

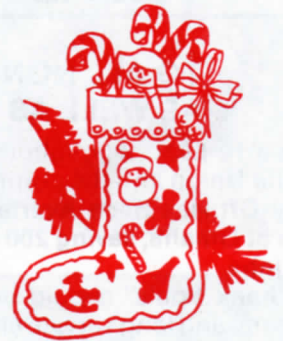
1951

Big Retirement Post

The Short Circuit



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



Brighten your Holiday Season. By attending the Union Meeting this month you could walk away with a \$75 door prize to be given away at each meeting or even win one of 25 Turkeys to be given away at each meeting. Help start the Holidays right and attend this month's meeting.

We'll see you there!





International Brotherhood of Electrical Workers

LOCAL UNION NO. 1974



13306 STEVENS STREET • OMAHA, NEBRASKA 68137 • TELEPHONE (402) 895-4080 • FAX (402) 895-1828

Officers

Frank P. Possinger President
Marlene Wilson Vice-President
Sparky Bruning Recording Secretary
Mary Ellen Maxwell ... Financial Secretary
Donnie Trimble Treasurer

Union Meetings

Third Friday of Each Month
Dayshift — 8:00 p.m.
Nightshift — 12:30 a.m.

Executive Board

Marlene Majeski, Chairman
Mike Kelly Dan Lubash
Charlie Newell Jim W. Perryman

Newspaper Editor

Dennis Fleming



President's Message

by

Frank Possinger
Local 1974 President

TO ALL NON-MEMBERS AS WELL AS MEMBERS!

Due to past negotiations between the company and the Union and the contracts that were bargained, **A Lay-Off Has Been Averted, and a SIPP Offer Was Made at Omaha, saving 200+ short service employees their jobs.**

"Thank You's" should be extended to the Union, company and long service employees who took advantage of this SIPP offering.

Your working here today is afforded to you **only because of "Bargaining."** Is this not worth being a member?

If no, how about the following:

(A) Time and 1/2 for any hours worked in excess of eight hours on any given day, Monday-Friday.

(B) Double time for any hours over 49 hours worked during any given week, Monday-Sunday.

(C) Two weeks **PAID** vacation after one year of service.

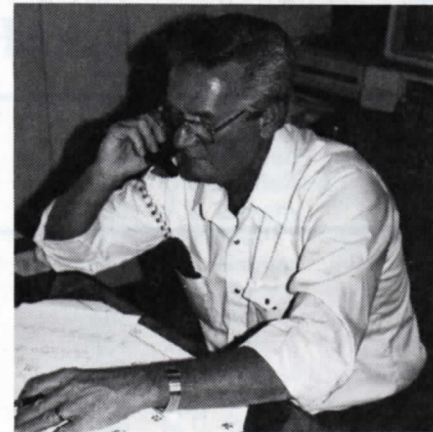
(D) Fully **PAID** hospitalization, eye-glass, and dental plans after six months service.

(E) 66 2/3 **MATCHING** monies, if enrolled in the savings plan, **plus** Guaranteed Interest at a high rate. Current total equals 75%. (Not bad so far, huh.) **If you are not enrolled for as little as \$5.00 per month, you should be.** (You need only one year of service to get company matching).

(F) **Fully paid** for **Holidays** from day one.

(G) ETOP — One of the **most** gratifying and rewarding items of contract negotiations. Fully funded classes of learning, **plus** book reimbursements for college accredited courses. (Can McDonald's or a non-unionized employer beat this so far?)

(H) Hyatt Legal Assistance Plan. For little or **no** expense to you, you can consult with an attorney or have certain legal documents drawn up, such as Wills



and Codicils; use of an attorney for the sale or purchase of a home, debt collection defense or divorce.

(NO you cannot use this plan for suing the Company or the Union.)

(I) ERC-Center established with the best of **intent** to serve **all** represented employees for information **and** assistance.

(J) Joint Benefit Committee - that represents **all** employees of AT&T and **By Far** together with the ERC employees, does an absolute outstanding job in representing the people of AT&T in Omaha.

(K) Grievance Procedure - while not everybody has agreed with this or the answers, it is still an item that we cannot be without.

(L) AT&T Performance Award - Yes, it's true we do not have a COLA, **but** the checks issued last year for \$587 sure helped.

(M) EWD days - Employees with six months of service as of January 1 get **four paid** and one non-paid days off.

(N) EAP Program - four you and/or your family. Free limited counseling on emotional, substance abuse guidance, marital or stress related problems.

(Continued on Next Page)

Union Meeting Notice

The monthly membership meeting will be held Friday, December 13, 1991 at the Union Hall, 13306 Stevens Street.

Second Shift Meeting: 12:30 a.m. First and Third Shift Meeting 8:00 p.m. \$100 Drawing.

President's Report Continued

(O) The right to have union representation at any and all meetings between you and the Company. (No-the Union is not a miracle worker, and can't satisfy each and every complaint, but I feel we do a pretty good job.)

(P) **WAGES - negotiated and far better** than non-unionized. (How are we doing so far) — more?

(Q) Personal Absence due to Death-in-Family. Paid time off, up to three days. (Wish we never had to use this, but just as a matter of fact, it's there.)

(R) **SHIFT PROTECTION** - Choice of shift by service.

(S) Movement of Personnel - The best we ever had. Volunteering from overtime pool to other overtime pool in level 2 within your IBU.

(T) Child Care and Elder Care Leaves - used by a number of employees, and not a meaning less bargained item.

(U) The Right to Bargain Collectively on contracts.

(V) Cushioning Allowance - up to 160 weeks full cushioning at present rate of pay, if downgraded.

(W) Hours of Work - standardized, not changing every day or every week.

(X) **Forty Hour Work Week.**

(Y) Journeyman Trades Plan for Trainees - While still in its infancy, we can bargain to make it better.

(Z) Night Work Bonus - **10% of your present hourly rate** added if you elect (or get stuck) on a defined night shift.

Opps, ran out of the alphabet - now we will use numbers!

(1) Pensions - after 25 or 30 years, at no cost to you, compare your monthly dollar amounts to almost any other employer paid pension. (You might be surprised.) Keep in mind that pension dollars will not equal your present earnings; it was only intended to be drawn on and used in conjunction with Social Security payments.

(2) Premium payments mandated at time and a half for Saturday and double time for any Sunday work, **PLUS** double time and a half for holiday work. (I already know the argument on holiday pay — thanks, anyway.)

(3) Termination allowance or layoff allowance.

(4) SVSP - offered to tradesmen and taken, **very happily** by the vast majority.

(5) ATS transferring system to go to other locations. While it may not be the best, it will get better because of bargaining.

(6) Union-Management relations - Cooperating and "getting along" has made a heck of a difference in the last few years, **and not one single member** was "harmed". By this; in fact, a large number of "people" problems were resolved **before** they became a problem.



(7) Paid absences up to and including 52 weeks of full pay.

(8) Health Care Reimbursement accounts - for use of **Pre-Tax** dollars for your medical expenses.

(9) Telephone reimbursement for long distance calls.

(10) SIPP - Supplemental Income Protection Program (which is where I started) for pension eligible employees who could leave work early and be paid up to \$400 per month in **addition to their** pension.

I realize that some of you may not think that all of this, **plus** more items, is very important because some of it doesn't affect you today, but as a word of caution, "Watch out for tomorrow because in this **real** world of today, you never can tell.

Be Proud To Be Called Union

By Marlene Majeski

While attending one of the Retirement coffees I ran across several memory sheets that were written to our retirees. The message was "Good Luck" thanks for the job. "A new employee." I was impressed and pleased to think that someone took the time to put his or her thoughts on paper.

We lost many good Union Members during the SIPP offer. Now is the time for the new employees that have been able to stay employed because of the SIPP offer to realize what the Union stands for and join forces together to have a strong Union Brotherhood. The Union is only as strong as the members that back it. **Stand Up and be counted and be proud to be called Union.**

The following article appeared in the World Herald following the death of IBEW member Tom Chader. The article says what many of us feel but sometimes have trouble saying. Sometimes its too late before we discover just who the real heroes really are.

'He Was A True Hero'

Omaha

My neighbor died November 24. You probably never heard of Tom Chader. He didn't die of AIDS or from violence. At age 50, he died of cancer.

Tom grew up in Buffalo, New York, joined the Army, landed his first good job, married and started a family. That job eventually brought him to Omaha. He was proud of his job and company and remained with it until November 24. He remained married for 27 years to his first love, and they had three children together.

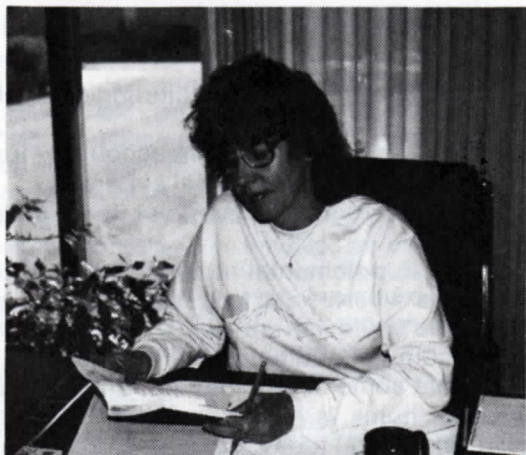
Tom was savvy. He planned for old-age and retirement so he wouldn't be a burden on anyone. He was into sports. In the summer, after work and on weekends, he would coach boys baseball. His entertainment was different, though. He enjoyed coupon shopping and loved to brag about getting two bags of groceries for a couple of bucks.

On the weekends, you could also find him in the garden, mowing the lawn or cooking. On these occasions he would share his dreams of driving a school bus after retirement and playing with the grandkids. He won't realize those dreams.

Tom did everything a good person is supposed to. He worked hard, planned, saved, was monogamous and drug free. There won't be any concerts, media attention or famous people speaking on his behalf.

America, wake up. Heroes don't need to come from sports arenas or silver screens. If you're looking for a hero, look next door.

Robert Fidone



Report Of The Vice-President

By Marlene Wilson
Vice-President and Grievance Coordinator
Grievance Report

- 88-11 Level II's in Dept. 281 doing Level III work with temporary upgrade. Job should be Level III. Pote/- Job Grades Committee. Submitted to National on 5-15-90. (The National Grievance was held in Washington, D.C. on 7-18-90.) Denied at National level. Arbitration demand submitted. Waiting arbitrator's decision.
- 91-09 Employee Dept. 592-Level I assigning work. Majeski/Newell/Sims. Presented at 5th step. Will be discussed further at bargaining.
- 91-24 Employee Dept. 595, violation of overtime agreement. Bruning. Denied at 5th step.
- 91-27 Employee paid vacation in place of sick benefits. Majeski/Betzer. Denied at 5th step.
- 91-28 Employee Dept. 559 - assignment of work. Lubash-/Armbrust. Denied at 5th step.
- 91-29 Employee - Dept. 593 - working out of pay grade. Pote/Gillham/Ohme. Presented at 5th step. Will be discussed further at bargaining.
- 91-31 Employee Dept. 581 - Memorandum of Record. Maxwell/Pabian. Presented at 5th step. Settled satisfactorily.
- 91-32 Employee - Dept. 704 - pay for sick absence. Pote/-Sempek. Presented at 5th step.
- 91-33 Employee Dept. 596 - refused personal leave of absence. Newell. Presented at 5th step. Denied.
- 91-34 Employee - Dept. 581 - loss of nightwork bonus. Newell. Sent to 5th step. Withdrawn.
- 91-35 Employee - Dept. 581 Engineers performing hourly rated work. Newell. Sent to 5th step.
- 91-36 Employee - Dept. 581 Engineers performing hourly rated work. Newell. Sent to 5th step.

Union Dues — Yearly Amounts

"BA" members paid \$218.54 for 1991

"A" members paid \$354.04 for 1991

***Please note that Atlanta goofed again. They have taken the \$1 increase already in December. It was not supposed to start until January. They said they will credit the \$1 towards January dues and not take it again in January.

1991 Vacation and Holiday Schedule For December and January

By Marlene Wilson

Monday December 23 Vacation	Tuesday December 24 Holiday	Wednesday December 25 Holiday
Thursday December 26 Floating Holiday	Friday December 27 Vacation	
Monday December 30 Vacation	Tuesday December 31 Vacation	Wednesday January 1 Holiday
Thursday January 2 EWD-1992	Friday January 3 Vacation 1992	



The Officers and Representatives of Local Union 1974, I.B.E.W. wish you and your families a Merry Christmas and a Happy New Year!



Maternity Case Update

By Marlene Wilson

A hearing on the fairness of the settlement on the maternity leave lawsuit was held in October. Any objection to this agreement had to be filed in a written statement on or before September 27, 1991.

The final approval of the settlement and the rules for distribution is expected by Mid-December, although the judge has until the end of the year to rule.

A committee of plaintiff's counsel working with paralegals designated by plaintiff's counsel shall determine the eligibility of each individual who filed a claim.

Eligible claimants who did not answer all of the questions on the Statement of Claim form they received in December of 1989, or whose answers are unclear, will be contacted by the claims committee for more complete answers.

Points will be awarded for days lost. Points will also be figured on any interest the claimant is entitled to

After the assignment of points and the estimated value of the points are complete, each claimant will receive notice of the tentative amount she is eligible to before reductions for taxes. There is a process in place to challenge the proposed distribution, if necessary. All challenges must be filed in writing within 45 days of the date of mailing to claimants.

Red Cross at Work in Omaha — 1991

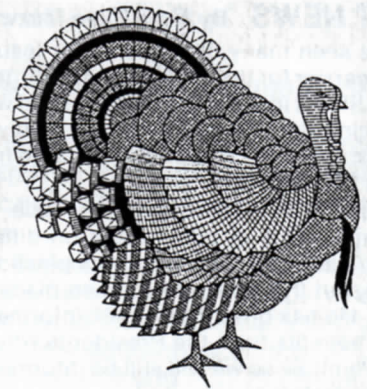
At Another Site

Our customers wanted more convenience and our main building is crowded. So we've expanded to west Omaha, with a new branch office at 11626 Nicholas Street. Learn first aid or CPR, or donate blood or platelets.

Red Cross is at work in Omaha ... and now in west Omaha, too.

The Record

TOM CHADER, DEPT. 559, MEMBER.
Jerry Engel, Dept. 511, Mother-in-law.
Don Pierce, Dept. 784, Father-in-law.
Frank Possinger, Dept. 581, Father.
Jolene Possinger, Dept. 583, Father-in-law.
Scott O'Bradovich, Dept. 581, Father.
Joella Pacas, Dept. 597, Step Father.
Darrell Jensen, Dept. 511, Mother-in-law.
Helen Soloman, Dept. 592, Brother.
Ken Micek, Dept. 595, Father.
Lavonne Ostrand, Dept. 593, Grandmother.
Marlin Lustgraaf, Dept. 595, Grandfather.



Attention

By Marlene Majeski

At the December meeting we will be collecting food for the needy. We will be collecting non-perishable items. We also will be giving away Turkeys. Please plan on attending.



November Winners

Winners of the 50-50 Cope Drawings:

A.M. meeting — Gerald Rue

P.M. meeting — Wes Lyons

Winners of the \$75 Door Prizes:

A.M. meeting — Dave Kempkes

P.M. meeting — Bob Shafer

If your address or telephone number changes,
please fill out and mail this form to:

The Claim Center
7 South Dearborn
Suite 740
Chicago, IL. 60603

Last Name(s): _____ First Name _____
Social Security # _____ Claim No. (if known) _____
New Street Address _____ Apt. # _____
City _____ State _____ Zip _____
New Home Phone # _____ Best Time to Call: _____
New Work Phone # _____

BENEFIT NEWS By Mary Ellen Maxwell

We have seen many changes in our insurance this year with a new carrier for the professional charges and prescriptions (Blue Shield instead of Travelers) and with the Network and PPP being put into place. We are always continuing to work on any problems and we are trying to make the system work better for all of us.

Last week the Presidents from each Local went to Washington to work in committees on different issues for bargaining. Last contract Frank was placed on the Benefit Committee, but this time he has been placed on a different committee. He has brought us back information on the discussion of benefits from the Presidents who are part of the Benefit Committee so we will still be informed on the benefit issues for bargaining.

We have had some changes in our committee during the past year. Back in September, Tom Murray retired. Tom has been a member of the Benefit Committee for a great many years and has been helpful to many of us during that time. We hope he continues to enjoy his retirement in good health. As a replacement for Tom on the Committee, Frank has added Karen Taylor. Karen works the Benefit Room on Fridays.

All of us on your Benefit Committee wish you a Happy Holiday Season and hope next year will be better for all of us.

Thanks

On behalf of my entire family I want to thank everyone for the many cards, flowers and condolences expressed to us on the recent loss of my father.

Frank Possinger and Family

I appreciate everything the Union has always done for me. With my very best to all of you.

Melvin Wilson

Thanks to all of you for the memories, gifts and good times.

Flo Sledge

I leave with a lot of good wishes from many, many people. Thanks again, I'll always remember you.

Jan Swift

Thank you for the friendship, gifts and cards. You are all often in my thoughts.

Lou Hendrix

COLD WEATHER CAN BE HAZARDOUS TO YOUR HEALTH!

Cold weather itself--without physical exertion--puts an extra strain on your heart. If you add to this physical activity, especially activity that you are not accustomed to (such as shoveling snow, pushing a car, or even walking fast or far), you are risking a heart attack, a stroke, or even death.

Keep the following tips in mind during the cold winter season:


- **STAY INDOORS** unless it is absolutely necessary to go out. If you go outside, avoid overexertion.
- **WEAR PROPER CLOTHING.** Whether outdoors or inside with little or no heat, wear several layers of loose-fitting, light-weight, warm clothing instead of one thick, heavy garment. Trapped air warmed by body heat will circulate between the layers to keep you warmer. Outer clothing should be tightly woven, water repellant and hooded.
- **KEEP YOUR CLOTHES DRY.** Wet clothing loses all insulating value and should be changed as quickly as possible.
- **WEAR A HAT AND SCARF.** You lose heat faster from your head than from any other part of your body, so whether you are outdoors or in an unheated home, wearing a hat and scarf will keep you warmer.
- **WEAR MITTENS INSTEAD OF GLOVES.** Mittens, snug at the wrists, allow your fingers to touch, and your own body heat will keep your hands warmer.
- **COVER YOUR MOUTH.** This will protect your lungs from extremely cold air.
- **WEAR BOOTS.** If exposed to the cold for long periods of time, your feet can become easily frostbitten.
- **EAT NUTRITIOUS FOODS.** This will help protect you against abnormal heat and cold.
- **DRINK ADEQUATE AMOUNTS OF LIQUIDS,** such as water. LIMIT your alcohol intake because alcohol speeds up body heat loss.
- **GET PROPER REST.** Fatigue makes you more vulnerable to the cold.

By following these helpful tips you can avoid many of the dangers that cold winter months bring.

The American Red Cross wants everyone to have an enjoyable and safe winter.



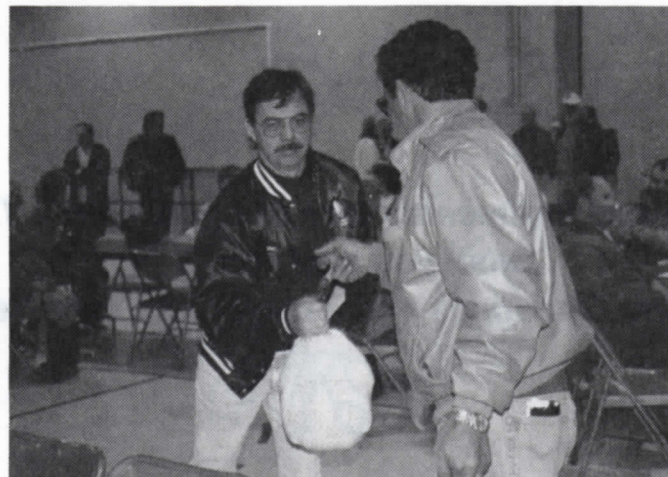
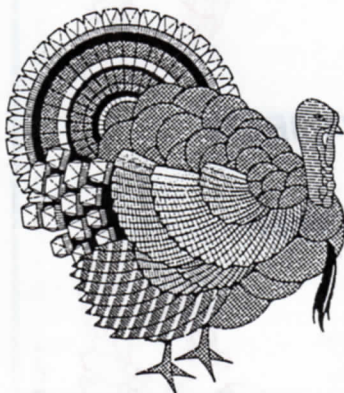
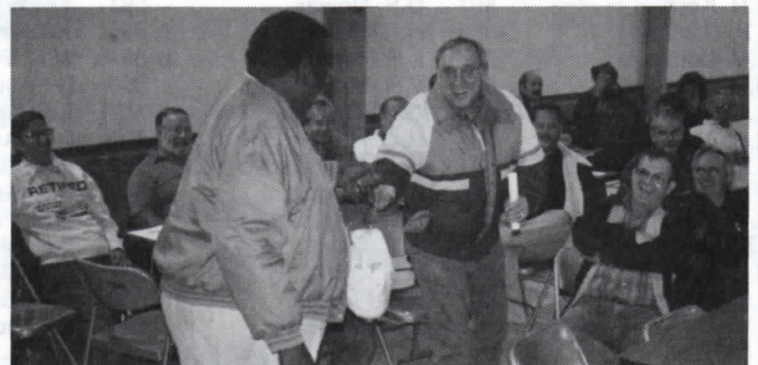
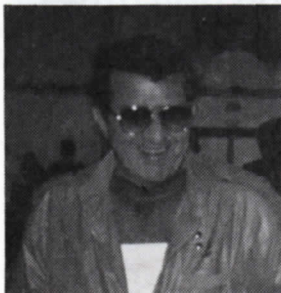
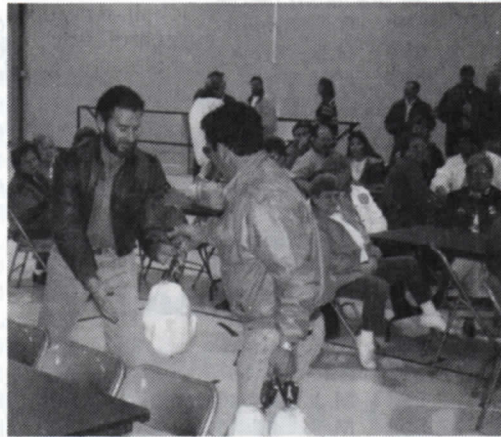
Carol Bullock, Director of Labor Participation
American Red Cross, Heartland Chapter

 American Red Cross

At last month's Union Meeting the Thanksgiving season got a little bit of a head start for 30 attendees as they walked away with one of 30 Turkeys given away between the two meetings. This month we will be drawing for fifty additional Turkeys. Start your Holidays off right and perhaps you could be enjoying a Turkey meal compliments of Local 1974.

Winners at the A.M. Meeting

Rick Cowger
Steve Heuke
Barb Morehouse
Hank Wnuk
Gary Jackson
George Sims
Craig Nelson
Nancy Beasley
Clara Moody
Rick Melia
Jim Peroutka
Linda Ohme
Diane Bonacci
Jim Johnson
Eileen Roffman



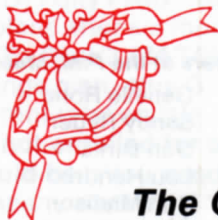
Winners at the P.M. Meeting

Genelle Rohe
Sandy Ryder
Don Dirks
Lou Hendrix
Bob Madison
Gary Scott
Jerry Peterson
Lyle Kahn
Dan Herman
Russ Bullard
Marty Gillham
Don Kramer
Dominic Zaddia
Jim McDonald
Dennis Fleming

Recently the company offered an early retirement plan to many of our members. To those members we would like to take this opportunity to thank all of you for your many years of service and support to this Local. Local 1974 wishes all of you the best as you start to enjoy life at a more leisurely pace.

Those Local 1974 members who took the SIPP offer are listed below:

T.S. Swierczek	584	J.P. Gilreath	596	B.E. Wilson	592	G.L. Schuerman	584
B.E. Qualset	552	M.B. Smith	592	G.B. Jones	581	C.M. Madsen	582
C.J. Winston	551	B.S. Miller	553	H.U. Cook	553	F.M. Waniska	553
K.K. Coe	595	M.D. Mejsrik	593	J.M. Drinnin	584	E.G. Herzog	582
E.E. Connerley	597	V.K. Milne	593	R.L. Schutt	704	E.J. Sharples	582
J.M. Humpal	584	P.M. Rochford	597	R.M. Hossle	552	L.E. Sis	582
J.N. Clarke	593	J.L. Heinzman	552	N.A. Blazka	582	R.L. Dormer	084
A.B. Cernius	581	M.A. Fischer	593	D.M. Jurgena	511	R.A. Burgett	581
E.A. Dawson	595	J.C. Persinger	597	J.D. Swift	581	J.C. Marinus	553
P.L. Segobia	595	G.G. Grimm	597	E.C. Chereck	552	G.H. Geerdes	553
P.S. Andersen	596	K.P. Guse	592	W.S. Leander	552	D.E. Beccard	084
S.K. Murphy	597	K.L. Belter	551	C.C. Cooper	596	J.L. Howard, Jr.	553
J.S. Pollard	596	J.M. Richardson	595	C.P. Burns	552	G.A. Melcher	583
A.B. Placek	595	B.D. Wortman	597	R.E. Taylor	553	M. Owens	595
B.M. Klaumann	593	M.M. Malone	595	M.J. Panowicz	596	R.E. Micek	595
B.H. Warner	593	E.Y. Lukowski	593	M.T. Ueding	596	H.C. Mills	581
S.O. Tedford	595	M.S. Hollinger	595	D.C. Donaldson	552	R.D. Lamb	084
C.N. Velasquez	581	N.O. Peterson, Jr.	597	J.J. Maun	596	F.A. Campbell	553
E.J. Fleming	592	R.H. Wentworth	581	M.D. Nelson	552	C.J. Gardner	553
R.J. Gartigas	582	C.W. Heman	553	R.J. Gagliani	581	R.Y. Sackett	583
E.W. Fetherkile	596	C.M. Patzloff	553	J.A. Beckman	552	D.W. Anderson	582
V.M. Potter	593	K.L. Fink	597	R.L. Slattey	583	K.E. Danahy	595
D.D. John	595	D.Z. Altic	597	T.D. Walsh	581	J.T. Riley	551
D.S. Haase	552	A.V. Morris	597	R.W. Rosenbaum	551	B.E. Bremer	581
J.A. Willis	552	F.W. Iliff	597	V.D. Klaumann, Sr.	592	W.T. Carrell	584
L.A. Ayala	595	C.E. Coffin	597	H.T. Eischeid, Jr.	582	R.G. Mach	584
O.W. Townsend	595	T.A. Hurlbut	551	C.E. Palensky	551	M.T. Homes	551
L.B. Robinson	553	D.M. Morgan	581	P.C. Shomshor	553	J.E. Matthews	581
P.M. Brennan	596	W.S. Swierczek	593	M.E. Wilson	581	E.L. Krittenbrink	597
L.A. Booker	581	L.S. Boryca	592	L.H. Baker	553	M.C. Goodell	584
L.G. Strode	592	T.S. Koenigsman	597	I.P. Cianciolo	584	L.G. Baker	595
D.G. Kopera	592	E. Troia	597	J. Reed	596	T.J. Van Dyke	583
W.T. Shelton	596	F.S. Sledge	597	E.H. LaChapelle	552	D.W. Angelton	581
S.B. Banks	553	M.J. Fernen	581	A.R. Madsen	581	D.R. Yonkie	596
C.N. Kern	597	D.S. Nowak	597	J.L. Watkins	596	F. Nocita	584
E.P. Grooms	595	H.R. Swink	551	J.A. Vacahl	583	B. Bevelheimer	595
A.M. Lucas	597	L.F. Hendrix	597	W.O. Pokorny	582	B.J. Drews	595
D.M. Stika	581	V.H. McDermott	596	D.P. Schreiber	552	J.B. Skinner	596
D.C. Rasmussen	553	G.M. Osborne	552	A.S. Schreiber	592	C.F. Mellick	592
N.B. Jones	597	N.C. Honomichl	596	D.A. Anderson	582	E. Klosky	597
P.S. Pinhero	581	W.L. McCready	552	P.S. Klement	596	G. Miller	597
M.W. Mapes	596	L.T. Hurdiss	582	B.B. Snodgrass	581	G.H. Sorensen	596
R.D. Huss	583	C.S. Patterson	552	B.M. Fitchhorn	581	V.H. Brown	596
I.Z. Ward	597	M.L. Davis	582	S.H. Meadows	592		
H.E. Leonard, Jr.	582	R.E. Zook	592	D.P. Mongar	552		
E.L. Waldron, Jr.	597	J.A. Frazier	552	B.N. Gantt	557		
		J.F. Kmiecik	582	E.L. Donahoo	582		



**The Officers and Representatives of Local Union 1974, IBEW
wish you and your's**

A very Merry Christmas and a bright and safe New Year!

