

March 83

The Short Circuit



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



**Time To Unite - The Election Is Over
We Are In the Negotiations Together**

Ken E. Mass Wins Presidential Election

Special Report . . .

Job Security Strategies

Labor unions increasingly are being confronted with plant closings and management demands for concession bargaining during these harsh economic times. How should unions and their legal representatives respond to an employer's decision to shut down a plant? What information should unions request from management in assessing the company's demands for wage or benefit concessions during collective bargaining? These issues were the focus of discussion at a New York City seminar on job security, sponsored by the National Labor Law Center and covered by BNA.

Dealing with Closures: Facing a potential shutdown, union officials first must examine the contract and determine what it says about plant closings, according to I. Phillip Sipser, an attorney with Sipser, Weinstock, Harper, Dorn and Liebowitz. Most of the time, Sipser stresses, there will be no specific contract provision prohibiting a shutdown during the life of the agreement. However, Sipser points out, if the contract is properly written it should contain some type of job-security provision that inhibits the employer from taking certain actions with respect to discontinuing operations. From the very outset, Sipser emphasizes, the union should:

- Make it absolutely clear that it is not waiving its right to challenge the validity of management's decision;
- Request all information relevant to the making of the shutdown decision.

If a union is to meaningfully exercise its right to bargain over an employer's decision to close a plant, it must have access to any and all information the company used in making its tentative decision, adds Michael Nicholson, an attorney with the United Auto Workers. Noting that the information needed by the union on the company's reasons for closing will vary greatly from case to case, Nicholson suggests that union representatives ask management the following questions:

- Who made the decision to close and when was it made?
- How long was the decision under consideration?

- Were any alternatives to the closing considered? If so, why were they rejected?

- Has management requested any kind of government assistance to avert the closing?

- What are the employer's plans for the plant's machinery and equipment?

- Did management try to sell the business as an "ongoing" concern?

- What will happen to the work formerly performed at the plant?

- What is the timetable for closing, including any schedule of layoffs and production cutbacks?

- What assistance is the company willing to provide workers and the community to help them adjust to the closing?

Before a shutdown actually occurs, the union may wish to settle any outstanding grievances, lawsuits, or claims between it and the employer, Nicholson continues. Since the employer plans to cease operations, it often is willing to settle such cases as part of the shutdown agreement so that it can close with a "clean slate." Nicholson points out that the union has a strong bargaining card in this area because it frequently is willing to continue these legal battles even though no employees are still working.

Countering Concessions: Concession bargaining is a management tactic for lowering employees' wages, and, in a majority of cases, does not save jobs, asserts Donald Wilen, an attorney and accountant with Wilen and Klapper. Although unions are becoming more sophisticated about requesting financial information when management demands wage concessions, Wilen says, it often is difficult to know exactly which records and documents will be most helpful in determining the employer's financial health. Stressing that a union's request for records should be as comprehensible as possible, Wilen suggests that union representatives try to obtain:

- Certified financial statements of the employer for the last three years;

- Monthly unaudited statements used by management over the past two years;

- The firm's income tax returns for the past three years;

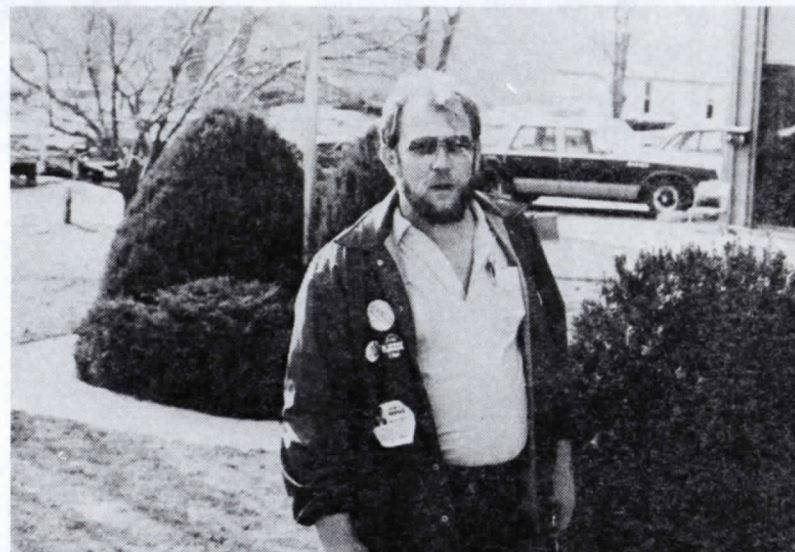
- Journals and ledgers that detail the company's day-to-day financial transactions;

- Accounts records that show who the employer's customers and suppliers are and the volume of business done with them over the past three years;

- Loan records and documents identifying the

71% of Membership Express Feelings by Voting In A New Administration

Omaha — In one of the largest and closest elections in the history of Local Union 1974, Ken Mass defeated incumbent President Michael D. Quinlan by a narrow margin of nine votes. The showing of voters at the polls was the third largest in the union's history. Over 71 percent of the membership voted with 1,733 members casting their ballots.



President-Elect Ken Mass: "I knew it would be a close one."

As previously predicted before the election, the race for Vice-President was a heated battle with incumbent Vice-President Harlan "Whitey" Clark rallying to beat former Executive Board Officer Marie Cook by the largest margin of all incumbents seeking re-election.

Financial Secretary Jim Hardick waltzed to an easy victory unopposed with 1,455 voters reaffirming his re-election.

five, the top five vote getters were Tom Connors, Bob Alberts, Frank Nagel, Marlene Wilson and Mike Kelly. There was a difference of 23 votes between Kelly and nine-year incumbent E-Board officer Jim Curran, and 46 votes separated Kelly from former Executive Board officer Jim Perryman.

In all, 20 candidates sought the 10 elective positions.

representatives ask management the following questions:

- Who made the decision to close and when was it made?
- How long was the decision under consideration?
- What were the reasons for the decision?
- Has the company's board of directors discussed and approved the decision?

pany's day-to-day financial transactions;

- Accounts records that show who the employer's customers and suppliers are and the volume of business done with them over the past three years;
- Loan records and documents identifying the employer's creditors; and
- Pending contracts, new patents, and other documents pertaining to future profitability.

The Short Circuit

March 1983



Vol. 22, No. 5

UNION MEETING \$200 Tonight

March is a good union meeting month for the membership of Local Union 1974. If you attend tonight's union meeting, you will get an opportunity to see the newly elected administration sworn in and be brought up to date on the latest company news affecting the union.

Besides the importance of the union meeting bringing you to the hall tonight, there is an opportunity for you to win the door prize which consists of \$200 for March.

See you at the meeting where the only losers are those who didn't attend.

AT&T Boosted Salary of Chairman By 17%, President by 9.4% in 1982

By a Wall Street Journal Staff Reporter

New York — The salary of American Telephone & Telegraph Co.'s chairman, Charles L. Brown, increased 17% last year, according to the company's latest proxy statement.

His salary rose to \$661,667 from \$564,167 in 1981. Mr. Brown's total remuneration in 1982 — including incentive and saving plans, insurance and personal benefits, contingent remuneration as well as salary and directors' fees — jumped nearly 30% to \$1.3 million from just over \$1 million a year earlier.

William M. Ellinghaus, AT&T's president, got a 9.4% salary increase in 1982 to \$525,000 from \$480,000 the year before. Mr. Ellinghaus's total remuneration rose 22% to \$974,359 from \$801,023 the year before.

In the proxy statement for the April 20 annual meeting in Atlanta, AT&T also asked shareholders to decrease the par value of its common stock to \$1 a share from \$16.67 a share to reflect the company's smaller size after divesting itself of its local tele-

(Continued on Page 4)

NOTICE

The Monthly Meeting
of the Membership
Will Be Held

Friday, March 18, 1983
at the Union Hall

13306 Stevens Street, Millard.

Second Shift Meeting:
12:30 A.M.

First and Third Shift Meeting:
8:00 P.M.

\$200.00 Drawing

February Losers

1. M. M. Bennett
2. R. Portrey
3. A. D. Carpenter
4. D. Z. Livingston
5. E. R. Wolski
6. W. E. Bystrom
7. J. J. Frum
8. G. R. Baumgart
9. R. H. Ellingson
10. E. J. Matya
11. W. B. Loring
12. L. S. Schulz
13. L. S. Osby
14. H. G. Breitingner
15. C. S. Dooley
16. M. K. Viles
17. R. L. Coleman
18. D. E. Moran
19. G. H. Friesell
20. R. H. Hoffmann

re-election.

Financial Secretary Jim Hardick waltzed to an easy victory unopposed with 1,455 voters reaffirming his re-election.

Incumbent Recording Secretary Vern "Babe" Larson won over challenger Charlene Van Hooser by 88 votes.

Incumbent Treasurer Jack E. Philby, also seeking re-election, won by a narrow margin over Al Meyers by 71 votes.

Three incumbents and two new faces fill the Executive Board posts. With the Executive Board positions dropping from seven to

former Executive Board officer Jim Perryman.

In all, 20 candidates sought the 10 elective positions.

The election committee, headed by Russ Rudene and Kathy Hughes, released election results at 2:30 a.m. March 3.

After the election, newly elected President Ken Mass said, "Now that the election battle is over, this new administration must prepare for the storm of negotiations. It won't be easy, and the local union must be prepared."



Alice Placek (left), Toots Wilcoxsen (right). Toots: "Oh boy! If old Harley could see me now."

1982 Union Dues — \$155.29

For your income tax records and to aid you in filing your 1982 income tax returns, the amount of union dues paid by each union member of Local Union 1974 in 1982 is as follows:

Union dues for "BA" members were \$155.29.

Union dues for "A" members were \$290.89.

This sum was arrived at by most members (BA) by paying \$88.69 for seven months, January through July (\$12.67 per month \times 7 = \$88.69); and five months, August through December (\$13.32 per month \times 5 = \$66.60), total for seven months \$88.69 plus total for five months \$66.60 = \$155.29.

Union dues for 1982 for "A" members, \$23.97 for seven months, January through July — \$167.79; five months, August through December — \$24.62 = \$123.10. (Total for seven months \$167.79 plus total for five months \$123.10 = \$290.89 for twelve months.)

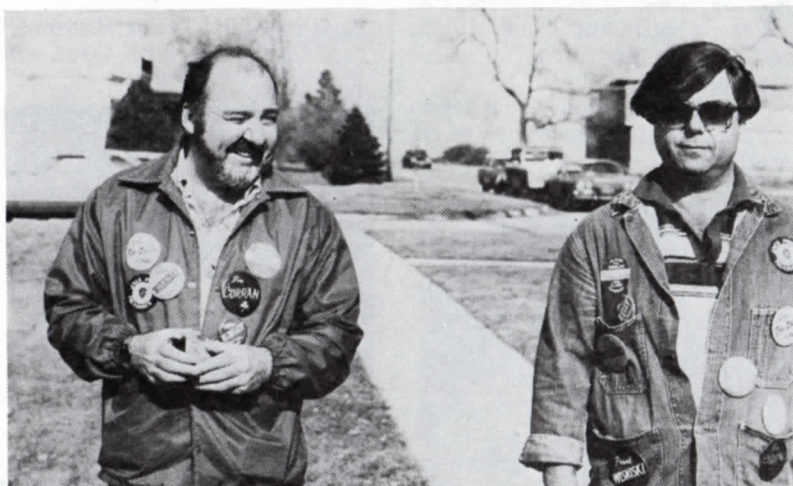
Election '83: The Membership



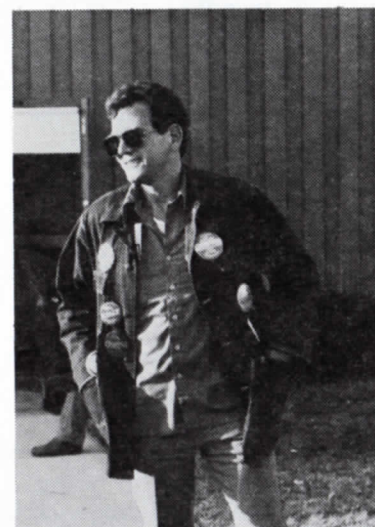




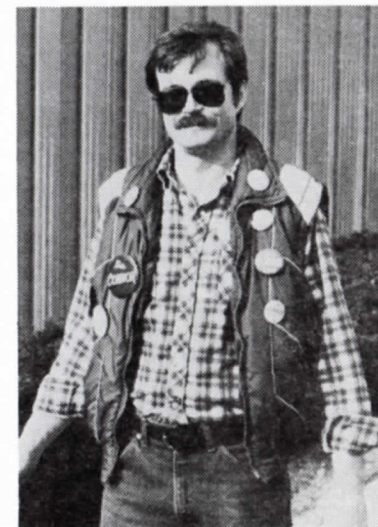
Mike Borloff with Ma and Pa Kelly.



Jim and Frank — a couple of "hit men" from South Omaha.



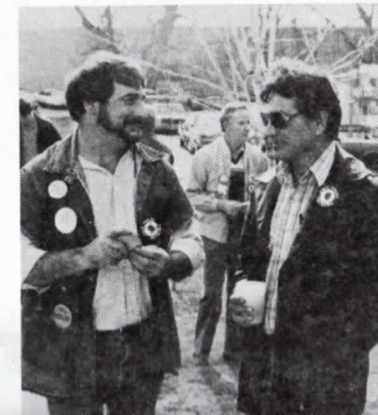
I'm surprised it didn't rain.



I dressed for colder weather.



Vern: "I'd appreciate your vote, and happy birthday, Ron."





Campaign Good Life Thanks for Voting

Editor's Note: *The Short Circuit* office has had several letters of thanks to the membership from the candidates for voting for them in the recent election. Below is a sample:

Thanks for Voting

I want to thank each and every one of you for your support in the past election.

I was very proud to be part of an election that had a 71% turnout.

Although not all of us won, we feel like winners, knowing that the majority of you cared. Thank you.

Bob Alberts, John Barnes, Whitey Clark, Tom Connor, Marie Cook, Jim Curran, Jim Hardick, Mike Kelly, Vern Larson, President Mass, Marlene Majeski, Al Myers, Frank Nagel, Jim Perryman, Jack Philby, Cathy Placzek, Mike Quinlan, Charlene Van Hooser, Marlene Wilson and Frank Wisniski.

Now that the election is over, it's time to bind together and give our new president and all of the officers the needed support and help that we will need over the next three years. With the transfer of the jobs in and out and the upcoming contract, it is imperative that we all work together.

LU 1974-1 Election Results

Chairman

Dan Kemp37
Linda Kerr 4

Vice-Chairman

Ron Jensen28
Wayne Grudle.....11
Jean Elliott 2

Recording Secretary

Ron Lawrence26
Al Nelson15

Vern: "I'd appreciate your vote, and happy birthday, Ron."



Marlene and Al Wilson (left and right respectively) and a hit man from Emerson, Nebraska, in middle.

Election at Underwood

Underwood, Iowa — Former Vice-Chairman Dan Kemp won his first bid for chairman of LU 1974-1 with a landslide victory over Linda Kerr by 37 to 4.

In the vice-chairman's race Ron Jensen was victorious over the two other challengers in that election.

Incumbent Recording Secretary Ron Lawrence repeated his re-election bid by beating former Unit Chairman Al Nelson, who had decided to run for recording secretary.

Of the 49 eligible voters at the Underwood Unit, 41 took part in the election voting — a smashing 81 percent turnout.

NOTICE

Do you have an article
for *The Short Circuit*?

Absolute Deadline for
Articles is the First
Of Each Month

Campaign Harassment

By Bob Alberts

I would like to take this opportunity to let you know that I am grateful for the support you have again given me in the recent local union election.

Because of harassment from several of the company officials, I was unable to personally contact many of my supporters; indeed, I am fortunate that many of you conducted my campaign for me, by asking your friends to wear my buttons. Because of you, my campaign was successful in spite of the company.

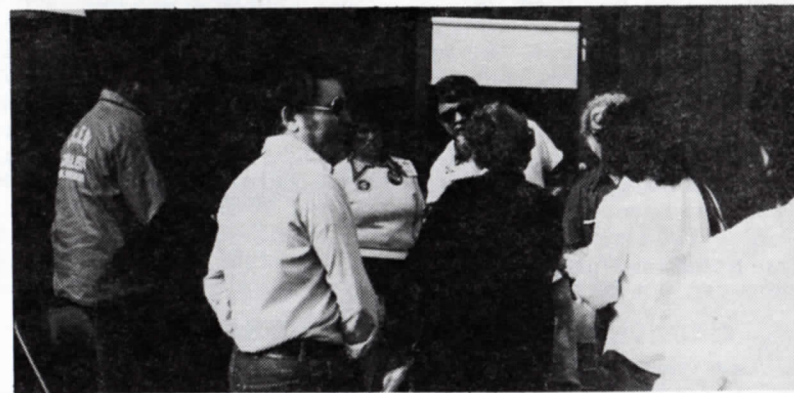
Please accept this letter as a personal thank you from me to you whether you work in X-Bar or the Cable plant. Your help and your vote are greatly appreciated.

The days and months ahead are going to be difficult and I firmly believe that it is essential now, more than ever, that the officers, representatives and the membership work together for the good of all.

Again, thank you for your continued support.

"Thanks for voting."

Jack and Hit Man Hackett



LU 1974 Election Results

PRESIDENT

| | |
|--------------------------|-----|
| Ken E. Mass | 871 |
| Michael D. Quinlan | 862 |

VICE-PRESIDENT

| | |
|-----------------------------|-----|
| Harlan "Whitey" Clark | 948 |
| Marie Cook | 772 |

FINANCIAL SECRETARY

| | |
|-------------------|-------|
| Jim Hardick | 1,455 |
|-------------------|-------|

RECORDING SECRETARY

| | |
|---------------------------|-----|
| Vernon L. Larson | 896 |
| Charlene Van Hooser | 808 |

TREASURER

| | |
|----------------------|-----|
| Jack E. Philby | 881 |
| Al Meyers | 810 |

EXECUTIVE BOARD

| | |
|-----------------------|-----|
| Tom Connor | 857 |
| Bob Alberts | 847 |
| Frank Nagel | 777 |
| Marlene Wilson | 756 |
| Mike Kelly | 689 |
| Jim Curran | 666 |
| Jim Perryman | 643 |
| Marlene Majeski | 617 |
| John Barnes | 573 |
| Frank Wisniski | 559 |
| Cathy Placzek | 438 |

A Message From the

Vice- President's Desk

By Harlan "Whitey" Clark



I would like to take this opportunity to thank each of you for the vote of confidence you showed in me during the recent election.

I will do my best to represent you in whatever capacity I will be assigned.

I would be remiss if I didn't tell you there will be a great void within me, as I had an opportunity to serve with Mike in one capacity or another for the past 20 years, and I will surely miss his guidance, his counseling and his dedication to the membership.

He was and is a truly outstanding leader and will always remain a truly good friend.

Thank you, Mike!

Salvaging Social Security

A compromise social security rescue plan is approved by the President's Social Security advisory commission, and endorsed by President Reagan and House Speaker Thomas P. O'Neill, Jr. (D-Mass). The plan is designed to provide \$169 billion over the next seven years in new tax revenues or benefit reductions, which would cover all or most of the estimated shortfall of \$150-200 billion anticipated for that period.

Major provisions of the compromise include:

- The annual cost-of-living adjustment, now paid beneficiaries in July, would be postponed this year until next January, then paid each January. From 1983 through 1989, this would save \$40 billion.

- Half of social security benefits would be subject to federal income tax if the beneficiary has an adjusted gross income of \$20,000 from sources other than social security or of \$25,000 for a married couple filing jointly. Proceeds of the income tax would be fed into the new social security trust fund, bringing in \$30 billion in new revenues.

- A social security payroll tax increase of three-tenths of 1 per-

cental workers currently covered by the civil service retirement system would stay in it. These changes would add an estimated \$20 billion in revenues.

- The "windfall" social security benefits received by federal, state, and local government employees who qualify for social security coverage on the basis of relatively short periods of private-sector employment would be eliminated for those eligible to retire after 1983. These individuals would receive a benefit, but a lower one than now. Savings here would total \$200 million.

- The social security tax on self-employed persons, now three-fourths of the combined employer-employee rate, would

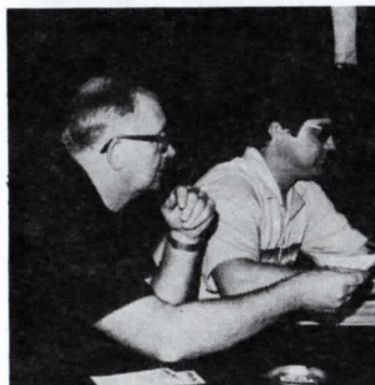
Election Committee

It's difficult to be brief about the people on the election committee, who made it work. With an election this size, it turns into one of the most respected and responsible jobs in the union.

They were able to do an outstanding job, and a big hand of credit should go to these people.

Thank you Kathy Hughes, Helen Solomon, Bev Eyestone, Shirley Hiser, Ann Sanders, Pat Oliver, Virgil Orso, Tony Militti, Al Benkis and reliable Russ Rudene.

You all did a tremendous job to make union democracy work. Well done.



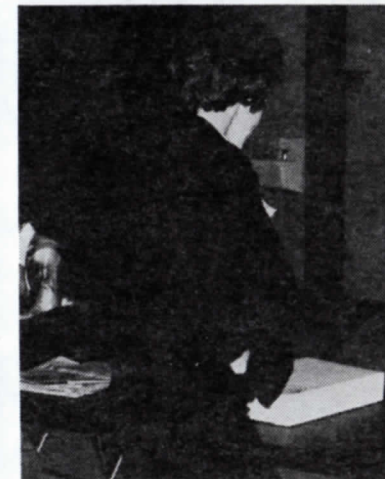
Al Benkis and Tony Militti



Left to right: Russ Rudene, Kathy Hughes, Bev Eyestone, Virgil Orso and Helen Solomon.



Ann Sanders and Shirley Hiser



The camera shyest member of the election committee — Pat Oliver.

Quinlan: An Editorial Reflection

As he cleaned out his office and carted away the memorabilia from 12 years of service to the membership, our former president stopped long enough to say, "To show you how absent-minded I am, I just took an Alka-Seltzer, and I won't need them any more."

That's the kind of leader he was. In his 12 years of service to the membership, he devoured a ton of Alka-Seltzers and endured a lot of heartburn to do the best job he could.

He guided us through the good times; he directed us through the hard times. He didn't pass the buck. If something he wanted for the membership blew, he didn't make excuses; he took the blame. And if he got something for the membership that he was

IBEW: Preparing For Bargaining

"Employment security" should be one of the "prime concerns" of the IBEW and Em-3 Council members in this summer's negotiations for new contracts with the Bell System and Western Electric, according to IBEW President Pillard. "The employment-security goal is much broader than the previous concept of job security," Pillard noted, "because it recognizes the

the new social security trust fund, bringing in \$30 billion in new revenues.

- A social security payroll tax increase of three-tenths of 1 percent on employers and employees, scheduled for 1985, would be moved to 1984. For the period 1985 to 1987, the rate would be as scheduled in current law. In 1988, part of an increase scheduled for 1990 would begin, and the added tax in 1988 and 1989 would be 0.36 percent. This provision would add \$40 billion in revenues.

- As of next January 1, mandatory Social Security coverage would be extended to all new federal workers and employees of nonprofit organizations, which now can opt for inclusion. Fed-

ings here would total \$200 million.

- The social security tax on self-employed persons, now three-fourths of the combined employer-employee rate, would be increased to the full rate, but half of the total payment could be deducted from taxable income. Social security would gain about \$18 billion from this provision.

- Social security would phase in from 1990 to 2010 a larger bonus, equal to 8 percent a year instead of 3 percent, for each year a person delays retirement after age 65.

- Local and state governments covered by Social Security would be barred from dropping out, which would produce savings of \$3 billion.

Strike — No Bar to Disability Pay

An employee who was disabled when her bargaining unit went on strike is entitled to disability payments for the period she was unable to work until her benefits are exhausted, NLRB decides. The Board's ruling expands the relief to which disabled employees are entitled when payments are unlawfully terminated during a strike.

A union member was unable to work because of illness and began an extended hospital stay five days before the initiation of a strike by her union. When the strike began, the company immediately stopped making disability payments to all strikers, including the hospitalized employee. The company cited its collective bargaining agreement with the union, which provided that "if benefits are being paid prior to a strike or layoff, such benefits will cease for the duration of such strike or layoff." The employee eventually left the hos-

pital, recovered, and began picketing the employer six weeks after the strike began.

Under previous Board rulings, the employee's right to recover lost disability benefits would have been limited to the period before she demonstrated "public support" for the strike by picketing with other union members. Now, however, NLRB adopts the remedy set forth by the U.S. Court of Appeals at Philadelphia in its *Emerson Electric Co.* ruling (60:433) and holds that once a disabled employee's benefits have been illegally cut off because of a strike, the employee should be recompensed for lost benefits until the disability has ended or the employee's contractual right to benefits is exhausted. The employer remains free to demonstrate that employees who actively participate in strike activities are not truly disabled, NLRB notes. (*Conoc, Inc.*, 265 NLRB No. 116, 1982, 112 LRRM 1001)

Turkey Casserole

Jim's Galley

This is a very good and economical dish for some of you working women who would like to try something different.

- | | |
|------------------------------|-----------------------------|
| 3 cups cooked turkey, diced | 1 can cream of chicken soup |
| 1 cup cooked rice | 1½ cup sour cream |
| 1 can cream of mushroom soup | Slivered almonds |

Combine all ingredients and let stand overnight in the refrigerator. Spread in 9x13 inch casserole, top with corn flakes (crushed and mixed with butter). Bake 50 minutes at 350 degrees. Let stand 10 minutes before serving. Serves 8-10.

the membership, he devoured a ton of Alkaseltzers and endured a lot of heartburn to do the best job he could.

He guided us through the good times; he directed us through the hard times. He didn't pass the buck. If something he wanted for the membership blew, he didn't make excuses; he took the blame. And if he got something for the membership that he was proud of, you knew it by his enthusiasm.

Mike Quinlan was a tough negotiator, a thorough organizer, a good leader. For many the Quinlan presidential years will not be forgotten quickly, especially by the people who worked for him.

President Quinlan was a class act, and when he steps down he'll leave a lot of Alkaseltzers behind. DMW

How to Know You're Growing Older

Editor's Note: The following thoughts were submitted by Al Kaspar of Dept. 251. Al also has the distinction of being the oldest union member in that department.

Everything hurts, and what doesn't hurt, doesn't work.
You feel like the night before, and you haven't been anywhere.
Your little black book contains only names ending in M.D.
You get winded playing chess.
Your children begin to look middle-aged.
You decide to procrastinate but then never get around to it.
You're still chasing women, but can't remember why.
Your mind makes contracts your body can't meet.
A dripping faucet causes an uncontrollable bladder urge.

You know all the answers, but nobody asks you the questions.
You look forward to a dull evening.
Your favorite part of the newspaper is "25 years ago today".
You sit in a rocking chair and can't get it going.

Your knees buckle and your belt won't.
You're 17 around the neck, 42 around the waist, and 96 around the golf course.
You stop looking forward to your next birthday.
After painting the town red, you have to take a long rest before applying the second coat.
Dialing long distance wears you out.

You remember today that yesterday was your wedding anniversary.
You just can't stand people that are intolerant.
The best part of the day is over when your alarm clock goes off.
Your back goes out more often than you do.

Your pacemaker makes the garage door go up when you watch a pretty girl go by.
The little gray-haired lady you help across the street is your wife.
You get your exercise acting as pallbearer for your friends who exercised.
You sink your teeth in a steak and they stay there.

AT&T Boosted Salary Of Chairman by 17%, President by 9.4%

(From Page 1)

phone operating companies. AT&T said the reduced par value could increase the company's "financing flexibility." The par value isn't related to the stock's actual value.

The proxy material also includes a shareholder resolution asking the company to decline renewal of its government contract to manage the Sandia National Laboratories, which

does research on nuclear-weapons technology. Other shareholder proposals ask for labor representation on the company's board and for disclosure of consultant fees.

In Chicago, the strong age-old tradition of male domination in the interstate trucking industry may be wiping itself out. Insurance statistics are proving these days that female truck drivers have far fewer accidents than males and are, therefore, paying much lower insurance premiums.

Electric, according to IBEW President Pillard. "The employment-security goal is much broader than the previous concept of job security," Pillard noted, "because it recognizes the lifetime potential of the worker."

"We must strive," Pillard reiterated, "to guarantee for our union members the opportunity for training and maintenance of skills needed to ensure challenging, rewarding employment for all workers throughout their working lives."

Former President Stresses Support

Omaha — In a letter to the representatives of Local Union 1974 as part of his final duties before stepping down as president of the local union, former President Quinlan encouraged all of the union reps to continue serving in their various capacities for the good of the union and the membership.

"Over the years," Quinlan said in his letter, "I had the support of most of you, and I can truthfully say that without that support I would not have been able to accomplish many of the improvements that this union has experienced."

"I'm sure in the forthcoming months your new boss and your new officers will need the same continued support that you gave me," Quinlan reviewed in his letter, "and I am certain that you will be as loyal to them as you were to me."

The Record

DEATH OF MEMBER

Doug Brown Dept. 283
Chris Fricke Dept. 441

RELATIVE OF MEMBER

Mike Elvers, Dept. 435 Father
Roy Yeck, Dept. 253 Father
Pete Heim, Dept. 745 Mother
Betty Gantt, Dept. 283 Father-in-law
Jim Saner, Dept. 745 Father
Irene Colby, Dept. 447 Mother
Lee Graves, Dept. 032 Father
J. E. Kimble, Dept. 713 Son
Don Martin, Dept. 435 Mother
Karen Oldfield, Dept. 437 Father
Jim McEvoy, Dept. 034 Father-in-law
Phyllis S. Andersen, Dept. 445 Father

Running has become a popular sport in the last decade, and it is a very easy, inexpensive way to keep the cardiovascular system (heart and lungs) in shape. For most people who have gotten into running, their participation has been for keeping in shape with short runs of two miles with a maximum effort of 10,000 meters (six miles). To exceed this distance for most people would be very difficult because they lack dedication for the longer distances. Only a handful of every thousand runners break from the mold.

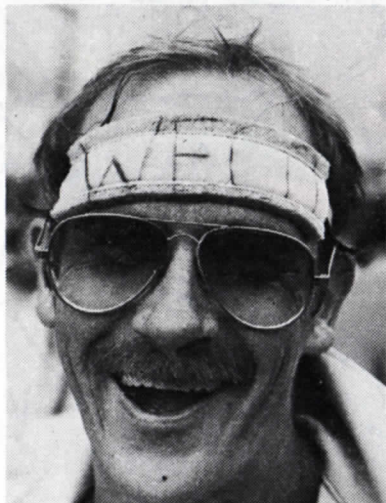
Archie Witherell breaks that mold . . .

Archie Witherell of Dept. 251 started a lose-weight, get-in-shape, running program last year with the intent of being just that: losing weight and getting in shape.

"But I enjoyed myself too much," says Arch rather boldly, "I found myself going distances that felt good for me, but would seem like punishment for other people. Running just felt good,

Marathon Man

By Donald M. Wieczorek



Archie Witherell

and the more the better, the greater the distance, the greater the joy."

Archie trained for three months before he entered the Omaha Marathon. It was his

first run of that distance and he completed it in four hours and 15 minutes (4:15).

"I had done other distances," says Arch. "I had gone the 13½-mile half marathon. But I knew the 26 miler was the challenge for me."

"I also planned to use my first 26-mile marathon run as a mental conditioner for my next marathon," reveals Archie. "My intention for my first marathon was to just do it — go the entire distance and not to worry about speed or time. Now with that behind me, I know I did it. The marathon is no longer a novelty."

"Since the Omaha Marathon I have been training for a marathon in Lincoln which I plan to run as fast as I can," continued Archie. "The mental part of it, going the entire distance, is behind me. I know I can do it. Now I want to know how fast I can do it. The risk for me is how hard I want to push myself."

As I told our reading audience earlier in this article, Archer Witherell breaks from the mold of the average runner. His bag is distance, and as you read he's really into it.

Be American — Buy American

By John Sutej

You have probably seen a lot of bumper stickers on cars of members of Local Union 1974 with the words, "Be American/Buy American." If you want one of these bumper stickers, contact the union steward in your area. The price is one dollar.

I think it's time that we as Americans promote this attitude to everyone we meet. If we think we can continue to support foreign-made products, we are very foolish.

We have seen how foreign imports have affected other industries in our country, and it is just a

The View From Whiznuts—

Moe Iba: Disciple of Discipline

"I say this every year, but you gotta believe the most exciting basketball in Nebraska is played on the hardboards in Lincoln," said our resident sport tout and occasionally lucky prognosticator, Arnie Whiznuts. "Moe Iba's enthusiasm for the sport makes his disciplined style of coaching the most entertaining winter sport ticket in the state."

"Considering all aspects of big-time college basketball, the University of Nebraska probably spends more money recruiting for the gymnastics team than they do for the basketball team," said Whiz between timeouts of the Nebraska-Missouri shootout. "I feel that if Moe Iba had the bigger budget for recruiting, his name would be synonymous with the coaching greats of Bobby Knight, Digger Phelps and Dean Smith. Moe Iba is a genius."

"Speaking about basketball, I am reminded of the story I heard about the three current best centers in the country: Ralph Samson of Virginia, Patrick Ewing of Georgetown and Benoit Benjamin of Creighton," Whiz said smiling as he reminisced about the greats of the hardboards. . .

A lot of pressure was put on these young outstanding centers when they attended their respective schools. The alumni and the media created that pressure. So when Ralph Samson entered Virginia, Coach Holland called him into his office and told him that nobody expected him to single-handedly win the national championships his first year. "Just beat the little schools like Hardin-Simmons and Furman," said Holland.

The same message was given to Pat Ewing when he entered Georgetown. Coach Thompson collared the big center one day before their first game and told him to forget the pressure — nobody expected him to go out and win the national championship the first year. "Just beat the little schools like Fairfield and Army."

Now you can imagine this media hype pressure following Benoit Benjamin when he attended Creighton. Coach Reed in his wisdom realized this, so he in turn called the young, highly recruited center into his office before the season started and told him, "Ben, don't let the pressure bother you."

Said Coach Reed, "I know the pressure you're under because I've been there myself. Don't think for one minute that the people here at Creighton expect Benoit Benjamin to win a national championship the first year. Just beat the little schools like UNL and UNO. Then we'll think about the national championship."

Whiz's Final Four

Houston, Louisville, Virginia, St. John's.

THE SHORT CIRCUIT

OMAHA, NEB.

MARCH 1983

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President and Business Manager Ken E. Mass
Vice-President Harlan H. Clark

Grievance Guide—

Female Fracas

An employer improperly discharged a worker for failing to control his wife's actions on company property, arbiter Raymond L. Hogler rules.

When an employee did not return home several hours after his shift had ended, his wife went to the worksite to look for him. There she found her husband, who explained that he had gone for a drink after work with a former female employee. Spotting the woman in the employees' lunchroom, the wife approached her, made an obscene remark, and then left for the parking area. The former employee asked two workers in the lunchroom to accompany her to the parking lot so she also could leave.

When the trio reached the parking area, they passed a car that was occupied by the employee and his wife. Suddenly, the wife emerged from the vehicle, struck the former worker on the cheek, and began yelling at her. The employee quickly moved to restrain his wife, while the woman who had been hit got into her automobile and left immediately. Subsequently, the employer discharged the employee for "gross misconduct." Claiming that the termination was "unfair," the employee insisted that he was not "his wife's keeper" and could not be held responsible for her actions.

While the employee must assume responsibility for the disruption

left immediately. Subsequently, the employee was discharged for leaving work because it was too cold, arbiter Charles E. Clark rules.

While the employee must assume responsibility for the disruption caused by his wife, the arbiter says, his wrongdoing did not constitute "gross misconduct." Maintaining that the employer acted "unreasonably and arbitrarily" in refusing to distinguish between the worker's "mere negligence" and his wife's "intentional wrongs," the arbiter decided that the penalty was "too severe" and should be reduced to a suspension. (*Rustco Products Co. and Teamsters, 79 LA 717*).

Out in the Cold

Am employee was improperly discharged for leaving work because it was too cold, arbiter Charles E. Clark rules.

An employee was assigned to work in an area where the furnace was broken and a damaged overhead door was stuck in a fully open position. The worker complained about the cold to his supervisor who told him to put on his coat and go back to work. The employee returned to his job and completed his assigned task, and then lodged another complaint about the cold. When he was told that the furnace was not going to be fixed that day, the worker informed his supervisor that he was going home because it was too cold. The supervisor replied that he would not be paid if he left, but the employee proceeded to clock out. Management later discharged the employee for "willful insubordination." The worker contended that the supervisor's response that he wouldn't get paid if he left was, in effect, permission to leave. In addition, he claimed that the company had failed to live up to its obligation to provide normal working conditions.

The arbiter rules that since the employee had completed his assigned task and the supervisor had not told him that he might be discharged for leaving, management "clearly has not made out a case of insubordination." Overturning the discharge, the arbitrator says that based on the evidence, "it was 'too cold' to work," and that the unusual conditions constituted a valid exception to the "obey now, grieve later principle." (*T & J Industries, Inc. and Teamsters, 79 LA 697*)

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we continue to support foreign-made products, we are very foolish.

We have seen how foreign imports have affected other industries in our country, and it is just a matter of time before it affects our own industry.

Foreign-made products are more of a threat to the future of our country now than ever before. We, the working union men and women, must protest the unregulated import of foreign-made products.

We must never drop our guard on this issue because our future is at stake.

Think American; Be American; Buy American.

Misspelled Name

By Vern Larson

I would like to apologize for a misspelling in last month's newsletter. With the excitement of the election, I hurriedly misspelled the name of the person who nominated Al Meyers for Treasurer.

I mistakenly wrote down the name Paul Frason when I should have written down Paul Franson. My haste, my mistake. So now I would like to apologize to my fellow Swede, Mr. Paul Franson of Dept. 744.

Sign Up Non-Member

Want to pick up an easy two dollars? That's the reward you'll receive for signing up a non-member.

Take a look around — you might be surprised to see how many non-members we have working at the Omaha Works.

It sometimes takes only a minute of friendly persuasion, or in some rare cases a couple hours of your time, to convince somebody on the importance of being a union member.

Regardless of the effort you or I put out to convince a non-member to become a union member, it is a reward for all the members of the union.

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**It's
Omaha
Royals
Time**

Wichita Aeros April 15, 16, 17, 18

**All games 7:30 P.M. Except
Sunday — 2 P.M. Start Time**

ROYAL MANIA

Let's not forget that with baseball season around the corner, the words "Royal Mania" will soon be in the air.

Give the Omaha Royals baseball club a call and find out their group rates for a Royals night out this summer; or just remember that dollar for dollar they are the cheapest sport entertainment ticket in town.

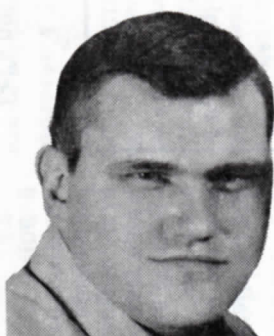
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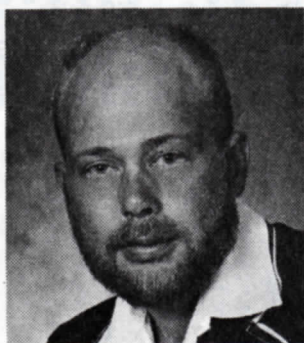
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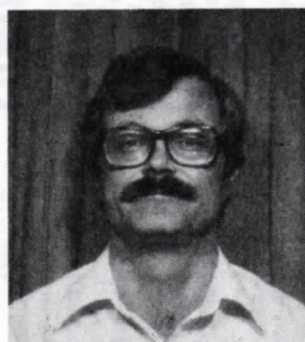
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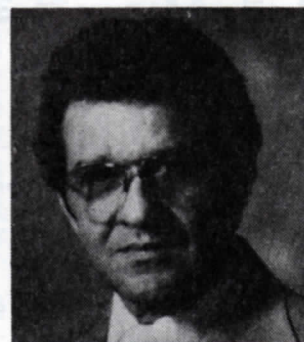
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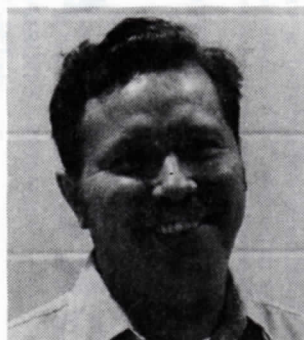
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