one handling is definitely a change in prescribed Conditions of Manufacture for which the rate was set. It was in order, therefore, to change the Wage Incentive rate in accordance with Article 16, paragraph 4.2.

There was no violation of the General Agreement in this case, so the grievance was denied.

Grievance case #66-67 in which the Union contended the employees of pay group 250-1, Dept. 251, suffered a reduction in earnings beyond the control of the Wage Incentive Group because of Poor Quality Copper Rod from outside suppliers causing an abnormal amount of wire breakage above what was allowed in the standard time rates.

The Company showed where supplementary rates in wire breaks, defect levels and repairs

- No. 1 Wire Draw — (Cable Plant)
- Cool Room — (Cable Plant)
- Truck Pool — (All grades affected)
- Hi Bay — Rigger
- Instruction — Vertical Unit adjust
- Machine Operator — Sheathing Lines
- Utility — (Final pic.)

Also along with the committee problems the Wage Practices Organization will start taking areas throughout the plant and restudy all grades affected in each area, as many of these grades are 4 and 5 years old and new tours of duty have been added, or in some cases combined. The proper scoring is not reflected in the present grades.

We know that many of these grades will not change in grade level; some may go down and some will go up. But in all cases we will have the present tour scored for what the people are doing and this will put the union on much firmer ground for argument and Grievances on grades that are at least up to date.

Under the conditions set forth in bargaining we will continue to have these joint meetings twice a month and the jobs in questions plus the actions of the Wage Practice Organization on their own studies and the answers we receive through this committee will be posted in our paper. Some of you who have turned in grades to your committee for questioning or restudy, will receive answers as soon as possible as we can only get so many problems through Joint meetings each month but with the kind of action we are getting now, you won't be waiting long.

As this will be the last paper before Christmas, your Job Grades Committee at this time would like to wish everyone a very Merry Christmas and a Happy New Year!

The auto industry accounts for one out of every twenty jobs—and this doesn't include morticians.

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WORTH THE TRIP

In each publication I'd like to ask the captains of the various teams, basketball and bowling, to inform myself or the Union office of more prominent highlights in their sport. That's what this column is for, to inform others.

Well here is the quiz:

Baseball

1. What two teams played in the first World Series? When was it and who won?

2. Who holds the World Series strikeout for one game?

Basketball

3. How much does an official basketball weigh?

4. When did professional basketball begin?

Boxing

5. What was the first fight filmed for showing to the public?

6. Has Bill Russell of the Celtics ever averaged over 20 points a game since being a pro?

Football

7. In 1961, he threw 7 touchdown passes in a single A.F.L. game. Who is he?

8. Only 3 men in N.F.L. has tossed the record of 7 touchdown passes. Who are they?

(Answers on Page 6)

After careful review and study of the above mentioned grievances, it has been determined that the provisions of paragraph 3.4 of Article 16 of the old General Agreement, apply to regrouping pay groups. Therefore, all employees of the various pay groups involved, beginning the fourth month following the regrouping who were 100% efficient for the fourth and succeeding months will be paid 15% earnings. The additional monies to be paid will be the difference of the previous amounts paid to each pay group each month and 15%.

It is my guess, that the total dollar value should exceed the \$20,000.00 mark. We hope these monies will be refunded by Christmas of this year.

Grievance case #66-43 in which the Union contended that Mr. John Brunner, as a participant in pay group 450-2, Dept. 451 for the period of March 17, 1966 through April 3, 1966, should be paid the 11.90% Wage Incentive payment given the pay group for this period.

During this period, Mr. Brunner was a Material Handler which, due to its nature, makes it difficult to measure in terms of efficiency.

After careful review of this case, Mr. Brunner's performance revealed that he was maintaining lines in accordance with his job assignment.

As a result of this review, Mr. Brunner will be paid the 11.90% Wage Incentive payment for the period of March 17, 1966 through April 3, 1966.

Grievance case #66-42 in which the Union contended the employees of pay group 420-2, Dept. 421, suffered a reduction in earnings beyond the control of the Wage Incentive Group because of additional work being done on a screening process of relays which were a major detriment in quality in the pay group while maintaining a formal level of efficiency.

After careful review of this grievance, the Company stated, efficiency alone does not determine performance. Bogey sheet efficiency is an approximate figure which does not reflect time utilized to repair defective work. A trend of poor quality existed

suppliers causing an abnormal amount of wire breakage above what was allowed in the standard time rates.

The Company showed where supplementary rates in wire breaks, defect levels and repairs due to inferior copper rod were allowed over and above the standard time rates, so the request for additional payment by managerial allowance was not warranted, therefore, our grievance was denied.

Grievance case #66-68. In this case the Union's contention was the employees of pay groups 250-1 and 250-2 suffered a reduction in earnings beyond the control of the Wage Incentive Groups because of the scrappings of good pallets of wire in the scrapping area.

The Company and the Union knew this condition existed and has existed for over a year. The Union even showed evidence as to this condition but could not substantiate the total amount of the loss. We did ask for some restitution in this case, to no avail.

Here's what the Company had to say in answer to our grievance: The placing of good pallets of wire in a scrapping area could be caused by not only trucking errors but also by the Wage Incentive Operators placing good wire in pallets intended for scrap wire purposes, but this they could not prove.

The Company further stated, that a corrective action has been taken by department 251 to eliminate this situation and as it is not possible to substantiate the amount of total loss either as to responsibility or effect, the grievance is denied.

In order for your Wage Incentive Committee to substantiate losses in earnings beyond the control of the Wage Incentive Groups it became necessary for us to show where and from what conditions the losses resulted. You can help us substantiate these losses by keeping track of time, dates and amounts of those conditions that are beyond your control as an operator or pay group. The last grievance mentioned in this Article was a good example of what happens when you don't have the necessary information to substantiate your loss because of not being obtainable to us.

Bargaining—

**United or
Divided**

by Bud Wilson, Dept. 423

The recent contract negotiations between our Local and Western Electric emphasized, glaringly, one obvious fact. We need national bargaining on fringe benefits. Hand in hand with national bargaining, goes the power of a national strike.

Some of our members were unhappy enough with the way the contract was settled that they seriously considered striking. About 668 voted against ratification and would have, apparently, voted for a strike.

In my opinion, a strike at our plant alone would have been absolute foolishness. Western Electric has three X-Bar Plants producing the same identical product, all on a 40 hour week.

Cable plant employees will say this isn't true for them because they work nearly maximum overtime now and are still behind schedule. This is true, but remember, most of our Cable customers are A.T. & T. companies and are controlled from 195 Broadway, New York City, New York. If New York says so, they will simply cut back and wait until W.E. C.O. has won the strike. A lot of that cable they order isn't for vital needs now, but for future use, expansion of facilities to accommodate the business they know they will have ten or more years from now. These orders can wait long enough to bust a one plant strike.

The ideal answer to bargaining, would be all A.T. & T. employees in one, national union. This may never happen, especially not if A.T. & T. can prevent it. A simpler solution would be all W.E. C.O. employees bargaining together at the same time and if necessary, striking together.

We are members of the I.B.E.W. Council. I believe our Council must unite with or at least collaborate with the C.W.A. Council

RULES and REGULATIONS

by John Pinkerton, Dept. 441

We all need a certain amount of rules and regulations to live by. We cannot go through life breaking rules and regulations and expect to not get hurt either physically or otherwise. We also need people to see that these rules are enforced.

It is indeed too bad that some of these regulations, due to careless planning, cause us great discomfort and also put us in situations that are dangerous toward our state of health and well-being.

I would like to point my finger at the so-called M.D.I. regulations that state this rule: No. 3.31 Passengers of cars shall not be discharged at pedestrian gates. Passengers shall leave or enter cars only when such cars are parked as prescribed in Paragraphs 3.21 and 3.22.

3.32 Except as indicated in Paragraph 3.22.1. passengers of cars that are not to be parked in one of the employees parking lots shall unload at one of the bus stops on the Company road that runs in front of the Administration Building. Entrance to the plant proper may be gained by following sidewalks that lead into parking lots.

This regulation on the surface seems beneficial. People are no longer endangered by drivers coming into the parking lot to discharge or pick up passengers.

Here is where the rub comes in. These passengers, and a great number of these are the gentle sex, bless their hearts, must often walk out to this Company road in front of the Plant to wait for their ride. This road is nearly two blocks from any entrance into the plant proper. Often times these people have to wait for their ride from the Cable Plant, Crossbar or elsewhere ten to fifteen minutes.

The sidewalk many times is in an ice-hazardous condition. For the swingshift and graveyard, it is poorly lit inviting attacks on these people during these hours, often during the winter sub-zero temperatures. There is no shelter for these people while they are

Why is it that:

by Rod Mach, Dept. 251

K. Paulson claims his wife is related to King Kong?

R. Wood is finding out what it is like to work for a living?

D. Valenta don't dare go to a basketball game?

W. E. wants department 251 to give them back 6%. Could it be for an Xmas present? It seems like every month is Xmas for W. E.

L. Hooker is now called Lollipop?

Fubar bought Connie a ring? The tool and dye makers are convinced safety first is the key to better production?

A certain person in dept. 253, 12:00-8:00 shift, claims his car held 12 quarts of oil? Where, in the trunk?

R. Young should take basketball lessons?

M. Wilson takes showers at the plant instead of at home?

R. Sedlachek has gotten on the Curling team?

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Answers To Quiz

1. Boston Red Sox and Pittsburgh Pirates in 1903, Boston won 5-3, best of nine.

2. Sandy Koufax, 1963, 15 fanned Yankees.

3. Not less than 20 ounces and not more than 22.

4. In 1896, when the game was just 5 years old.

5. The Cordett - Fitzsimmons title fight won by Fitzsimmons. 14th round K.O. in 1897.

6. No. In 8 years, his best is 18.9.

7. George Blanda of the Houston Oilers.

8. Sid Luckman, Bears, Adrian Buck of the Eagles and Y. A. Tittle of the Giants.

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C.O. employees bargaining together at the same time and if necessary, striking together.

We are members of the I.B.E.W. Council. I believe our Council must unite with or at least collaborate with the C.W.A. Council and handle bargaining as one, united organization. We bargain together and if necessary, we strike together.

The most stupid single thing we do is to allow ourselves to be divided into two International Unions and to be whipped on a local level by a Company that is very united and very national.

I believe we should raise our per capita paid to the Council and use that money to hire an educated and qualified full-time business agent who would represent all the locals, co-ordinate their efforts and work towards uniting all W.E.C.O. employees.

We will never bargain with Western as equals until we bargain undivided.

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an in-hazardous condition. For the swingshift and graveyard, it is poorly lit inviting attacks on these people during these hours, often during the winter sub-zero temperatures. There is no shelter for these people while they are waiting for their ride. There is a possibility that somebody could become seriously frost-bitten or be overcome or suffer a heart attack. I work the 12 to 8 shift, and I can remember coming up the walk on the Cross Bar side in the middle of winter and having to climb over the gate on Sunday night because our thoughtful plant protection people hadn't gotten around to opening the gate yet.

These situations could easily be cured or corrected.

First, they could provide our people with horse shoe drives up to the fence at least. Secondly, they could provide warm shelters at each horse shoe bus stop. I deeply hope that our employer will look into this situation and come up with some better answers than there is now.

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