

February, 2000



President's Message

In response to the many questions following the handbill that was sent out by the EM-3 Council, we have received further correspondence from the attorneys. They still feel it is essential to each Local Union that we do not sign the contract in order to maintain its legal rights in relation to the outsourcing issue. In the meantime, they told us that the membership need not be concerned about the status of pension rights, termination

pay rights and facility closing rights in view of the lack of a formal, executed labor agreement. Lucent has taken a firm position that the labor contract, in its view, is binding on the parties - a position that will insure that all provisions in the draft labor contract concerning pensions, termination pay and facility closing compensation must be honored. Thus, both the Union and Lucent have agreed that, for the time being, the contract provisions are binding on all parties (except in the view of the Union with relation to outsourcing) and Lucent has honored the provisions in the draft labor agreement by implementing important wage and benefit increases and other language set forth in the draft agreement. We have been assured that the Local Unions and members are fully protected under these provisions, even while the NLRB investigation is proceeding. The previous information was contained in a fax sent by attorney Richard B. Sigmond in Philadelphia. Hopefully, this will ease some of the unrest caused by the "unsigned contract".

Vacation schedule forms have been passed out. I would like to remind you to schedule any vacation you have planned. Once it is approved, any department you may move to must honor that vacation. There was a letter in the 60 Building (GPC) saying they were exempt from this rule and if you bid a job there, you loose your rights to previous agreement and must reschedule vacation in line with their seniority and available time slots. **THIS IS NOT TRUE.** They have the same guidelines as everyone else.

All the officers had a meeting with the new General Manager and Vice President, Steve Clark. He seemed very confident that the Omaha Works would be able to turn around our financial problems and again make this a profitable facility for Lucent.

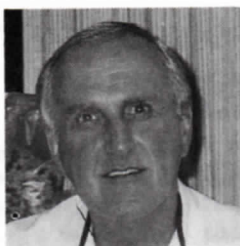
There will be some changes in Occupational Savings Plan planned for 2000. The changes are all positive, including reduced investment costs for all participants, restructuring enhancements to existing funds and an improved participant education program. They will provide quarterly communications and education to participants and provide participants with an annual investment review of all funds. Some of these new communications will begin as early as this month and continue throughout the year.

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

TO: ALL UNION MEMBERS:

The monthly membership meeting will be held **Thursday, February 17, 2000 in the Small Meeting Room, 13306 Stevens Street, Omaha, Nebraska. Phone: 895-4080 - FAX 895-1828.**

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



Views from the Vice President's Office

By Sam Martin

We have been able to persuade the Company for the return of EPR days for the year 2000.

Employee Recognition Days (EPR)

*Personal-Not Paid

*Exempt Absences Under The Attendance Control Plan

*Half-Day EPR Earned for Every 13 Weeks Perfect Attendance

*EPR Days Must Be Taken In The Year Earned Or You will Lose The.

*EPR Days Can Be Taken in 2, 4, or 8 Hour Increments only.

*EPR Days Do Not Have To Be Scheduled Ahead Of Time (If possible please do).

*New Hires and Transferred Employees Start Earning As Soon As They Are On The Company Roll.

Iowa State Tax Withholding Grievance. The Union and Management are in the Arbitration phase of grievance 99-19. A meeting was held on Wednesday, February 2, 1999. Attendees were: IBEW International Representatives Craig Hoepner and C.J. King, Marlene Wilson and Sam Martin representing Local 1974, Cory Aesoph-Mangiaruca Local 1614 and Ritchie Munoz and Jim Andry representing Lucent. It concerns the company's refusal to withhold Iowa State taxes and providing an Iowa State Tax W2 form. All of the above participants believe taxes must be taken out but we have to take

it to a higher level because at a local level the power to accomplish this is not there. I must repeat and again advise Iowa resident employees, until this case is resolved you should consult a tax adviser on what steps you should be taking so you stay out of trouble with the state of Iowa.

There is so much going on here at the Omaha Works that it would be almost impossible to answer all rumors, stories and so on. The year 2000 offers many challenges but I believe Omaha's Destiny is in it's own hands. We have plenty of Work to do, (Cable Plant, Cabinets, etc.) we just have to do it correctly the **first time and on time**. Management has to **help** not **harass** the people. Engineers have to improve their interaction between the worker and the workplace to eliminate constraints and safety hazards that slow employees down and also cause injuries. We all have to work together and make Omaha profitable once again.

Approximately 27% of our employees work in EW&C, 15% in IPG, 17% in EC and 4% in FOA. The rest are in the service sector. We have to work hard to pay for them.

The following are the cumulative returns for our Lucent Savings Plans from **January 1, 2000 to January 31, 2000.**

Fidelity Eq.-Inc. Fund	-4.71%
Fidelity Freedom Inc. Fund	-.53%
Fidelity Freedom 2000 Fund	-1.15%
Fidelity Freedom 2010 Fund	-1.95%
Fidelity Freedom 2020 Fund	-2.56%
Fidelity Freedom 2030 Fund	-2.90%
Fidelity Magellan Fund	-4.81%
Fidelity Ret. Money Market Fund	+.48%
Lucent Capital Preservation Fund	+.49%
Lucent Equity Index Fund	-4.27%
Lucent Stock Fund	-25.51%
Deutsche Intl Equity Fund	NA
Merrill Lynch Corp. Bond Fund, Inc.	NA

Did anybody make money in January?

*Fraternally,
Sam*

THE SHORT CIRCUIT

Omaha, Nebraska

February 2000

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

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

Executive Board

Jim Filipiak, Chairman

Bernie Stopak, Rick Madej, Marlene Majeski, Jim Pabian

Newspaper Staff

Editor Deb Gulizia
Artwork Tim Cremeens

UNION DUES FOR 1999

BA Members - \$296.44

A Members - \$442.64

Benefit Update



By Edie Riester
Financial Secretary
and Chairperson of the Benefits Committee

Lately, I have been seeing a lot of claims paid incorrectly. **Please if you have any questions regarding your claims and you have questions whether you should be paying that much out of pocket, contact someone in the Benefit Room, or myself.** The benefit room is staffed by all Union people. We are located in Room 123 in the 20 Building, just down the hall from Medical. Here is the schedule: Monday through Friday. Phone Number is 691-4954.

Monday: Tom Welles 7:00 a.m. - 3:30 p.m.

Tuesday: Ray Sempek 7:30 a.m. to 4:00 p.m.

Wednesday: Gary Christiansen & Edie Riester
7:00 a.m. - 3:30 p.m.

Wednesday: Barb Golda 4:00 p.m. - 8:00 p.m.

Thursday: Tom Welles 7:00 a.m. - 3:30 p.m.

Friday: Tom Welles 7:00 a.m. - 3:30 p.m.

Remember, that in the POS you have \$10.00 Copay and a \$40.00 Copay for emergency room, which is waived if admitted. If you pay any more than that, please check with us to see if your claim was paid correctly.

Also, I would like to add, preventive care benefits are only available under the POS option, and only when provided in-network. We have had a lot of questions from the people who live out of area, and have United Healthcare. Our Traditional Indemnity Program has never had Preventive Care; mammography testing and pap smears are the only exceptions. That is one reason we fought so hard to be able to have these people Opt. In at Open Enrollment if they chose to do so.

So again, I would like to emphasize to please check with me if you think a claim may be paid wrong, so I can check it out for you. I am in and out of the Benefit Room, I go up whenever I need to. I mostly let my Committee Members cover the room but they have my pager and I come up whenever I am needed. My Pager Number is 691-4666 page #0706.



Richard Plante, IBU A-17
Granddaughter, Samantha Renee Podilla

Rhonda Boger, IBU AD-7
Son, Noah

James Boger, IBU AB-4
Son, Noah

Don Sullivan, AB4-6
Son, Kody Leonard

IMPORTANT PHONE NUMBERS

Fire-Medical-Security.....	X3222
Benefit Room	X4954
ETOP	X3828
ERC	X3523
Tuition Assistance	1-800-785-6586
Legal Services	1-800-821-6400
Pension.....	1-888-736-7700
Blue Cross/Blue Shield	
of Nebraska	1-800-821-7422
Dental-Prudential	
(Traditional)	1-800-220-5470
Dental (DMO).....	1-800-220-5479
Vision-Metlife	1-800-636-7231
Mental Health & Chemical	
Dependency	1-888-314-4017
Savings	1-800-410-4015
Shares for Growth	1-800-348-8288
Founders Grant	1-800-818-8345
Stock Purchase	1-888-587-8625

THE WINNERS

The winners of the December 50-50 COPE Drawing were:

At the 8:20 a.m. meeting - Mark Ingham - \$24.00.

At the 2:00 p.m. meeting - Jim Peroutka - \$5.00.

At the 4:15 p.m. meeting - Deb Gulizia - \$17.50.

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

The winners of the \$50 Door Prize were:

At the 8:20 a.m. meeting - Don Jackson.

At the 2:00 p.m. meeting - Sheila Filipiak.

At the 4:15 p.m. meeting - David Ray.

All attendees of the December meetings received a \$25. Gift Certificate to Baker's Supermarkets.



THE WINNERS

The winners of the January 50-50 COPE Drawing were:

At the 8:20 a.m. meeting - Lenny Rubek - \$9.50.

At the 2:00 p.m. meeting - Joseph Buelt - \$6.00.

At the 4:15 p.m. meeting - Bernie Stopak - \$8.50.

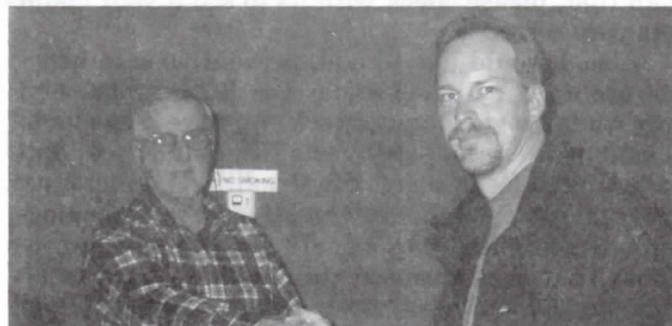
All of the above winners donated their winnings back to the COPE Fund.

The winners of the \$50 Door Prize were:

At the 8:20 a.m. meeting - Lenny Rubek.

At the 2:00 p.m. meeting - Steve O'Dell.

At the 4:15 p.m. - Tom Reister.



Cope Committee News

by Sheila Filipiak, Cope Director

Election year events are in full swing. The candidates are all scrambling for every dollar they can get their hands on. It's too bad that money plays such a big part in politics. While it may take a lot of money to run for office, it doesn't take a cent to vote. Exercise your right to vote. It is the only way you have a voice in the way this country is run. Every vote counts.

Anyone interested in attending the County Conventions, contact me and I'll be happy to get a delegate form for you. All delegate forms must be in to the Election Commissioner's Office by March 1, 2000. The Democratic Conventions are June 1 through June 10. The Democratic State Convention is in Kearney on June 17th and 18th. This year the National Convention will be held in Los Angeles, California August 14th through August 17th.

Your committee will be in attendance at the AFL-CIO COPE Convention in Lincoln on March 25 and March 26, 2000. It is at this time that we decide which candidates we feel will do the best job for Labor. Official endorsements are done there. In April I will notify the membership which candidates Organized Labor has endorsed. Endorsements are done after extensive interviewing and discussion, and a vote of all unions present. IBEW Local 1974 carries the second largest number of votes in the State.

We have "God Bless Union People" t-shirts in short and long sleeves. There is also a sweatshirt now available.

Thanks to the second shift volleyball league for the COPE check-off cards that were signed.

**WATCH FOR ST. PATRICK'S FUN NIGHT
INFORMATION!!!!
TICKETS ON SALE SOON!!**

**Steven L. Martin, CFS
of River City Financial Group, L.L.C.**

invites you to a

**FREE Seminary Discussing
Retirement Planning Principles**

TUESDAY, MARCH 2 • 6 P.M.

includes Snack & Beverages

The Bel Air Banquet Room

12100 West Center Rd., Suite 520

**Please call to register as seating
is limited: 333-7660**

RSVP by February 28, 2000

- Do you have enough money?
- Is it in the right places?
- What about Social Security?
- What are your pension options?
- The Global Founders Grant.
- How to safeguard my investments
against a falling market.

Trade Winds

by Rick Madej

On behalf of the Apprenticeship Committee and myself personally, I would like to congratulate our two new Journeymen. They are Machinist Steve Brown and Toolmaker Phil Schutte. We appreciate the hard work and extra classroom hours they endured over the last couple of years because our committee gets to present the company with two excellent journeymen. Great job guys!

We are now left with a total of seventeen apprentices. At the rate that the journeymen are retiring today, that will probably equate to one apprentice for every ten journeymen that we lose. Unfortunately, our desires to populate apprentices in more classifications are nothing more than dreams. The company still does all the hiring and promoting but if the opportunity arises, we will be ready to add more apprentices at a moments notice.

The number of Plant Trades personnel in several classifications is at an all time low. When it comes to service calls, we basically have two Electricians, three Pipefitters and two Refrigeration Mechanics and a freeze on most overtime. If you put in work orders please be patient. If you have a safety issue, make sure that you put it on the order. Again we are asking for more people but the company sites budgetary constraints in their inability to hire. It's amazing that if we get too far behind, the work can be contracted out, almost as if the contractors work for free.

When the company finally turns things around economically (we've been here before) you can look for a lot of opportunities opening up for future Tradespeople. I'm confident that we will be here in the future, so now is the time to plan ahead to be ready for future openings.

Remember, it's better to be Optimistic and be wrong than to be Pessimistic and right. The end result is the same, but you will have less gray hairs and fewer ulcers getting there. (Unless you're a union officer.)



The family of Flora Stearman would like to thank Local 1974 for the monetary gift at the loss of their mother. It was sincerely appreciated.

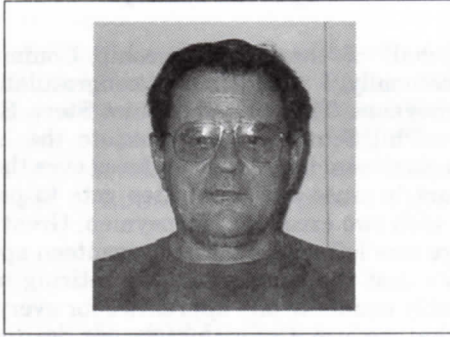
Margaret Lockett

I would like to take this opportunity to thank each and everyone who so generously took the time to share their kind words in support of me during the most dreadful times in my life. It would be my pleasure to name each individual personally, but I'm afraid I would monopolize the entire page.

On behalf of my family and me, "I want to say God Bless" to all of you who stood beside me when I needed courage and strength to make it through my plight. I could not be prouder than to have called myself a part of this wonderful family for over 30 years. From my own family to you, I hope for the best to all.

**God Bless,
Carla Dixon**

INVOLVE US



by Jim Filipiak
E-Board Officer & 50 Building Coordinator

I wrote this article for last month's Short Circuit but we didn't have one. I think it's still worth bringing it to someone's attention, you the membership and some of management. This is the way I felt and still feel.

Remember, we don't have a Christmas shutdown this year. I wrote this article before it was cancelled.

Being off for five weeks gave me a lot of idle time. Watching TV every morning, tuning in to the stock channel and watching Lucent stock go up and down, started me thinking. I really care what Lucent does. Why? Because I own some of that business. Whether it be in the form of the Founders Grant, 401K or the Employee Stock Purchase Plan. I know I'm not the only one. Everyone at the Omaha Works owns a piece of the action.

December 19, 1999 - A lot of people at the works are working all or part of the Christmas shutdown. Yea! They get to carry over those vacation days to take throughout the year 2000.

When we (you) were asked if you were interested in working that week, the carry over policy wasn't set in stone yet. In fact working that week wasn't finalized in some cases until two weeks before. The policies weren't set or explained to us until the last week. Department managers e-mailed their supervisors how it would be handled, but it wasn't shared with the employees. A lot of people might have worked if they had more notice, but there wasn't enough time to change family plans.

We know the importance of supplying our customers with what they need. If we don't, our competitors will. We know all this and really care. We are stock holders. Maybe not a lot, but we all want to see a profit. We were impressed on December 10th when we received our Performance Awards. We helped each other receive that amount and this year we hope to make it more. But we can't do it alone. We need management's help. Keep us informed of all changes and what is coming down the pipeline. If management foresees any upturn during the year 2000, we should be informed. We deserve this. We are all a part of the same company.

This year, 2000, we have a week shutdown, the 4th of July week. This year perhaps management will be better prepared and try to keep us more informed. The "supervisor tell employee concept" just didn't work in some areas in 1999.

There's an old saying that comes to mind:

**Show me I might remember
Tell me I might forget
Involve me I'll understand.**

Let's try to change. We are starting a new millennium. Chances are, we won't see another one.

I think I speak for all of the members of 1974 and 1614 in welcoming Steve Clark to the Omaha Works. The battle cry of Nebraska is "GO BIG RED". The battle cry of the Omaha Works is "WE DID IT BEFORE, WE CAN DO IT AGAIN." We'll make each other proud.

WHAT'S HAPPENING?



by Marlene Majeski
E-Board Officer & 30 Building Coordinator

Being this is our first paper since the first of the year, I want to wish all of you a Happy and Healthy New Year.

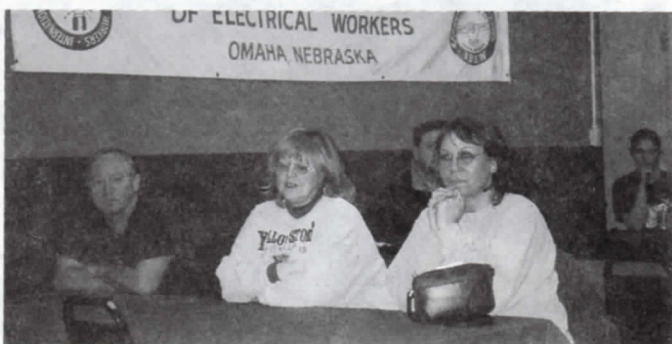
The past year held a lot of changes for us. The loaning of members from one area to another has been a major change, going from an occasional time to a mass movement type of occurrence. We had some problems in getting level III's upgraded and as of this time we are at a standstill for getting upgrades at level II's.

The overtime policy has been done so many different ways that it's become a nightmare in some areas. In several instances, the Union has been blamed by management for things that are black and white in the overtime agreement but supervisors just can't seem to get it right. It's like, "We'd like to do it, but the Union says no." That is not the case. When we bargain an agreement, it's done the right way, not any way that strikes a couple of individuals' fancy. One example from the floor, as quoted from a supervisor was, "I'd do 2 hours early and 2 hours over, but the Union won't let me." Hogwash! They still manage (?) the business and still set the overtime hours, **NOT THE UNION!** We only make sure that after the hours are designated, they are scheduled **right**. Getting hours back to the areas to be posted to the members that worked in the cabinet area was a nightmare in itself. Phone calls were not returned to the Union, and there was complete indifference from managers from that area, with the exception of **DEAN JANOVEC**. He was the only one that even acknowledged the fact that it made a difference in hours back in their own pools and got his borrowed members' hours back to us. Two of the most important things to our members are their pay and overtime hours being offered and **PAID RIGHT**.

BRETT BISALLION is now a rep in the 30 Building. He will be in all Fiber Optic Areas, 307 Wiring, ARTOS, Central Office Blocks and Wiring, Protectors, Building Entrance Protectors and DSX. Brett is also on the Overtime Committee. We are happy to have Brett. He was in transition from the Cable Plant to the 30 Building and was not on the steward's list. Brett can be reached at page 0130 or X3794. Brett also will become a father again shortly.

Until next month, keep smiling, it's free and you just might help make someone's day a little brighter.

Interested Members at the December & January Union Meetings



Non-Member List

by Edie Riester

Here's the list of non-members as requested. I'm doing the K's and L's this month. The offer still goes, if you know any of these people, page me at 0706, and I'll bring you over a sign-up card. Wouldn't it be neat to have 100% membership? We are close now, but not quite there yet. Next month I'll be printing the M's and N's.

Jean D. Kennedy
Annette L. Knight
Donald D. Knoell
Marlene G. Knuth
Donovan C. Kohls
Charles F. Kriesel
Ernest J. Kubr
Jon Kunz
Delores A. Kunze
Thomas H. Kusek
Kathy J. Landrum
Leon R. Landrum
Eberto Leal
Maria R. Leal
Donnie R. Lee
Mark D. Logsdon
Thomas L. Lutzi



Union Makes Donation To Lydia House

Local 1974 donated three microwaves and a small refrigerator to the Lydia House in memory of Fran Schon. Shown in the picture above from left are Tom Pallas, Treasurer; Angie Armendariz, member from GPC and Marlene Majeski, E-Board Officer. These gifts were greatly appreciated.

THE RECORD

STAN KULL, ABAG, MEMBER
TILDEN HAWKINS, RETIREE
Daryl Reitmajer, F-22 Mother-in-Law
Debbie O'Brien, AG-12, Mother
Delbert O'Neal, AB-4, Grandfather
Jim Edmonson, AB-4, Grandmother
John Lassek, AB-4, Brother
Lou Windels, C-01, Mother
Doug Kellogg, A-111, Father
Emma Howard, C-4, Daughter
Jessie Seals, AG1-A, Mother-in-Law
Tom Pluta, A-13, Father-in-Law
Margaret Lockett, AC-74, Mother
Dennis Scholz, A-13, Mother-in-Law
Dave Steffen, A-13, Mother
Marv McAhren, AB-6, Brother
Ross Callihan, Jr., AD-7, Mother
Eugene Myles, AB-2, Father
Shirley Doffin, AB-2, Mother
Alfreda Harrington, ABAC, Grandmother
Vince Seaman, AB-4, Mother
Tina Dorman, AB-6, Grandmother
Ruth Thrasher, ACC-8, Father
Karen Legler, AB-6, Sister
Pat Windels, AC-41, Grandmother
Linda Meier, C-14, Mother-in-Law
Lavonne Randall, C-01, Grandmother
Jason Schmidt, AD-7, Grandmother
Kyle Smithson, AB-42, Grandfather
Joe Acevedo, AD-7C, Brother
Mike Crow, A-13, Mother
Willie Roach, A-13, Mother
Sharlene Kuhr, AD-7, Father
Eldon Hansen, A-13, Grandmother
David R. Johnson, AB-4, Grandmother

DAUGHTER'S KISSES

SUBMITTED BY: MARLENE MAJESKI

The story goes that some time ago, a man punished his 3 year-old daughter for wasting a roll of gold wrapping paper. Money was tight and he became infuriated when the child tried to decorate a box to put under the Christmas Tree. Never the less, the little girl brought the gift to her father the next morning and said, "This is for you, Daddy." He was embarrassed by his earlier overreaction, but his anger flared again when he found the box was empty. He yelled at her, "Don't you know that when you give someone a present, there's supposed to be something inside?"

The little girl looked up at him with tears in her eyes and said, "Oh, Daddy, it's not empty, I blew kisses into the box. All for you, Daddy!" The father was crushed. He put his arms around his little girl, and he begged for her forgiveness. It is told that the man kept that gold box by his bed for years and whenever he was discouraged, he would take out an imaginary kiss and remembers the love of the child who had put it there.

In a very real sense, each of us as humans, have been given a gold container filled with unconditional love and kisses from our children, friends, family or God. There is no more precious possession anyone could hold.

You now have two choices, you can:

1. Pass this on to your friends

or

2. Act like it didn't touch your heart.

As you can see, I took choice number 1.

Friends are like angels who lift us to our feet when our wings have trouble remembering how to fly.

Think Parade!

Attention all Union employees! It's nearing that time again and May is just around the corner which means the Cinco De Mayo parade is coming once again. Last year we had a record number of people participate by either helping setup, march in or ride on one of our floats in the parade.

We welcome you to come and participate in this fun event. We would like to smash last years participation record and the only way to do that is by you volunteering to come and join us. We can show this city how strong this union is by the numbers that show up at the parade. So keep May in mind when making plans and please plan on joining us for this year's Cinco De Mayo parade.

We will be posting information about who to contact, for questions or to volunteer, in the upcoming weeks.

Meanwhile we would like to thank you in advance for your support.

Retirees in November 1999

Judy A. Anthony
Frederick J. Cappello
Hubert L. Cappen
Sharon K. Dubas
Joy L. Jones
Ronald V. Machacek

New Members

Alan L. Kroeker
Gwenn A. Kunz
Rocky L. Martin
Charlene V. Tolston
Ann L. Wilson

2606 Members

6 Retired • 3 Quit • 1 Went on Disability

Retirees in December 1999

James H. Allen
Norma J. Christensen
Ruth A. Jurgens
Janice B. Rentschler

New Members

Frank J. Centamore
Susan S. Harriman

2601 Members

3 Quit • 4 Retired



St. Patrick's Fun Night

IBEW Hall

13306 Stevens Street -Millard

March 17, 2000

Corn Beef & Cabbage Dinner

Dinner @ 7:00 p.m.

Snacks • Beer • Pop

Karaoke & Dance

\$10.00 Advance • \$15.00 at Door

ETOP NEWS!!! ETOp NEWS!!! ETOp NEWS!!!

BY SHARON BUZZELL

This month I would like to give the members an overview of the support people in the ETOp Enhanced Training Center and also a tour of what the Learning Center has to offer our Union Membership.

Kelly Burgin X3186 is the ETOp Computer Instructor. She teaches the computer classes offered in the ETOp Learning Center. In addition, she maintains all the computers, computer administration, and computer software in the Center. This includes the training classroom computers, lab computers, and the computers in the ETOp Staff offices. She is also available to counsel and assist individual students in areas of learning concern; conduct remedial instructions as required to reinforce the classroom training and answer your questions. She will also issue you a password for access to the Computers in the lab. Her hours are: 7:45 a.m. - 6:16 p.m., Monday thru Thursday.

Janet Dean X3177 is the Academic Workplace Skills Instructor. She is contracted with ETOp through Metropolitan Community College. She will help provide individual and group instruction on Basic Skills, GED, English as a Second Language, Workplace Skills, Math, Reading and Writing, test preparation courses and life skills areas. She will help employees understand and overcome learning problems. She will provide academic counseling in the area of basic skills, and will assist employees in developing and implementing a sound program of study that will lead to their goals. Her hours are: 7:00 a.m. to 5:30 p.m. Monday thru Thursday.

Mary Liska X3330 is the Academic/Career counselor. She is contracted with ETOp through Bellevue University. She will research and determine appropriate career and/or educational options and then match the employee with the best option. She also serves as an employee advocate with education providers,

committee, and organization. She will review requirements with employees for successful admission to academic programs. She helps coordinate on site ETOp courses and services and teaches workshops or courses to enhance employees workplace skills and organizational knowledge. Her hours are: 7:00 a.m. to 3:30 p.m. Monday thru Friday.

Millard Carnes X4889 and Art Clausen X3422 are contracted with ETOp through Iowa Western Community College to teach the Machine Tool Specialist Training Program.

Sharon Buzzell X3828 Local Union 1974 and Sally Swoboda X3894 Local Union 1614 provide general information about ETOp. Information on upcoming classes, how to enroll for classes, and how to get funding for classes offered in the ETOp Learning Center and off-site. We will answer any questions about ETOp that the members might have, or we will direct you to the support you need. Our office is open 7:00 a.m. to 4:00 p.m. Monday thru Friday.

Local Union 1974 ETOp Committee members are: Sparky Bruning, Carolyn Landrum and Don Wiczorek.

We all work together as a resource for and to assist the ETOp Local Committee in evaluating the types of training to be presented in the training center, develop training schedules and promote Union members participation.

The ETOp Learning Center has an Audio Visual room, computer lab with 6 computers with Internet access, lending library and areas of quiet if you need to study. We send out class schedules to Union members homes 4 times a year.

ETOp Classes and participation are done on your own time.

Let Your Union Voice Be Heard!



Jim Pabian, Executive Board Officer of IBEW 1974 visits with United States Senior Senator, Bob Kerrey. They discussed current and upcoming issues in Nebraska and the Omaha Area. Pabian expresses his opinion, again.



The family of Dave Steffen would like to thank everyone for all the support and help extended to his family during the recent loss of his Mother.

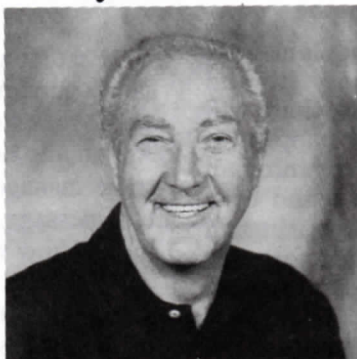
Dave Steffen

I was one of the people affected by the error in pay when I took a downgrade. Marlene Majeski was very instrumental in straightening this out for me. I received a substantial amount of backpay, which came as a great surprise. Again, thanks Marlene for your help.

Terry L. Randall

Meet a Member

by Deb Gulizia



Terry Moore

If you've ever gone to the WEOMA picnics, you've probably seen Terry Moore. He's either running the kid's games, passing out prizes or playing in the volleyball tournament there. He serves as the WEOMA Director for CPR and the Picnic as well as on the committee for the Christmas Party. Back in 1971, when the first Christmas party was held at the Omaha Works, Terry was in charge of buying 3,000 toys at only 50 cents each. He said it was pretty tough finding something for that amount that all the children would like. He decided on Ring Toss toys for everybody that year. Now he has a little better budget and there's some variety.

Terry Moore will have 41 years with the Company this June, which in his words is longer than most of the newer employees have been alive. He started in the Plating Department and stayed there for 33 years, same phone number and everything. At that time they called you a utility so they could use you as a painter or plater. He had opportunities to take an upgrade but refused until he was sure he could keep day shift. An off-shift would interfere with softball! He finally got a Level III job on the Paint Line in the 50 Building. When the new Paint line was put in the 30 Building he moved with the job.

Back in 1995, Terry had a serious accident when he fell through a hole in the catwalk at work. He hurt his knee, hip and needed 80 stitches in his head. We're lucky to still have him around. Since his accident, though, his volleyball and softball playing have been curtailed.

Really, Terry is just a big kid. His life revolves around sports and his boat...and boy does he have

some stories! His friends must keep him around for entertainment. Apparently, when Terry was in his prime, this Council Bluffs boy thought he was so valuable that he signed up to play on THREE different basketball teams on the same night. He was scheduled to play in North Omaha, South Omaha and then in Council Bluffs. His ex-wife would drive the car as he changed from one uniform to the other. He usually made two of the games but twice did make it to all three.

Terry was one of the original Weoma volleyball players at the Union Hall. In fact, he was the one that made the old cement barrels that used to hold the poles.

Softball is another of Terry's favorite sports. He's played in the WEOMA league for about 35 years. He's had quite a few teammates over the years. He was a great shortstop and now usually pitches. When Terry goes to softball tournaments, he is usually towing his boat and takes it out to the closest lake in between games. If he ever asks you to to boating with him, think about it first. Terry lost his boat once on the way to Kansas when it came unhitched from his motorhome. Yes, LOST it. However, he found it around midnight, 20 miles from Concordia, Kansas about 40 years off the road and close to a farmer's pond. That same boat sunk with grandpa, Terry, and three of his grandchildren. It was never found again. While on one of his duck hunting outings, he got another boat engine stuck in mud and broke the push paddle.

Terry has two sons and a daughter. One of his sons, Mark, works on 2nd shift as a grinder. He has a total of ten grandchildren.



The election of Local Union Officers

will be held on

Tuesday, March 7, 2000

at the Union Hall.

Polls Open:

12:01 midnight - 3:00 a.m. • 6:00 a.m. - 9:00 p.m.

Safety Awareness Contest

by Deb Gulizia

It's been quite a while since we've had a plant-wide Safety Contest. This contest began February 7th and will run through December 15th. Each week there will be 5 winners. To win, these things must happen: 1. Your name must be drawn from a drum containing all represented employees, 2. When you are found by a Safety Committee Member, you must be wearing all the personal protective equipment required for your job and 3. You must correctly answer several of the ten safety questions.

With a lot of people working overtime, you may not have gotten one of the two-page flyers handed out explaining the contest and listing all ten of the questions (along with the answers) you may be asked. If you don't have one of these flyers, check by the entrances or see if you can get a copy from a friend. You can also get ahold of a Union Safety Committee member.

This contest will have four phases lasting 10 weeks each. Prizes will begin with a \$25 Oak View Gift Certificate - and don't be surprised if you get a bonus "Hooked on Safety" T-shirt. Phase II gift certificate will increase to \$50, Phase III to \$75 and finally Phase IV will have \$100 gift certificates. After each phase, there will be a week off in order to prepare new questions for the next 10 weeks.

GOOD LUCK! You may one of the 200 winners this year if you play it safe and wear all your safety gear.

Congratulations to the first five winners!

Week I Winners
Froylan Mancilla
Alise Clark
Joseph Strazdas
Jay Wheeler
Ruby Stiers

Good Luck in Your Retirement!



Member, Elmer "Pete" Petersen shows off the watch he received for his retirement gift from the Union.

The Message Was Powerful

by Deb Gulizia

Last month, we were fortunate to have a professional safety motivator speak to the entire workforce. **ALL** employees were to attend one of Billy Robbins' sessions. Apparently not all hourly were encouraged to attend and some management didn't feel the need. What a shame! His message was powerful and made all of us stop and look at how we think of safety whether at work or home.

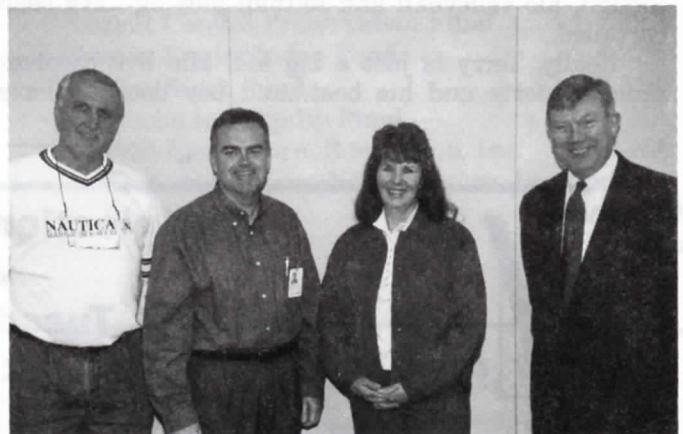
We were shown very graphic pictures of his injuries along with other accidents caught on film. A split second is all it takes to change your life and the lives of your family and friends. That split second is gone forever and we can't go back. He told us that we need to leave our minds free of everything but what we are doing. His message was that we all need to look out for each other and follow all safety procedures that have been put in place for our protection.

If you become aware of a safety problem that needs quick attention, tell your supervisor. If you don't get a satisfactory answer to your concerns, call the **SAFETY HOTLINE X3733**. You will be leaving a message on audix. If you want someone to contact you, be sure to leave your name and department number, otherwise it will be investigated and you may not know what will be done to resolve the problem.

Some ergonomic issues are being addressed with the installation of lifts, pallet pals, better tools and portable steps. There is always room for improvement. It seems to take a long time to get this sort of thing done, I know, but we have to keep at it.

Be safe and take care of yourself and your family.

United Way Drive At Omaha Works Exceeds Its Goal!



Left to Right: Sam Martin, Les Cole, Marlene Wilson and the President of United Way.