



# I.B.E.W. Local #1974 Newsletter



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

**Executive Board** — Marlene Majeski, Chairman • Jim Filipiak • Mike Kelly • Rick Madej • Jim Pabian

13306 Stevens Street, Omaha, Nebraska 68137 • Telephone 402-895-4080 • FAX 420-895-1828

DECEMBER 19, 1996

## TO: ALL UNION MEMBERS

The monthly membership meeting will be held **Thursday, December 19, 1996** in the Small Meeting Room, 13306 Stevens Street, Omaha, Nebraska.

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

*At this month's business meeting, \$25 gift certificates will be given out in honor of the Christmas Holiday. Please plan to attend!*



## President's Message



*All the officers and reps would like to wish everyone a Merry Christmas and the Happiest New Year!*

With the New Year coming, I know some of you are thinking about retiring. If you have made this decision, call the Lucent Technologies Pension Service Center to get your calculation and retirement package. The toll-free number is **1-888-736-7700**. This calculation and retirement package will be mailed to your home within ten days of the request. Start this process **3 months** prior to actual retirement date.

If you have not made the final decision to retire, you can call once in a 12-month period to have the amount of your pension figured.

You should have received an investment guide in the mail. Please take time to read this.

In the 1995 bargaining, we were given several more investment options starting **January, 1997**. Lucent Technologies Savings Plan Service Center Numbers are:

**Domestic — 888-365-8777 • International (collect) 904-636-1000 • TDD (collect) 904-636-2242**

You can call these numbers from 7:00 a.m. to midnight eastern time, seven days a week. You have two ways to use this system — do it yourself, using interactive voice response or by speaking with a service representative. Some of the services when you must speak to a representative are available on business days from 9:00 a.m. to 5:00 p.m. eastern time.

The investment seminars Jim Andry provided in the plant on Saturdays helped many members understand which of these new options would be the best investment strategy for them. Also, in this packet, there is a new beneficiary designation form. Some employees have never filled one of these out and some have not remembered to make necessary changes.

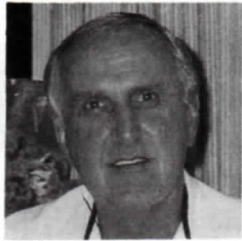
NCR spin off shares should be distributed by AT&T to its shareholders on December 31, 1996.

The Production Master Molding Technician job will be posted on the bid board sometime after the first of the year. To qualify for the apprenticeship program, you will be tested and then chosen by seniority.

This apprenticeship program will be a 30-month program and will involve training during normal work hours and after work hours. When an employee bids on and is selected to enter the Production Injection Molding

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## Views from the Vice President's Office

by Sam Martin

Is there any interest in a Health Club like facility, here on site at the Omaha Works?

A safety sub-committee out of the D-10 area (Sheet Metal) went on a benchmarking tour of the John Deere facility in East Moline, Illinois. It has 2,300 employees, is represented by the UAW Union and, during that tour, we noticed they had an excellent workout area - numerous weight lifting machines, exercise bicycles and a track for joggers. For a nominal fee of \$6.50 a month, all employees and their spouses could use it.

Two members of this safety team, **Bob Keller and Nate Jackson**, think this would be a great idea for us here at Lucent. Although Bob and Nate, in a basketball sense (their best jump shots are behind them), have an avid need to stay in shape. If there is any interest in this, please call the Union Hall, leave your name and extension.

During that safety tour, we noticed that John Deere employees who work in Cells and run brakes, punch presses, shears and laser machines showed a lot of team cooperation among themselves. In a conversation with a Union safety employee, who told us if a member of their team Cell could not do a job physically or mentally, they just switch jobs on their

own. Ideas were exchanged, etc., and we want to thank **Ray and Al** and the Safety Department and all others who made this trip possible.



**Left to right: Nate Jackson, Sam Martin, Bob Keller, Connie Carlson, Dan Pyssan, UAW. Bill Campbell, back row far right. Everett Peterson, front row far right.**

In the Plating Room area, 30 building, we have some safety concerns. Safety sub-committee and others are working on these ongoing problems, but a hang-up is with the engineer of that area. Arrogance is at a very high plateau with the resident engineer in working with the Union and the employees. I didn't

*Continued on Page 4*

## President's Message Continued

Apprenticeship Program, he will be frozen for upgrades, laterals or voluntary downgrades during this program.

Wages for the Apprentice Trainee are: — Pension Band 109

Start	\$14.50	3 gate	\$15.27
1 gate	\$15.75	4 gate	\$15.53
2 gate	\$15.01		

There will be a test at the end of each gate, and the employee must pass to go to the next gate. If an employee is unsuccessful in completing this program, they will return to the Production Occupational Level they were at upon entering the program.

Wages after completion of Apprenticeship Program.

Production Master Molding Technician — Pension Band 118  
Step

1.	\$15.53	6.	\$17.91
2.	\$15.98	7.	\$18.43
3.	\$16.44	8.	\$18.96
4.	\$16.92	9.	\$19.51
5.	\$17.40	10.	\$20.07

*Fraternally,*  
**Marlene Wilson**  
*President/Business Manager*  
*Local Union 1974 IBEW*



Fall 1996 Article

## Investing Fundamentals

**Realize that saving and investing are two different concepts.** Saving involves not spending current income, while investing requires you to take those savings and do something with them to earn a return. Saving often becomes easier when it is separated from the choice of where to invest. Find ways to make savings as automatic as possible by taking advantage of your payroll deduction savings plan. Take your time to research and select specific investments.

**Develop an asset allocation plan to guide your investing.** One of the most critical investment decisions you will make is how to allocate your money among the major investment classes, such as stocks, bonds, and short-term investments. Many company sponsored plans have a variety of investments to choose from. Review your investments on at least an annual basis, making adjustments to keep your asset allocation percentages in line. Seek professional guidance if necessary.

**Don't let your fears about risk prevent you from making investment decisions.** It is important to understand that all investments contain risk and to understand how risk affects different investments.

**Put time on your side.** If you have ambitious financial goals that will require significant sums of money to achieve (retirement), one of the best moves you can make is to start saving as soon as possible. With time on your side, even modest sums can grow into significant sums of money.

**Chasing the highest returns possible is a difficult game to win.** Much of the financial press is devoted to covering investments with the best performance over the last quarter, one year, three years, etc. Many people then switch their investments to those high performers, only to find the investment at a market high. It often makes more sense to carefully consider investment alternatives, selecting those that you would be comfortable owning for several years.

**Realizing that help is only a phone call away.** The invest-

ment world has become very complex, with a vast assortment of investment vehicles now available. If you need help with your investment decisions, feel free to call Scarborough Alliance @ 800-223-7608.

*The preceding article was submitted to Scarborough Alliance Corporation as part of an educational series for IBEW members. We welcome your comments and suggestions and would be happy to address issues of importance to IBEW members. The IBEW Savings and Security Plan is administered by Scarborough Alliance Corporation, 101 Park Avenue, New York, New York 10178 —800-223-7608.*

### IBEW MEMBERS!

### TAX-FREE Transfer

Company Savings, Matching, Lump Sum Pension

## Thinking of Retiring? Looking for Investment Options?

IBEW Plan Average Annual Returns as of 10/31/96\*

	1 Year	3 Years	5 Years	10 Years
<i>Vanguard Growth &amp; Income</i>	23.41%	16.37%	15.49%	14.44%**
<i>Vanguard Balanced</i>	18.23%	13.76%	14.00%	14.35%**
<i>Vanguard Growth</i>	9.82%	18.16%	16.92%	13.91%
<i>Fixed Income</i>	6.09%	6.40%	7.04%	7.77%

\* These are historical returns and do not represent a guarantee of future results. \*\* Since inception.

- ◆ No sales charges, commissions or withdrawal charges.  
*100% of your money is invested.*
- ◆ Funds managed by The Vanguard Group, the largest no-load mutual fund group in the US with over \$220 billion in assets
- ◆ Flexible withdrawal options, *including a loan provision.*

### IBEW SAVINGS & SECURITY PLAN

For further information, contact the Plan Administrator  
**Scarborough Alliance Corporation**  
 800-223-7608 Monday-Friday 9 am - 5 pm Eastern Time



## Cope Craft Fair

By Sheila Filipiak

**November 30, 1996** marked another successful Craft Fair. The Cope Committee, along with several volunteers, directed a smooth flow of people through the auditorium.

Over 400 people visited the fair. There were 80 tables rented. Net profits were over \$1,400. The Cope Committee would like to thank the members, family and friends who helped make this a great event!

There will be a drawing at the January meetings for gifts from the Cope Committee.



**Maxine Lyons and Jim Filipiak at the Craft Fair.**

### Vice President's Report Continued

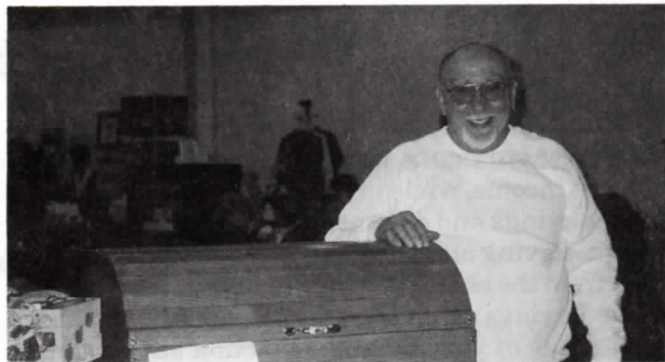
know you can be arrogant and incompetent at the same time!

In conversations with other Union Presidents in the surrounding Omaha area about the work we don't do here (GPC Building, etc., outside contractors), we discussed "keeping it Union." We have very good vibes that the Company is doing this. In fact, the Lucent construction manager of the GPC Building is a former Union Vice President and was sympathetic with our concerns.

There have been some reported incidents of harassment among the sexes. Brothers and Sisters, we have enough problems in our lives. Nobody should have that happen to **him/her**. **HELP EACH OTHER** should be everybody's New Year's resolution.

Once again, I want to recommend the Financial Planning Seminars being held here periodically. Apparently, the younger employees here think it is not for them because the average age in attendance at these seminars is the mid-50's. It would help the younger people more; it's almost too late for us older people. Take heed, I hear as long as there is an interest, Jim Andry wants these seminars continued.

***I want to wish every one a Merry Christmas and a Happy New Year!***



**Virgil Orso, retired member, shows off his wood working at the Craft Fair.**



**Wes Lyons reluctantly handing over his hard earned cash as his wife looks on.**



**Norma Christiansen takes a break during the long day.**



**Craft Fair Organizer - Sheila Filipiak with her concession stand helpers, Carla, Jamie and Treasure.**



## Christmas Pageant

*The third-grade angels, two by two,  
March in, their cardboard wings askew.*

*A kindergarten shepherd skips;  
A halo from its mooring slips.*

*The oriental kings, all three,  
Wear Mama's costume jewelry,*

*While spotlights from each ribboned wreath  
Accent the braces on the teeth,*

*And wise men, from the upper classes  
Look very wise, in horn-rimmed glasses.*

— Margaret Fishback



## Movement of Personnel Coordinator

**Marlene Majeski**

The past year has been a very busy one for movement of personnel. We have had a number of upgrades and many of our members have moved from job to job.

Once again, I would like to take a minute to caution you on how important it is to put the right vacancy number on your bid sheet as we have had people not get jobs because the correct number was not put on the bid sheet.

The 80 type cabinet business is down and a large number of those members are on loan to P.C.S. and other areas.

Patch cord has also absorbed a number of members on loan from the protector job and other areas.

N type terminal will be phasing out; so we will see some excess coming out of this area. No date has been set as to how soon this will happen.

### Parking Lot

If you park in the 30 building lot, I would like to make you aware that cars have had windows broken and personal items have been taken. It would be in your best interest if you would keep CD players, CD's, tools, speakers, etc. hidden from view, if possible. I have reported our concerns about the theft to the Company.

### Attendance and Irregularity Levels

If you get a level of any type, it is your right to have a Union rep present. With all of the new supervisors, it is for your protection to have a rep there.

*I wish all of you Happy Holidays!!*

**Overtime hours will not be zeroed  
out at the beginning of 1997.**

## Volleyball Tournament

by Deb Gulizia

We're having another competitive volleyball tournament **January 11, 1997** at the Union Hall. If you have a team or know someone that does, bring your entry fee of \$84.00 to the Union Hall as soon as possible. We take teams on a first-come basis.

All proceeds from this tournament will go to our COPE Fund. So, come on down whether you enter or not. The Cope Committee will have a snack bar set up so you can fill up on good food while watching some hard-hitting volleyball.

We've had teams from Nebraska City, Lincoln, Plattsmouth and Fremont, so believe me — they come to PLAY!!

## Thank You

I want to thank everyone for the nice cards I have been receiving while home recuperating from my surgery. It's so nice to know that people care.

**Edie Riester**

## Sorry

Two Truck Rodeo T-Shirt Winners were mistakenly left off the list last month. They were:

**Larry Bischoff — 50 Bldg. Course**

**Steve Ferguson — 30 Bldg. Course**

**Sorry, guys!**

## Christmas Joy

Tuck some joy into each toy

That you have Santa send.

Ask God to bless each greeting card

You mail out to a friend.

Shout Yuletide cheer into each ear

As you greet each passerby.

Let your voice ring in a carol

That echoes to the sky.

Be oh, so bold with silver and gold

As you trim your Christmas tree.

Put a shiny star way up high

For everyone to see.

Have your feast but look to the east

For the Star of Bethlehem.

Wear a joyous smile and pause awhile

To remember Jerusalem.

Remember Christ's birth upon the earth

On this joyous Christmas Day.

Thank God above for a Savior to love

When you kneel down to pray.

— Florence Weber





# Cable Plant Safety

By Sam Martin

*To show all our Union Brothers and Sisters the work and concerns involved, I am submitting, the minutes of a typical Safety Meeting from Safety Sub-Committee I.*

## SAFETY SUBCOMMITTEE #1 MINUTES

### Insulate; Twist; and 700 Series

#### Committee Members

**Insulate** — (Plenum x3880  
Central Office X3156)  
Roland Horn (Plenum) 1st  
Ronald Coleman (Plenum) 1st  
Dennis Stenzel (CO) 2nd  
John Vanderheiden (CO) 2nd  
George Hayes (CO) 2nd  
Kim Vachal (CO) 2nd  
Lela Stewart (CO) 2nd

**Twist** (x3151; 3603)  
  
Gene Wills (Co-Chairman) 1st  
(Pg. 713)  
Bernie Stopak (Co-Chairman) 1st  
Judy Meier 1st  
Marilyn Perez 1st  
Charles Boger 3rd  
Eileen Vendetti 3rd

**700 Series** (x3870)  
  
Anna Wheeler 1st  
Darlene Parks 1st  
Carolyn Landrum 1st  
Christ Ramsey 2nd  
Teresa White 2nd  
Lona Baxter 2nd  
Kathleen Whitaker 3rd

Insulate Bulletin Board  
700 Series

Plenum Bulletin Board  
Twist Safety Minutes Book

Twist Bulletin Board  
700 Series Minutes Book

#### DISTRIBUTION LIST:

Merle Dinsfage; Rich Schmitz (Pg. 800); Steve O'Dell (Pg. 673); Sam Martin (P. 653); Gerry Pote (Pg. 672); Chuck Leyendecker; Dan Moran, Tanya Jacobberger, Viv Wibishouser; John Tompkins; Kathy Hughes; John Vonaventura; Jim Himes.

Meeting 28 — Time: 8:00 a.m.— Date: December 5, 1996

Present: Judy Meier, Roland Horn, Ronald Coleman, Bernie Stopak, Dan Dehning, Anna Wheeler, Darlene Parks.

Meeting called to order by Bernie Stopak.

#### 1. Items:

We talked about maybe working with the AQT to design signs that would state what the safety requirements are for each work area. These would be posted in areas where a person would enter the area so that there would be no doubt what safety requirements are for that particular area. We could maybe get these painted on some heavy metal plates that could be easily mounted or hung by the entrances. We will either send a letter or someone attend the next AQT meeting to see how much they would want to help on this project. Maybe this would be something other safety subcommittees would be interested in doing in their area.

Ronald said that the engineers in Plenum insulate said that to surface the floor with the same material that they used on the main aisles would be very expensive. They are now looking into may be using steel to cover up the rough floors where the stranded wire is.

Anna talked about the tables in the braider area that are in the way when loading or unloading reels. She talked to John about making these portable with locking wheels and he didn't like the idea thinking that they might roll into the machine. Dan suggested that they put the table on a track that could only move from one machine and then back to the other so it could be moved when they are loading or unloading that particular machine. Anna said that she would talk to John about this idea and see what he thinks. She also said that remodeling plans might take care of this problem too. She needs to check to see what the plans show and if the table would still be in the aisle or moved to the end like most of the other lines are now.

We talked about some of the things that we would like to get done during the shut down period. Bernie asked if there was anything in their area that needed painting like the floors we want to get done in our area stating that this is a non pedestrian aisle. We talked about the bulletin boards for twist and 700 series. Rhett has approved these when they make the office areas. We requested that they have the glass kind with a key so that it could be used only for safety and not get littered up with other papers.

Ronald said that the engineers are working on safety problems in the Plenum insulate area fixing water leaks that could be a safety problem.

January is going to be a kickoff to a big safety program that the company/union are going to start. There will be a guest speaker that everyone will go to the auditorium to hear. This person was a speaker at one of the safety conferences that the union attended with members of the safety subcommittees and was very good. Bernie said that we will really like his message because he brings it down to everyday use. Details will be announced shortly.

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## *Cable Plant Safety Continued*

We talked about the two 24-hour notices that were issued in the 700 series. Anna said that she had a response but hadn't put it in the book yet. Both of these items will be done during the remodeling of the 700 series area. We need to keep this open in the book so that if for some reason this doesn't happen we have the letter stating that this would happen.

Ronald said that they use a razor blade to open the bags that the teflon comes in. He said that they should be using box cutters instead. Ronald said that sometimes the blades break or get dropped in the teflon and get sucked up with the plastic. Roland said that he has checked with the storeroom and that they don't have these box cutters. Bernie said that he will go down there and see why they don't carry them. He thought this would be something that every storeroom would stock. Anna said that they should get the extra heavy duty cutters because they have had similar problems with the blades breaking in their area when they don't get the extra heavy duty.

Bernie said that he checked with Cheryl in the storeroom and that she has ordered box cutters. She had a dozen come in but when she left for break, they were gone when she came back. She has ordered some more and will get with Roland and see if they can't put one on a chain to hang in the area that they open these bags of Teflon so they will have one there when they need it.

Bernie said that he talked to Gene about getting the floors painted during shut down. He will contact the same person who did it last year to see if he can get this done again.

We all talked to Kim about how we handle safety problems in our area. If we can't get the coach to voluntarily do something, we can write up a 24 hour notice that has to be completed with what action was taken to solve this particular problem. Bernie explained to her how this is done and how we record these notices. The safety book is kept in our layout office. Copies of these go to Merle and Rhett if they are not answered. We can go to Jim Himes to get help if we need it.

We talked about safety problems, particularly in the insulate area, that we have worked on since these safety subcommittees were started. We talked about problems we had at the first and how they have improved now that we only have to mention problems to the coaches now instead of writing notices. Most people are aware of certain problems and have worked with us to help eliminate potential hazards.

Talked about giving each member a listing of all the phone numbers and page numbers of the safety organization. Dan will work on these and have them laminated.

**Our next meetings are scheduled for Thursday, December 12. Remember to notify your coach which meeting you plan to attend. The morning meeting starts at 8:00 and the afternoon meeting starts at 3:00.**

### **\$50 Door Prize**

The winners of the \$50 door prize were:

At the 8:20 a.m. meeting — **Donna Johnson.**

At the 2:00 p.m. meeting — **Ted Tabaka.**

At the 4:15 p.m. meeting — **Mike Kelly.**

★ ★ ★

### **50-50 Cope Drawing**

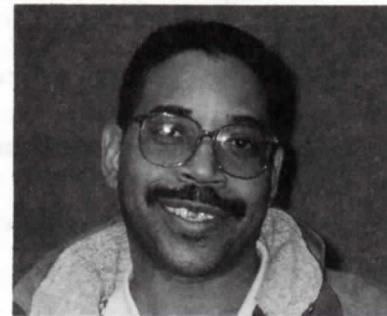
The winners of the 50-50 Cope Drawing were:

At the 8:20 a.m. meeting—**Marv Abramson - \$5.50**

At the 2:00 p.m. meeting—**Ted Tabaka - \$5.50**

At the 4:15 p.m. meeting—**Larry Cherry - \$8.00**

All of the above Cope winners donated their  
winnings back to the Cope Fund.



**Larry Cherry can usually be seen at the 4:15 p.m. Monthly Business Meetings.**



**Marlene Wilson awards winner Mike Kelly with the \$50 door prize at the day shift meeting.**



# Retirement's Hope

By Teddy 'Bear' Burkhardt

He's high on the mountain with victory in sight, he hasn't quite made it, he must stay there tonight.

He looks toward the city, the sun's going down, and shadows cast spells all around.

He sits by his campfire as if under a spell; could this be his heaven or could it be hell? A child voice inside him says wait until day, don't wander in darkness and don't loose your way.

The stars shine in heaven and the moon's shining bright and shadows cast spells in the night.

In the morning he wakes up. His vision is clear. He looks towards the heavens and sees victory is near.

He's high on the mountain and he knows he can't stop.

He's high on the mountain and he must reach the top.

He's high on the mountain with victory in sight and he knows . . . shadows cast spells in the night.

## REMINDER

By Deb Gulizia

### PEDESTRIANS:

1. The aisle is the **Trucker's Work Area.**
2. **LOOK** before you step into the aisle.
3. Do not have meetings and conversations in the aisle.
4. When you hear a horn or see a truck coming **MOVE!**
5. Don't forget the back of the truck swings out when it turns.
6. Don't walk behind a truck that is picking up or dropping off a load.

### TRUCKERS:

#### Remember to honk when:

1. Starting in motion,
2. Changing directions,
3. At intersections,
4. Approaching someone from behind.

THESE APPLY TO MANAGEMENT, OFFICE PERSONNEL, TRADES, HOURLY AND CONTRACTORS.

#### YOU ARE NOT EXEMPT!

Truckers and pedestrians alike are afraid somebody is going to be seriously injured, if we all don't start paying attention!

## The Record

### JAMES DRINNIN, Retired Member

Ray J. Moore, IBU B16, Mother  
Conchita Corbino, IBU D17, Stepson  
Darrell Kovar, IBU A13, Mother  
Janet Sharples, IBU D17, Mother  
Richard Raven, IBU D17, Father  
Manuel Delgadillo, IBU D13, Sister  
Virginia Burgett, IBU C17, Father-in-Law  
Jim Furlong, IBU D13, Father  
Steve Costello, IBU B12, Mother-in-Law  
Kurt Lamb, IBU A11, Grandfather  
Dan Landholm, IBU D17, Father  
Sam Davis, Jr., IBU B16, Brother  
Gay Daivs, IBU D17, Brother  
Fred Hoult, IBU B12, Mother-in-Law  
Bryce Bolen, IBU D17, Mother  
Chuck Locrine, IBU A13, Father-in-Law  
Calvin Maholmes, IBU D17, Brother  
Rahn Chubick, IBU D13, Grandmother



Delegates to the International Convention (Left to Right): Dennis Vlcek, Local 1614; Marlene Majeski; Jerry Peterson; President Marlene Wilson; International Rep. Mike Quinlan; Ed Betzer; Mary Ellen Newell; Sheila Filipiak; Sparky Bruning and Charlie Newell.

## Happy Holidays!



From  
Your  
Officers  
and  
E-Board