



# 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  
Edie Riester ..... Financial Secretary  
Sam D. Martin ..... Treasurer

### Union Meetings

Third Thursday of Each Month  
Third Shift — 8:45 a.m.  
Second Shift — 2:00 p.m.  
First Shift — 4:15 p.m.

### Executive Board

Marlene Majeski, Chairman  
Jim Filipiak  
Mike Kelly  
Rick Madej  
Jim Pabian

February 16, 1995

TO: ALL UNION MEMBERS

The monthly membership meeting will be held Thursday, February 16, 1995 at the Union Hall, 13306 Stevens Street, in the Small Meeting Room.

Third Shift Meeting: 8:45 a.m. Second Shift Meeting: 2:00 p.m.  
Day Shift Meeting: 4:15 p.m.

### PRESIDENT'S MESSAGE

### CONTRACT '95

The IBEW EM-3 Local Union Presidents representing Manufacturing facilities and the CWA unions met in San Diego and reviewed, for two days, each one's concerns in relation to National Bargaining issues. The overall major items of importance from both memberships were:

1. Pensions -- this included all aspects of our Pension Plan and the Benefit Package at retirement.
2. Wages -- again, everything that has to do with wages.
3. Benefits -- All health care issues, including eyeglass and dental coverages.

Lengthy discussions took place on AT&T's continual down sizing at manufacturing facilities and on the operations side due to technology. Outsourcing of production work was also discussed, as well as sub-contracting of trades work. These are issues that are causing severe "hemorrhaging" at some locations.

We discussed numerous other issues and articles that need to be changed or clarified. That information will then be compiled and will be sent to our National Bargainers for finalization.

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Locally, work load continues to increase over '94 levels, but there ARE NO plans for any additional hiring at this time. There are one or two jobs that have declared an excess but nothing of major consequences. MSDT had a setback but this involved some refiguring of the cabinet. The demand should pick back up again on that cabinet later this year.

You should be seeing the "D" station equipment in 30 Building being removed and set up in 50 Building, thereby freeing up space for more anticipated "sheet-metal" cells that will increase cabinet capacity.

We have heard nothing but good and positive comments from those who attended the safety meetings in the auditorium to hear Charles Morecraft. Hopefully, none of us will ever sustain those kinds of injuries, but remember -- accidents can and do happen! Think about your family, as well as yourself.

PLEASE REMEMBER:

"SAFETY GLASSES ARE REQUIRED IN YOUR WORK AREAS; PLEASE  
KEEP WEARING THEM!"

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WELCOME

By: Edie Riester

I would like to take the time and welcome the 382 people who joined our Union since I took office in March of 1994.

Article 4, Paragraph 7.31 of our contract states ... "where the company agrees to introduce employees transferring into a different work group to the local Union representative assigned to that area."

So, if you don't know who your Union Representative is, ask your supervisor. Also, for those of you who chose not to join our Union, remember, with our contract coming up, you won't have a voice whether to accept or reject our contract regarding the various benefits, vacations, seniority, etc. You would have none of these things without the Union in there bargaining for you.

Please ask your Union representative for a sign up card.

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## REPORT OF VICE PRESIDENT

MARLENE WILSON

Since a number of transferred and rehired employees have been added to the roll at the Omaha Works, I have received several calls with questions pertaining to bridging service, so I will reprint the agreement on "Miscellaneous Service Bridge."

"For purposes of vacation and sickness and accident disability benefit eligibility for calendar year 1990 and thereafter, all employees on the active roll on or after January 1, 1990, and who have been rehired by the Company in a classification eligible for vacation and/or sickness and accident disability benefits, all prior net credited service will be recognized by the Company for such two purposes (but not for pension or any other purposes) after two (2) consecutive years of reemployment service."

If there are any changes to this agreement in the 1995 Bargaining, you will be updated.

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### LONG TERM SAVINGS PLAN

By: Marlene Wilson -- Vice President

It has been brought to our attention by several of our Union members that their amount of weekly allotment to the Long Term Savings and Security Plan has been fluctuating. In most cases, this amount is more than the employee has authorized to be deducted from their checks.

To my knowledge, the basic part of the savings plan is all that is being affected -- not the supplementary portion.

Some members assumed the reason for the changes in the amounts were due to all the overtime being worked, so they did not report it. Overtime does not affect the amount of allotment you are allowed - only your BASIC WEEKLY RATE! There are limits to what you may invest according to your basic weekly rate.

If you have chosen to invest less than the maximum allotment allowed, you are the only one that can change that amount.

To know if you are involved in this problem, I advise you to check your pay details for the last several months to see if there are any errors; if so, you can tell your supervisor so they can contact payroll.

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## SAFETY COMMENTS

By: Sam Martin, Steve O'Dell  
Deb Gulizia and Jerry Pote

I would like to thank everyone who made it possible for all employees to hear the safety message delivered by Charles Morecraft January 17 through January 20 in the Auditorium.

Charles was a burn victim caused by some of his own disregard of safety practices. I believe by some of the comments made, that he could quite possibly be the best speaker that we have ever had at AT&T.

The next time we think we should short cut through a safety precaution, maybe we should think of Charles Morecraft's message and think of the impact it could have on your own family and friends.

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### SAM SAYS

By: Sam Martin

Continued from last month, the following are all MADE IN THE USA:

Mag-Nif, Inc. 216/946-0183 plastic games & banks	Huffy Corporation 800/558-5234 bikes	King Louie Int'l. Inc. 816/765-52;2 jackets, sweaters, shirts, activewear, caps
Nylint Corp. 800/397-8697 toys/plastic & metal	Murray Ohio Mfg. Co. 800/251-8007 bikes	Walls Industries, Inc. 817/645-4366 work clothes
Product Sales, Inc. 608/362-6661 games (Tri Bond), puzzles	Boyt Division 800/366-2698 luggage, etc.	Brown Shoe Company 800/766-6465 Naturalizer & Life Stride ladies' dress shoes
Rollerblade, Inc. 800/232-7655 in-line skates	Carhartt, Inc. 800/833-3118 work clothes	New Balance Athletic 800/253-7463 athletic & mens' dress shoes
Harley Davidson 800/282-7470 motorcycles	Empire Clothing Co. 800/222-0659 leather jackets	Amity Leather Products 800/562-3919 Look for Amity, LeGarde & Rolfs



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WHERE THERE'S A WILL. . .

By: Rick Madej

While attending a Union Counseling Course years ago, we were asked by a speaker to hold up our hands if we did not have a WILL made up. Many of us raised our hands, and he inquired of us "Why do you Hate your Families so Much?" He then explained to us how the government will distribute your estate for you, as they see fit, after they first deduct the legal fees for their services from your estate.

His theory was to spend a little money now, for a WILL, and save your family a lot of money and aggravation later on.

These days, thanks to HYATT LEGAL SERVICES, the only cost to you is a little bit of your time. Call Hyatt for an "authorization number" at 1-800-821-6400, identify yourself as an occupational employee of AT&T, and they will walk you through the rest.

Get a WILL today for you and your spouse, you are both covered, and give yourselves some piece of mind. While you are at it, consider getting a POWER OF ATTORNEY and a LIVING WILL also. You will need a separate "authorization number" for each one. REMEMBER, YOU'RE NOT DOING IT FOR YOURSELF; YOU'RE DOING IT FOR YOUR FAMILY!!!

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PLEASE NOTE

By: Rick Madej

It has been brought to our attention that production people are doing trades work, and it is happening more and more frequently. We are talking about such things as painting fork trucks, modifying wooden skids, fixing cabinet hinges, and doing maintenance tasks in their work areas.

If you are doing this, I am asking you to please refrain from doing any more of it. Supervisors or engineers should not be instructing or condoning this practice.

Please do not work outside of your own job layout. In order for us to get additional trades people added to the rolls, we must continuously show the company that there is a need for them.

Thank you!

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UNION DUES -- BA MEMBERS	\$258.03	\$258.03	\$258.03
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## ETOP NATIONAL CONFERENCE

The ETOP National Conference was held in Chicago from October 17 through October 20, 1994. The participants were of a vast diversity of job titles and credentials starting with Greg Hughes, President, Transmission Systems, informing the attendees that the future of AT&T lies in our ability to adapt to a changing world by us continually preparing through lifelong learning and becoming a global workforce of many different faces, cultures and personalities. Our delegation included union/management representatives. The speakers offered insight into the direction we at AT&T are headed, such as "Workplace of the Future."

There is a real need for us to assess our own personal situations and set a course we wish to follow. We have a common bond to ensure employee's opportunities to advance in their career goals.

Remember, ETOP is not just computer classes, it is a bargained benefit that covers a wide range of learning opportunities.

One of the highlights of the conference was the presentation by Dr. Ron Gross, author of the book Peak Learning, which stresses the need to change our ideas, attitudes and self-blocking strategies carried over from school days. The conference also offered several workshops:

Gender and Diversity Issues by George Ann Casper: A workshop on how to remove barriers, open communication and value our differences.

Stress Management by Mary Jo Sutton: Understanding the positive and negative roles stress plays in our lives.

Adult Learning by Anita DeMarco: Teaching Basic Skills principles.

Also round table discussions on Customer Service, Tier Plan Test Prep Program, Marketing Tips, Small Business curriculum and vendor selections.

Each location made a presentation on what their committee had accomplished for the year with Omaha's video clearly, one of the best. The conference was informative, interesting and fun.

We, the Committee, would like to thank the Union and the Company for the opportunity to attend. Also our thanks to Bill Dussling, Nick Falcone, Lisa Rising, Lisa Mizerk, Mary Lou Nugent and the whole ETOP National Staff for a great job!

In closing, think of your future, and let ETOP be the vehicle that takes you there for in times to come it will take a joint effort by both union/management to keep us changing with the times instead of waiting on the time to change.

Your Local ETOP Committee



## NEW MEMBERS

The following people have become members of our local over the past few months and we would like to extend to each and every one of them, a sincere and warm welcome:

Janis Fiscus  
Charles C. Grayson, II  
Charles L. Hansen  
Jimmie J. Johnson  
Marcus Barnes  
Robert J. Bonar  
Kimberly K. Aasgaard  
Betty L. Abram  
Ronald L. Aldrich  
David B. Allen  
Lester L. Ammons  
Emmanuel C. Ankrah  
Dennis P. Bannister  
Judy C. Bauer  
Rhonda K. Beaman  
Rachel M. Becerra  
Benhamin Benavidez  
Jeanett J. Bogue  
Shelly J. Bonsall  
Twana F. Bordelon  
Donald E. Bryant  
Ted A. Burkhart  
Beverly J. Byrd  
Scott E. Castleman  
James W. Chism, Jr.  
David P. Clapham  
Judith C. Coffey  
Amos Davis  
Brian S. DeChriste -  
Vincent E. Edwards  
Gregory E. Engberg  
Eugene A. Erickson  
Judy E. Erickson  
Jeffrey M. Escamilla  
Geneva N. Farris  
Estaban C. Fernandez  
Carmen L. Fontenelle  
Patricia A. Franco  
Robert M. Franco  
Richard D. Freeman  
Linda L. Fuccio  
Vincent R. Garcia  
Rhonda C. Gibbons  
Christine L. Gipe  
James R. Goblirsch  
Janet A. Green  
Jerry L. Green  
Sharon I. Gritt  
Gwendolyn Harris  
Margaret A. Haynes  
Woodie L. Haynes

Steve A. Hilscher  
Robert J. Hite  
Ernest J. Holguin  
Charles L. Hungerford  
Donna L. Johnson  
Jimmie R. Johnson  
Walter R. Johnson  
Joel M. Jensen  
Jodie A. Kellner  
Joseph E. Kinney  
Patricia A. Knight  
Ronald F. Kunkle  
Sandra K. Kush -  
Kiet Tuan Lam  
Matthew E. Lampe  
Barbara J. Lakin  
Nadine W. Lee  
Carol Ann Lucero  
David L. Mach  
Maria S. Martinez  
Terry A. Maulick  
Robert E. Maxfield  
Timothy M. Neuberger  
Douglas J. Maynard  
Martin J. McGranaghan  
Douglas J. Meyer  
Shannon J. Mielke  
Linda J. Miller  
David P. Mittermeier  
Betty Mueller  
Dao K. Nguyen  
James E. Muels  
Orawin Parks  
Maria Teresa Pedroza  
Gary A. Pendgraft  
LeRoy H. Peters  
Bradley T. Petersen  
Ray J. Petersen  
Daniel V. Pimbert  
Michael J. Polacek  
Carole L. Purigraski  
Gary L. Schaben -  
Robert C. Schutte  
Jerris D. Shafer  
Guadalupe R. Silva  
Bill P. Simon  
Carlton D. Smith  
Nathaniel Smith  
Sandra L. Smith  
Arlan C. Smith, II  
Guadalupe C. Sobania

NEW MEMBERS (Cont'd.)

Mark L. Sobania  
Greg A. Sokolik  
John D. Stochl  
Jeanette C. Stoley  
Diane M. Swanson  
Daniel K. Sztaba  
Phillip R. Tinsley  
Keity M. Tooley  
Gerold D. VanFosson  
Jesse J. Varela  
Sharon K. Versch  
Mary G. Walls  
Exerlene Watkins  
Coral M. Weigand  
Jeff D. Welch  
Wendy A. Welshinger  
Sherry L. Wheat  
Dana D. White  
Timothy O. Willie  
Pat J. Wingate  
Martha J. Adair  
Annia H. Adam  
Ken W. Augustine  
Diane R. Bare  
April A. Barresi  
Henry U. Bernal  
Virginia M. Burgett  
Sam D. Conzoneri  
Douglas M. Doeden  
Jean M. Edwards  
Christine E. Fuentes

Daniel V. Geith  
Debra L. Granrud  
Vivian K. Hall  
Israel V. Hernandez  
Erlene T. Hert  
Carolyn Jackson  
Michelle A. Johnson  
Ray Johnson  
Cristy Jokerst  
Betty J. Lavallais  
Kelly A. Lemmon  
Gary R. Limley  
Raymond D. Myers  
Lissa L. Price  
Diane M. Prine  
Debora L. Rushlau  
John M. Schenkelberg  
Rosemary Smith  
Robert M. Spielman  
Margaret M. Stewart  
Collen A. Swanson  
Lisa M. Vacek  
Michael J. White  
Sandra A. Widman  
Allen L. Wilson  
Kevin R. Lindberg  
Chad A. Nielsen  
Geraldine M. Dibble  
Bonnie E. Meisinger  
Edwin Rodriguez

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THANK YOU

We would like to thank our union officers, co-workers and friends for the cards and memorials we received when our Dad, Dean E. Frye, Sr., passed away. The memorial monies were used to purchase a lectern Bible for St. Peter's U.C.C. in Yutan in memory of Dad.

Thanks again,

Dean and Ron Frye

and

Eldon Moser



# Employees Offer Boss Resolutions

If you're a boss and can't think of a single New Year's resolution this year, have no fear: Your employees have been writing to me with suggestions. They hope that in 1995 you will:

- Tell them not just what they do wrong, but what they do right. Positive reinforcement is the most powerful motivating force at your disposal — and lack of it is the foremost complaint I hear from employees everywhere.

- Treat them like human beings, not machines. They have feelings. They have needs. They have good days and bad. They have complications and heartaches in their personal lives. Bosses who bring compassion and understanding to their roles are paid back tenfold in loyalty, gratitude and plain hard work.

- Lighten up. Workplaces in which laughter is encouraged are more productive, not less, than those in which employees' noses are held to the grindstone. A sense of humor and a light touch are invaluable tools in any workplace setting. Use them.

- Help your employees to move on when the time is right for them — not you. Bosses who hold onto employees simply because it's inconvenient to replace them don't deserve employees who are bright, capable and ambitious.

- Think the best of the people who work for you. If you assume they're honest, competent, hard-working, reliable and worthy of your trust, you greatly increase your chances that they will be.

- Be fair and consistent. Never allow



By Marlene Majeski

your own moods or problems to influence how you treat employees who can't defend themselves.

- Treat them like responsible adults, not children. When you check up on them unnecessarily, scold them, patronize them, ridicule or demean them, you don't deserve their trust and respect.

- Delegate authority and responsibility, not just tasks.

- Maintain your employees' right to privacy. Never discuss one with another. Never pass information from one to another.

- Protect your staff's dignity as you would protect your own. Never criticize, reprimand, discipline or fire an employee except behind a closed door.

- Ask your staffers for what you want in a neutral and polite tone of voice, using phrases like, "Would you please?" and "Do you mind?" and "Thank you." They're not boot camp recruits.

- Keep the big picture in mind.

Bosses who are so wrapped up in dotting every "i" and crossing every "t" that they lose sight of the company's long-term goals end up with employees who do, too.

- Give employees your undivided attention when they come to you with ideas, suggestions, comments, even complaints. Sometimes all they need is to be heard, and a boss who doesn't listen ends up working in a vacuum.

- Stay calm in high-tension situations. Bosses who are capable of steering safely through stormy waters earn their employees' trust and respect. Bosses who fall apart during every crisis earn contempt.

- Be straightforward. If you have complaints about an employee's work, vow that in 1995 — and forever after — you'll address them in a clear, calm, objective manner and let them know exactly where they stand and what you want from them.

- Take responsibility when the news is bad. Bosses who take credit when the news is good ("I managed to get you a raise") but never seem to be responsible when it's bad ("It's company policy; there's nothing I can do") are neither trusted nor respected by their workers.

- Finally, be an advocate for the people you supervise. If they're being treated unfairly, it's up to you to go to bat for them because first, this is the only fair course to take, and second, the only way you'll ever earn real loyalty from your employees is to be loyal to them.

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The winners of the 50-50 Cope Drawings were as follows:

At the 8:45 meeting - Jim Filipiak.	\$ 10.50
At the 2:00 meeting - Barb Golda.	1.00
At the 4:15 meeting - Vicki Eads.	11.00

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

The winners of the \$50 door prize were:

At the 8:45 a.m. meeting - Dominic Zappia.
At the 2:00 p.m. meeting - Barb Golda.
At the 4:15 p.m. meeting - Sam Martin.

Sam Martin donated \$25 of his door prize monies to the Cope Fund.

#### THE RECORD

Dolores Jones, IBU 222-7  
Mother  
Bill Placek, IBU 252  
Grandmother  
Terry Latimer, IBU 256  
Son-in-law  
Helen Latimer, IBU 222  
Son-in-law  
Nickie Madsen, IBU 237  
Mother  
Sandy Davis, IBU 237  
Mother-in-law

Larry Grell, IBU 252  
Grandmother  
Mildred Gates, IBU 222  
Brother  
Bernie Gibb, Jr., IBU 252  
Mother  
Deb Gulizia, IBU 256  
Grandmother  
Howard Hollingsworth, IBU 23H  
Father-in-law

Faternally,

*Frank P. Possinger*

Frank P. Possinger  
President-Business Manager  
Local Union 1974, I.B.E.W.

FPP:mw

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# LANDSCAPING

Learn the basics of landscaping your own home from drawing the design to the actual planting. Learn what plants do well in this area and find out how to get the most visual impact using color, size and texture of plants.

Classes will be held Wednesday evenings 4:30 to 6:30 March 1, 8, 15, and 22. Classes will meet twice in the Union Hall, 13306 Stevens St. and twice at Blooming Deals, 8118 Park View Blvd.

**ALL EXPENSES PAID  
THROUGH ETOP**

Class size is limited - students will be selected by Service Date.

If you wish to attend this class, fill out this form and return it to the ERC before Feb. 15th.

Name: \_\_\_\_\_ SSN: \_\_\_\_\_  
Address: \_\_\_\_\_  
City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_  
Home Phone: \_\_\_\_\_ Service Date: \_\_\_\_\_ Ext: \_\_\_\_\_

Local 1974 or 1614 (circle one) Shift: 1 ( ) 2 ( ) 3 ( )

