

International Brotherhood of Electrical Workers

LOCAL UNION NO. 1974



13306 STEVENS STREET

OMAHA, NEBRASKA 68137

TELEPHONE 895-4080

OFFICERS

Tom Connor. *President*
Frank Nagel. *Vice-President*
Marie Cook. *Recording Secretary*
Mary Ellen Kobielski. *Financial Secretary*
John Schwenck. *Treasurer*

Union Meetings

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

Executive Board

Frank P. Possinger, *Chairman*
Marlene Majeski
Kenneth L. Parker
Tom Van Dyke
Marlene Wilson

Members Ratify New 3-Year Contract

Omaha — At a specially called membership meeting held Sunday, June 15, at the Millard North High School Auditorium for the express purpose of accepting or rejecting a new three-year agreement, the assembled membership of Local Union 1974 voted overwhelmingly to approve the three-year package put before them.

Of the approximately 1,800 members in attendance, 84% voiced strong approval to accept the proposed local and national agreements. The Omaha-based local union voters, in approving the new contract package, followed the same trend throughout the membership of the EM-3 council, agreeing with the 19 out of 23 council presidents who voted June 12 to accept the new 8 per cent wage increase contract.

The ratification meeting that lasted two hours was the accumulation of six weeks of intensive bargaining that began May 1, 1986.

President Connor presented the contract to the membership, explaining several articles. Assisting him on the benefit articles was Vice-President Frank Nagel.

Job Grades Chairman Jerry Pote presented a thorough explanation of the new three-tier job grading plan and drew several responses when he mentioned the new job grading titles. Pote also reviewed how upgrades and downgrades would be handled, and concluded his review by revealing the elimination of the "wild card" for shift preference and told the members that they would have their choice of shifts by seniority.

Executive Board Officer Tom Van Dyke explained the wage incentive buyout by the company from a dollars and cents standpoint. Van Dyke commented that he never thought he would ever bargain himself out of the wage incentive business since he had been wage incentive chairman for the last six years. Van Dyke concluded his review by adding the incentive buyout was guaranteed and future wage incentives were not.

President Connor concluded the meeting by answering questions from the members about the contract. The voting on the contract followed the discussion period and closed for three years another contract bargaining chapter in the 28-year history of Local Union 1974.

As the members parted to vote on the contract package, several stopped by the podium to thank President Connor and his bargaining team.

The following is a brief account of the ratified agreement:

WAGES — A 2% increase to be applied from June 1, 1986 with 3% increase in the second and third years.

	Level I	Level II	Level III
32 grade at job rate	\$ 9.80		
33 grade at job rate	10.10		
34 grade at job rate	10.65	10.86	
35 grade at job rate		11.26	
36 grade at job rate		11.66	11.71
37 grade at job rate			12.31
38 grade at job rate			12.91

Trades

1	\$15.13
2	15.78

Progression raises will be given in 30-cent increments for Level I, and 20 cent increments for Levels II and III. These will take place twice a year, September 1 and March 1.

All pay scales will be retroactive to June 1, 1986.

There are no cost of living adjustments provided in this agreement.

MEDICAL EXPENSE PLAN — Effective January 1, 1987, the Medical Expense Plan contains many complex precertification clauses requiring notification to a Precertification Administrator prior to any non-emergency hospital admission which, if not properly followed, could result in only 80% of doctor and hospital bills being paid. Effective January 1, 1987, the Medical Expense Plan will provide coverage for both Extended Care Facilities and home health care with certain limitations.

Class II dependents covered under the Plan on June 1, 1986, shall remain covered at no expense as long as enrollment is maintained without interruption. Class II dependents enrolled after June 1, 1986, shall be paid at the employee's expense at the rate of \$50 per month per dependent. This applies only to Class II dependents.

DENTAL — Effective January 1, 1987, the maximum payable under the plan will increase from \$750 to \$1,000 per calendar year.

PENSION — For retirements on and after June 1, 1986, a 4% increase effective October 1, 1986, and a 4% increase effective October 1, 1988.

SAVINGS PLAN — Effective July 1, 1987, you may designate allotments from pay to the plan as "pre-tax allotments to a 401K."

3 LEVEL GRADING PLAN — Effective May 31, 1986.

	Start	Maximum
32	\$ 6.90	\$ 9.90 + 2% = \$10.10
33 Level I		
34		
35	\$ 9.43	\$11.43 + 2% = \$11.66
36 Level II		
37	\$10.66	\$12.66 + 2% = \$12.91
38 Level III		

There will be a 60-month progression from start rates to maximum rates. Each progression will be 30¢ per hour at Level I and 20¢ per hour at Levels II and III.

WAGE INCENTIVE ELIMINATION — Graded employees who are on the roll as of June 1, 1986, will be eligible to special payments listed below based on employee's grade level as of May 31, 1986.

A. One time lump sum payment.

(Continued on Page 2)

Union Meeting Tonight

The monthly meeting of the membership will be held Friday, June 20, 1986, at the Union Hall, 13306 Stevens Street, Millard.

Second shift meeting: 12:30 a.m. First and third shift meeting: 8 p.m. \$200 drawing.

Former Grade Level	Amount
32	\$2,650
33	\$2,800
34	\$2,950
35	\$3,100
36	\$3,250
37	\$3,425
38	\$3,600

B. Special Monthly Payment.

These special hourly payments will be made on all time paid except paid excused work days and sick absences not covered by the Benefit Plan.

Grade	6-1-86 through 2-28-87	3-1-87 through 11-30-87	12-1-87 through 8-31-88	9-1-88 through 5-31-89
32	\$.68	\$.51	\$.34	\$.17
33	\$.71	\$.54	\$.36	\$.18
34	\$.75	\$.56	\$.37	\$.19
35	\$.79	\$.59	\$.39	\$.20
36	\$.83	\$.62	\$.41	\$.21
37	\$.87	\$.65	\$.44	\$.22
38	\$.92	\$.69	\$.46	\$.23

SPECIAL PENSION SUPPLEMENT — Employees classified as wage incentive employees as of May 31, 1986, and on roll as of June 1, 1986, will receive a special monthly pension supplement to be added to their pension band amount as follows:

Grade Level May 31, 1986	Amount Pension Benefit
32	\$3.85
33	\$4.07
34	\$4.27
35	\$4.49
36	\$4.70
37	\$4.95
38	\$5.21

PAY TREATMENT FOR ABSENCES — Article 22. "Grandparents shall be added to the Article to provide payment for absence due to death of a grandparent."

PENSION BANDS — PRODUCTION

Level	Band	Amount
I	105	\$19.24
II	109	\$22.04
III	113	\$24.81

PENSION BANDS — TRADES

Group	Band	Amount
I	119	\$28.97
II	121	\$30.36

NIGHT BONUS — The 10 percent night bonus will still be in effect.

SHIFT REALIGNMENT — A yearly shift realignment will be in effect throughout the contract. The realignment for this year is in August.

Effective this contract the employee will not need a wild care for shift preference. Seniority will apply for shift preference on downgrades and upgrades.

Effective immediately the employee will not have the right to return to former job.

Grievance Guide

Freedom from Fumes

A worker was properly disqualified from returning to a job in which he had suffered a reaction to noxious fumes, arbiter Charles F. Ipavic decides.

Following a plant accident, the employee received emergency treatment for exposure to chlorine gas. Continued reaction to the chemical caused him to be off work for almost two years, after which he was examined by several doctors and allowed to return to work. After being reinstated to a position in a different part of the company, the worker requested a transfer to a job in his old department. The employer disqualified the worker for the job, however, on the advice of the company physician, who said that the employee was still vulnerable to the chemical fumes. The union argued that the worker should not have been disqualified on the basis of the company doctor's opinion, which was contrary to the worker's own physicians' reports, and that still another medical opinion should be have been obtained.

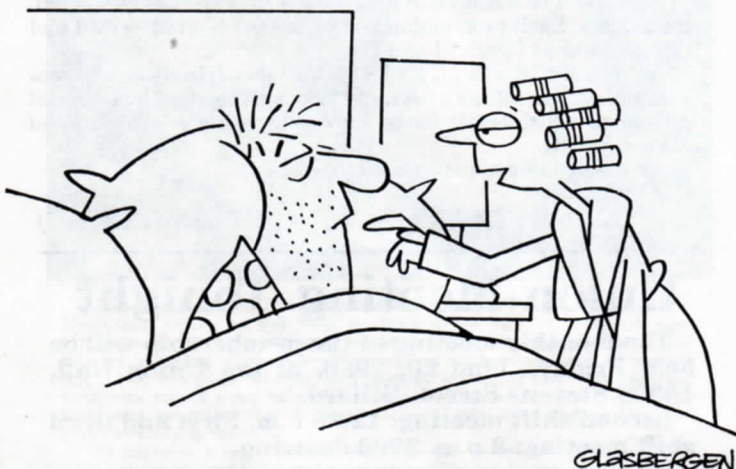
Noting that the contract gives the company the "exclusive prerogative" to determine a worker's fitness for a new position, arbiter Ipavec rules that the company exercised this right in a "proper manner." Ipavec observes that medical evidence "does not preclude the potential for a relapse" if the worker were to return to the environment that caused his injury. Citing the company doctor's familiarity with the conditions at the plant and with the employee's "demonstrated incapacity to tolerate exposure to chlorine gas," Ipavic concludes that the company "was reasonable in its refusal" to return the employee to his former environment. (*Mead Corp. and United Paperworkers International Union*, 86 LA 201)

Surreptitious Snooze

A suspension of 30 working days was too harsh for an employee found sleeping behind some machinery, arbitrator John F. Sass finds, reducing the suspension to 30 calendar days.

When a supervisor went to look for a worker, he discovered him lying on his back, with his eyes closed, concealed behind some equipment. The supervisor watched for five minutes, but the employee did not move. The supervisor then went to get another manager, and they watched the employee for a minute, then woke him up and sent him home. The employer imposed a 30-working-day suspension on the employee for "intentionally" leaving work to take a nap. The worker insisted that he had not been sleeping, but just resting his eyes, which had become irritated by chemical fumes. In addition, he challenged the length of suspension, in light of the employer's past practice of imposing 10-day suspensions for sleeping on the job.

Whether the employee was asleep or just resting his eyes, arbiter Sass observes, "at least some level of discipline was appropriate" because he "was clearly in a place he had no business being and doing something he should not have been doing." The workers previously suspended for 10 days had fallen asleep at their stations, the arbiter points out, while in this case, the employee committed "a deliberate act" by "going off to escape management detection." Noting, however, that the current disciplinary trend is toward shorter, not longer, suspensions, Sass reduces the suspension to 30 calendar days, adding that "if the employee does not get the message and continues to engage in improper conduct, he will be discharged." (*Colorado-Ute Electric Association, Inc., and International Brotherhood of Electrical Workers*, 86 LA 243)



"IT'S SEVEN O'CLOCK! RISE AND WHINE!"

Convention Election Results

Omaha — The following is a list of the results of the election for the 33rd IBEW Convention to be held in Toronto, Ontario, Canada, the week of September 15, 1986.

The election of eight (8) delegates and nine (9) alternates was held at the Local Union 1974 union hall May 16, 1986. A total of 450 members voted.

Delegates

1. Marlene Wilson	182
2. Frank Nagel	170
3. Tom Van Dyke	168
4. Marlene Majeski	159
5. Mary Ellen Kobielski	158
6. Mike Kelly	153
7. John Schwenck	152
8. Robert Alberts	150

Alternates

9. Marie Cook	145
10. Shirley Bruning	129

Two Candidates Tied:

Jim Curran	118
Jim Filipiak	118
12. John Coogle	113
13. Jerry Pote	106
14. Bob Belik	94
15. Steve O'Dell	72
16. Don Wiczorek	69
17. Al Myers	69
18. Don Morris	63
19. Joyce Ossler	62
20. Pat McAcy	59
21. Kathy Placzek	56
22. Barry O'Donnell	38
23. George Sims	35
24. Phil Alvino	26

Election Committee

It was a smaller election than the election of officers, but the people who worked did another fine job. The election committee's job is a heavy responsibility regardless of the size of the voter turnout, and once again Kathy Hughes and her charges took charge and did a good job.

Thank you, Kathy Hughes, election judge; and tellers Billie D. Rochell, Annie Sanders, Pam Raabe, Everett Peterson, Virg Orso and Tony Millitti.

LU 1974 Men's Golf Outing

The Sixth Annual IBEW LU 1974 Men's Golf Outing has been scheduled for Saturday, August 30, 1986, at the Knolls, 120th and Maple Streets. The golf outing is open to all members of Local 1974 and to members of sister Local 1614.

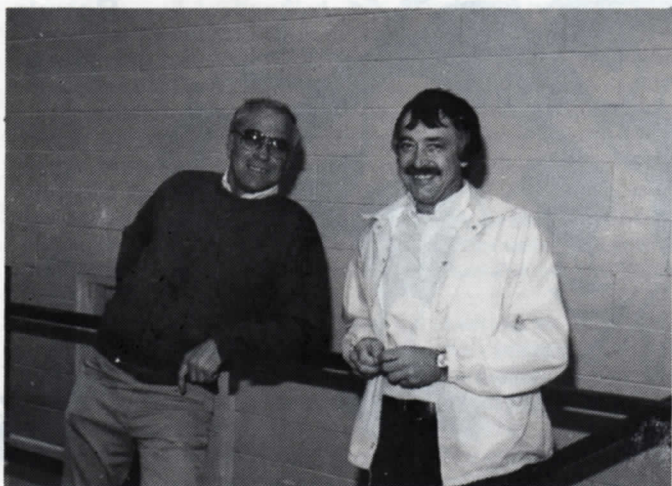
This year's 18-hole golf outing will have a 10 a.m. tee time. After completion there will be a buffet and prizes back at the LU 1974 union hall.

The price is \$18 per person: \$9 per person plus \$9 for golf cart use.

To sign up for the golf outing contact:

John Schwenk	X3287	Days	Steve O'Dell	X3151	2nd
Ed Betzer	X3127	Days	Dan Lubash	X3157	3rd
Tom Van Dyke	X3287	Days	Rich Madej	X3287	3rd
Donald M. Wiczorek	X3528	Days	Terry Price	X3528	3rd
Frank Possinger	X3456	2nd	Jerry Pote	X3077	Days

Sign up as soon as possible.



Sam Baker of Dept. 283 and Executive Board Officer Tom Van Dyke share a moment last month to discuss umpiring and officiating styles before the meeting. Sam Baker told Tom that good sport officials are similar to good wine: the more they age the better the calls. "And no one disputes my calls any more," says Sam... "well, once in a while."



Looking in style with the convention election spirit, Jim Curran and John Coogle looked convention bound with their convention posters rising above the election campaigners. From left to right, Al Wilson, Jim Curran, Mike Kelly (holding "vote for me" card), John Schwenck, John Coogle, former president of LU 1974, presently Nebraska State COPE Director Ken Mass, and COPE Committee person Ron Ohme.



A special election booth was decorated and reserved for Evie Winters. Evie was unable to attend the election because of a previous commitment, but election workers Pam Raabe (left) and Kathy Hughes (right) wanted Evie to know she was thought of by everyone who voted and sincerely missed by everyone who worked election duty that day.

The Record

Roger Reitan, Dept. 239 — Member
D. E. Janousek, Dept. 234 — Father
Judy Janousek, Dept. 224 — Father-in-Law
Otis Knutson, Dept. 225 — Brother
Jessie Knutson, Dept. 424 — Brother-in-Law
Mert Hartmann, Dept. 244 — Mother-in-Law
G. K. Busing, Dept. 226 — Brother
Mike Barry, Dept. 508 — Brother
Mary Ann Contreras, Dept. 234 — Father-in-Law
Dick Koltes, Dept. 235 — Father-in-Law
Helen Plisek, Dept. 244 — Brother
Fred Anthony, Dept. 221 — Mother
Naomi B. Jones, Dept. 244 — Mother
Deanna Feder, Dept. 243 — Brother
Sharon Carpenter, Dept. 243 — Father
Helen Tibbs, Dept. 242 — Sister
Gary Jones, Dept. 546 — Wife
Marvin Abramson, Dept. 282 — Father
Everett Peterson, Dept. 224 — Mother
Doris Haase, Dept. 282 — Mother
Gloria Agosta, Dept. 204 — Brother
Linda Meyer, Dept. 248 — Father-in-Law
Mary Udron, Dept. 243 — Brother
Casey Gardner, Dept. 284 — Brother
Geri Gould, Dept. 284 — Father-in-Law
Vera Velez, Dept. 282 — Father
Clarence Reitan, Dept. 281 — Sister
John E. Moore, Dept. 221 — Sister
Gordy Viner, Dept. 221 — Father
Lois Wilkins, Dept. 222 — Mother
Linda Walker, Dept. 284 — Mother-in-Law
Norma Turner, Dept. 248 — Mother
Patricia Hamilton, Dept. 243 — Mother-in-Law
Jim Hospodka, Dept. 221 — Mother
Opal Bright, Dept. 248 — Husband
Grace Aken, Dept. 239 — Sister and Mother
Norma Christiansen, Dept. 281 — Mother
J. M. Krogmann, Dept. 284 — Father

UNION MEETING TONIGHT

\$200 This Month

Omaha — The June business meeting plans to be no bust for the union member. The May business meeting failed to find a winner for the \$100 door prize, so this month's meeting will be worth \$200, the biggest door prize to be offered in a long time.

Besides the big prize there will also be free Omaha Royal baseball tickets and the familiar Split-A-COPE.

Last month's Split-A-COPE winners were Ernie Kubr for \$27.00 at the a.m. meeting and Kay Parker with \$42.00 at the p.m. meeting.

Plan to attend this month and plan to be a winner.

Losers in May:

- | | |
|----------------------|--------------------|
| 1. M. N. Bunting | 11. T. L. Kealy |
| 2. L. F. Eads | 12. R. B. Rican |
| 3. C. W. Rangel | 13. L. G. Bischoff |
| 4. T. L. Lanning | 14. W. G. Witte |
| 5. J. J. Peroutka | 15. K. S. Moon |
| 6. C. C. Syslo | 16. L. E. Kroeger |
| 7. S. S. Hayes | 17. J. I. Sherry |
| 8. E. L. Hoover | 18. L. D. Bisig |
| 9. J. E. Matthews | 19. D. B. Jones |
| 10. D. D. Steinpreis | 20. R. J. Coufal |



Lorrainer Hurdiss of Dept. 222 asks President Connor if he thought the CWA and IBEW would go on strike.



A candid photo of Chief Steward Mel Weaver of Dept. 221 Precision Machining trying to get Sam Martin's autograph. "I followed your infamous career since you were called the 'Magic Birdman of T.J.'" said Weaver, beaming with pride after meeting his boyhood idol. "I always felt if you had gone into the NBA instead of helping your folks run the farm you would have been the greatest basketball player ever. Your nickname predates 'Magic' Johnson and Larry Bird and shows how great you really were."

"Tonight is a real treat for me," choked Weaver, "I plan to frame your autograph and hang it in my room next to my scrapbook of your old press clippings that I have saved through the years and my model airplane collection. Thanks, Sam, you know how to make an old fan feel like a kid again."



Several concerned members of Local Union 1974 meet with President Tom Connor after the May business meeting to discuss the progress of negotiations and if the bargaining would be over by the proposed June 15 ratification meeting. From left to right, Betty Wilson, Pat Pankero of Dept. 224, Louis Nissen, Dept. 239, and Don Israelson, Dept. 221.

BOYCOTT FOOD CITY



It's
Omaha
Royals
Time

Denver Reds — June 29, 30*, July 1, 2
Nashville Sounds — July 7, 8, 9, 10, 11
Louisville Redbirds — July 12, 13, 14

*Denotes Doubleheaders

GAME TIMES

Monday Through Saturday 7:30 P.M.;
Doubleheaders 6:30 P.M.

Sundays (April and May) — 1:30 P.M.

Sundays (June to September)
6:00 P.M.; Doubleheaders 6:00 P.M.