



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

March 16, 1995

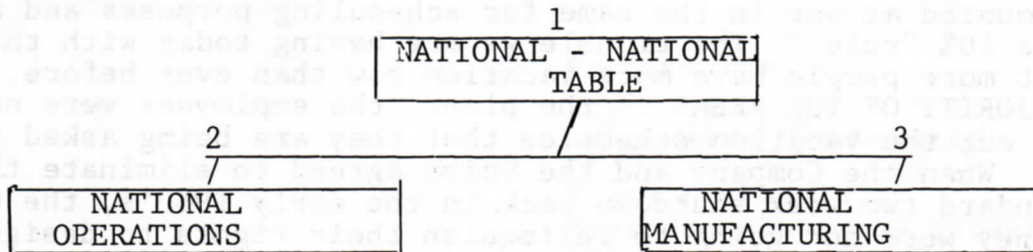
TO: ALL UNION MEMBERS

The monthly membership meeting will be held Thursday, March 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

National negotiations will officially take place on April 3rd in Washington, D.C.



1. At this table, the Company and both CWA and the IBEW T-3 and EM-3 Councils will negotiate National issues such as: pension issues; health care issues and wages; ATS Transfer System and an entire array of other items contained in our contracts.

2. These next two tables are separate, as they negotiate on National issues that concern their respective sides.

This will include the Company, CWA and IBEW T-3 Council Negotiators.

They will discuss those National issues that affect them in their respective work units. They will discuss issues, such as: Work rules; travel pay; movement of personnel, etc.

3. This table is where our IBEW EM-3, CWA and the Company meet and negotiate issues that affect manufacturing.

Currently, our EM-3 Council is made up of fifteen (15) different Local Unions.

At Omaha, Oklahoma, Columbus, Ohio and Allentown, Pennsylvania, there are two IBEW locals at these facilities. One represents the Production and Maintenance; the other represents the Clerical Universe.

Combined, all fifteen (15) locals represent approximately 17 - 18,000 members.

The IBEW T-3 Council represents approximately 3 - 4,000 on the operations side.

CWA in manufacturing represents approximately 11 - 13,000 and has 60 - 80,000 on the operations side.

There have been one or two pre-bargaining meetings at the National level and they have discussed things as protocol; news releases; who sits at these tables; committee presentations, etc., but nothing of substance has been discussed at this time.

VACATION - EWD

The Company has been talking a lot about the vacation and EW days and the scheduling of that time. The EWD's and vacation day's have always been counted as one in the same for scheduling purposes and are subject to the 10% "rule." The trouble we are having today with this "rule" is that more people have more vacation now than ever before, and in the MAJORITY OF THE AREAS in the plant, the employees were never asked to fill out the vacation schedules that they are being asked to complete now. When the Company and the Union agreed to eliminate the "regular" standard two week shutdown back in the early 1980's, the Company stated that they were not going to relinquish their rights to designate up to 10 days of vacation, and they have maintained that position ever since.

Over the past several years though, less than 5 days have been scheduled by the Company, and it worked to the betterment of the people. Now, the Company, because of business and schedule demands, is saying that the 10 or 15% "rule" has to be adhered to, so the schedules can be met every week.

The "rule" is not set in concrete, nor will it be applied the exact same way in every area. The product demand is different in every area and so are the schedules.

There is a need to notify your Section Chief AS SOON AS POSSIBLE when you need to take a day of vacation, ESPECIALLY so in certain areas and on Sunday night start-ups. If we can work through this and come up with a better understanding or "plan," it will make all of our lives a little easier and still get the job done.

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THIS IS A VERY SERIOUS ISSUE BECAUSE IF YOU DON'T CALL IN OR JUST TAKE OFF, YOU ARE GOING TO BE CHARGED A PERSONAL ABSENCE AND THAT CAN GET SOME INTO REAL TROUBLE. PLEASE CALL IN!

PENSIONS

For those of you who are getting ready to retire this year, it is important that you consider a date that will assure you of receiving the "HIGHER" benefit that may be negotiated through National contract negotiations, as to any and all increases in Pensions. I would advise anyone who may be considering retiring in the May-June time frame, to select an off roll date of late June or late July, as your last day. This will assure you of any negotiated increases. REMEMBER THIS, YOU MUST BE ON THE "ACTIVE" ROLL TO BE ELIGIBLE FOR THOSE INCREASES.

You can change your date of retirement ANY TIME that you want. Just remember, that if you do change the date to an earlier date, it may take longer to process your paper work, thereby delaying your first retirement check.

The pension bands are:

Level 1	- Band 105	= \$25.32 X's your years of service.
Level 2	- Band 109	= \$29.01
Level 3	- Band 113	= \$32.66
Trades Grp.1	- Band 120	= \$39.05
Trades Grp.2	- Band 122	= \$40.88

For those who were in production positions on May 31, 1986, you are also entitled to a Supplemental Monthly Pension Benefit, dependent on your grade level at that time, and that is anywhere from \$3.85 to \$5.21.

The other two factors that are taken into consideration are: time in current grade level; you must be in current grade level for 36 months to be eligible for full consideration for all years, and night work bonus. (You must be on a defined night shift for 36 months to be fully eligible). Both of these supplements will be prorated if you do not need those specified times. Also, anyone on a 7-Day Coverage tour will also be eligible for that supplement, and it is figured the same way as the Night Work Bonus.

Survivor Annuity

If you are married at the time you elect to take your retirement, your pension will be reduced by 10%. This then entitles your spouse to receive 50% of your pension if you should die first. You can elect to not take the survivor option, BUT IF YOU DO, and you die first, your spouse will receive ABSOLUTELY NOTHING of your pension. This MAY NOT BE a good option for you. PLEASE BE CAREFUL ON THIS.

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If your spouse dies BEFORE YOU, but AFTER you have retired, your pension payments will increase by the amount of the original reduction.

If you marry AFTER you retire, there is NO survivor annuity.

All of this information can be found in your green book that was mailed out to every employee in 1993. It is entitled "ABOUT YOUR BENEFITS." If you have the book or you don't, PLEASE take your time and keep asking questions when and if things are not clear.

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SAVINGS PLAN

By: Marlene Wilson - Vice President

Just a reminder to any of the membership that do not belong to the Long Term Savings and Security Plan. The Company now matches your allotted contribution at 66 2/3.

You are allowed to invest in \$5 increments. The maximum amount of your deduction is determined by your basic weekly rate.

Up to \$200	\$5 or \$10
\$200 - \$300	\$5, \$10 or \$15
\$300 - \$400	\$5, \$10, \$15 or \$20
\$400 - \$500	\$5, \$10, \$15, \$20 or \$25
\$500 - \$600	\$5, \$10, \$15, \$20, \$25 or \$30
\$600 - \$700	\$5, \$10, \$15, \$20, \$25, \$30, \$35
\$700 - \$800	\$5, \$10, \$15, \$20, \$25, \$30, \$35 or \$40
\$800 - \$900	\$5, \$10, \$15, \$20, \$25, \$30, \$35, \$40 or \$45

You also have the choice of putting your contribution in a pre-tax 401K Plan or after tax 401A plan.

In my opinion, this is one of the best benefits bargained for our membership.

New hired employees are allowed to participate in this program after one year of service.

If, at all possible, I encourage everyone to take advantage of this. There is no better way to invest your money!

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ATTENTION!! -- \$2,000 AVAILABLE

TO THE PERSON OR PERSONS PURSUING AN ETOP EDUCATION.

REWARD YOURSELF BY USING \$300 OF YOUR \$2,000 PER YEAR
FOR PERSONAL DEVELOPMENT FUNDING.

INQUIRIES/INFORMATION CAN BE OBTAINED THROUGH THE:

EMPLOYEE RESOURCE CENTER

CONTACT: HELEN X-3139; MARIE X-3607 or LARRY X-3523

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THANK YOU

I would like to thank all my good friends for all the flowers,
cards and visits while I was in the hospital.

It really warms my heart knowing so many of you care.

Thanks again,

Edie Riester

THANK YOU

To my Friends at AT&T:

Thank you all so much for making my retirement coffee so nice.

Thank you also for all the money and gifts.

You are wonderful people! I will miss you all very much.

Thank you again,

Your friend

Nancy Pegg

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SAFETY

By: Sam Martin

On 1-31-95, Union Member, Terry Moore, a level III in IBU 237 had an accident. If anybody here at the Omaha Works, played sports, attended a Company picnic, participated in United Way or Ak-Sar-Ben, you know Terry.

Terry fell through an access door 8 to 10 feet and landed on his head. It happened in the new paint line area in the 30 building high bay.

Lucky for Terry, a fellow employee observed the fall and his immediate action probably saved his life. He called for help, got gloves provided by the Safety Department (attached on all restroom doors), and applied a compress to Terry's head. Numerous bruises, 50+ sutures on his head, and Terry is still with us.

It doesn't make any difference whose fault it was; all accidents can be prevented. Loss of work, scars, trauma and most of all for Terry, who can't participate in his numerous sport activities. I know Terry; he just wishes it never happened!

I would like to now tell all our Brothers and Sisters out there to look throughout your areas for possible hazards. IT CAN HAPPEN TO YOU!

Engineers, when you are building a new area, don't over look dangerous areas and expect people to avoid them. You built them and people expect and trust you to do it correct.

All of us should wear our safety equipment (glasses, ear plugs, etc.) They are even free!!!

Brother, Jerry Pote, said the other day, "you know, when I first started, the Company didn't supply safety equipment like they do now, and I have a hearing loss of over 50%."

I don't know if I would have survived the fall Terry had; besides, who would put a compress to a Union Officer's head from Iowa.

PEOPLE, PUT SAFETY FIRST ON YOUR JOB AND AT HOME.

Your Local Union 1974 Safety Committee

Jerry Pote and Sam Martin	30 Building
Deb Gulizia and Steve O'Dell	50 Building

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NEW MEMBERS

The following people have been accepted for membership into our Local. We extend to each of them a warm and sincere welcome and look forward to their participation at our Union meetings.

Linda L. Eckert

Bill Montoya

John J. Pierce, Jr.

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The winners of the 50-50 Cope Drawings were:

At the 8:45 a.m. meeting - Joe From.	\$10.00	
At the 2:00 p.m. meeting - Charlie Law	4.00	-- donated back
At the 4:15 p.m. meeting - Mike Kelly	8.00	-- donated back

The winners of the \$50 door prize were:

At the 8:45 a.m. meeting - Marv Abramson
At the 2:00 p.m. meeting - John Gude.
At the 4:15 p.m. meeting - Cindy Claborn.

THE RECORD

Terry O'Daniel, IBU 256
Mother

Doug McGuire, IBU 245
Father-in-law

Don Dilla, IBU 237
Mother-in-law

Fraternally,

Frank P. Possinger

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

FPP:mw

opeiu #53

TRADES GROUP 1

(OH) 001

Effective Date

	Step	5/28/95	5/26/96	5/25/97
Minimum	1	\$ 0.15	\$ 0.15	\$ 0.15
	2	\$ 0.15	\$ 0.15	\$ 0.15
	3	\$ 0.32	\$ 0.32	\$ 0.32
	4	\$ 0.51	\$ 0.51	\$ 0.51
Maximum	5	\$ 0.71	\$ 0.72	\$ 0.72

Pension Band 120**TRADES GROUP 2**

(OH) 002

Effective Date

	Step	5/28/95	5/26/96	5/25/97
Minimum	1	\$ 0.15	\$ 0.15	\$ 0.15
	2	\$ 0.15	\$ 0.15	\$ 0.15
	3	\$ 0.22	\$ 0.21	\$ 0.21
	4	\$ 0.33	\$ 0.33	\$ 0.33
Control	5	\$ 0.46	\$ 0.46	\$ 0.45
	6	\$ 0.60	\$ 0.60	\$ 0.60
Maximum	7	\$ 0.74	\$ 0.75	\$ 0.75

Pension Band 122**TRADES TRAINEE**

(OH) TR1G

Effective Date

	Step	5/28/95	5/26/96	5/25/97
Minimum	1	\$ 0.15	\$ 0.15	\$ 0.15
	2	\$ 0.15	\$ 0.15	\$ 0.15
	3	\$ 0.15	\$ 0.15	\$ 0.15
	4	\$ 0.16	\$ 0.15	\$ 0.15
	5	\$ 0.22	\$ 0.22	\$ 0.22
	6	\$ 0.30	\$ 0.30	\$ 0.30
	7	\$ 0.38	\$ 0.38	\$ 0.38
	8	\$ 0.48	\$ 0.47	\$ 0.48
	9	\$ 0.58	\$ 0.58	\$ 0.59
Maximum	10	\$ 0.70	\$ 0.70	\$ 0.71

TRADES TRAINEE 2

(OH) TR2G

Effective Date

	Step	5/28/95	5/26/96	5/25/97
Minimum	1	\$ 0.15	\$ 0.15	\$ 0.15
	2	\$ 0.15	\$ 0.15	\$ 0.15
	3	\$ 0.15	\$ 0.15	\$ 0.15
	4	\$ 0.16	\$ 0.15	\$ 0.15
	5	\$ 0.22	\$ 0.22	\$ 0.22
	6	\$ 0.30	\$ 0.30	\$ 0.30
	7	\$ 0.38	\$ 0.38	\$ 0.38
	8	\$ 0.48	\$ 0.47	\$ 0.48
	9	\$ 0.58	\$ 0.58	\$ 0.59
Maximum	10	\$ 0.70	\$ 0.70	\$ 0.71