March 20, 1997

President's Message

I would like to thank everyone who took the time to vote. We had a great turnout! Thank you for the support you gave your Union.

I especially would like to thank our Election Judges — Marty Gillham and Everett Peterson, for the hours they put in, to make things run so smoothly, together with the help of the tellers:

Helen Solomon — Linda Pstrong — Christopher Ramsey
Sherry Evans— Ann Drebot — Pat Scollard
Larry Cherry — Ed Betzer — Rod Peterson — Vic Palma

The new GPC (Global Provision Center) warehouse should open by the middle of March and the move should be completed in the next 3 to 4 months.

With the selling of the Montgomery, Illinois M.D.C. (Material Distribution Center), the work will come to Omaha. We will also be getting some work from Rockland, California. At this time, it looks like about 50 people could be added to do this work. The Omaha Works is not looking at hiring. Some of the responsibilities of these jobs are selecting, sorting and trucking. The Company has taken the position these are Level I job functions. The Union’s Job Grades Committee is meeting with Labor Relations to study the full tour of duty expected on these jobs.

The existing Level II jobs are not being downgraded. As current employees leave they will be replaced with Level II personnel.

The job posting for Production Injection Molding Apprenticeship Program should soon be on the bid board. They are looking at starting six to eight employees in this program. They will be selected from the most senior employees who bid on the job and meet the established entry requirements which includes a validated written examination.

The Trades Committee, with the help from ETOP, is also working on starting an on-site Electronic Technology Course that would qualify students to be tested for either the CST apprenticeship program or the Electrician apprenticeship program.

Larry Cherry in the ERC Room has application forms for the new program called the “Talent Referral Program,” TRIP.

The target date for mailing the shares for growth payment is March 18th. The expected date you should receive this is the week of March 24th. The payment amount is $800. Federal, state and local taxes will be deducted from this amount. The allotted Long Term Savings Plan payment will also be deducted.

This imputed income will be included in year-to-date earnings, and be reflected on the employee’s W-2 at year end for tax purposes.

Fraternally, Marlene Wilson
President/Business Manager, Local Union 1974 IBEW

The monthly membership meeting will be held Thursday, March 20, 1997 in the Small Meeting Room, 13306 Stevens Street, Omaha, Nebraska.

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

Our Health Club facility idea is moving forward through petitions and telephone calls to Margie White, our secretary. We have over 200 interested employees to date.

Our Safety Program has over twenty winners so far, but remember the questions will get harder as the value of the awards increase.

In Job Grades, we were stunned, taken back, amazed and deeply disappointed when the Company told us that most of the new jobs in the GPC Building would be Level I. We have expressed our disappointment and are ready to go to the mat with this.

Our elections are over and I hope that all of us will work together to solve the problems that arise.

An OSHA investigator was brought to our facility to check the air in the GPC Building. Fumes from the portable heating system and gas driven fork lifts, etc. were polluting the air. Our paint line and plater were also being affected.

The finances of all IBU D-10 Cost Centers are being looked into. The idea is to do the work on which we make money.

I want to thank all of you that took the time to vote. I appreciate your support.

I.B.E.W. Journal
By Deb Gulizia

To make sure our Local gets the recognition it deserves, I will be submitting articles to the "I.B.E.W. Journal" on a regular basis.

The first one, honoring our 40th Anniversary, will hopefully be in the next issue.

SAFETY CONTEST
By Deb Gulizia

By now, I’m sure you know about the Safety Contest that is going on right now. Safety sub-committee members are out looking for people whose names have been drawn. They will ask you one of these questions.

Q. What is the Emergency Response Phone Number?
    A. X-3222

Q. What other safety equipment is required in your area other than safety glasses with side shields?
    A. Depending on your area — hearing protection, gloves, guards, safety shoes, etc.

Be ready when a Safety Sub-Committee member approaches you. Have your glasses with side shields on or you will be bypassed and ineligible for the rest of Phase I of this Contest . . . this has already happened!

Winners during Week #1
1. Richard V. Hopkins C12
2. Eugene R. Bowman A01
3. Terrie B. Wright D13
4. Thomas E. Feuquay A26
5. Susan K. McClellan A65
6. Lovell Jorden B12

Winners during Week #2
1. Frederick J. Cappello A13
2. Ruby Stennis D17
3. Barry O’Donnell A2C
4. Peter W. Knowles B16
5. Robert E. O’Connell B12
6. Craig L. Neilson A13

DO YOU REALLY KNOW THE EMERGENCY RESPONSE NUMBER?
Know Your Rep
By Deb Gulizia

Terry Pollard is one of our newer reps. He was hired in 1994 and works 3rd shift on the paint line in 30 building. He became a rep in ’96 and was also appointed to the Union Safety Committee.

The Pollard Family has worked here for years! Terry’s grandfather, Les, and his Mother, Janette, had both retired before he was hired. His Dad, also Terry, is a former rep and still works 3rd shift in the Reexel & D.I.W. Jacketing Area in 50 building.

While his Dad was playing volleyball at the Union Hall, Terry was studying the sport. He now plays in several leagues around town besides at the hall on Wednesday and Thursday. During high school, Terry won Metro and State Tennis Titles and received a college scholarship. He has played on a winning team in the Air-It-Out Football Tournament, enjoys boating and skiing. He loves to watch all spectator sports, especially hockey.

Before coming to work at Lucent, Terry had earned a degree in restaurant management and spent several years in that field.

If you need to talk to Terry about a Union or safety matter, his number is X-3464.

Since this picture was taken, Terry has gotten rid of all facial hair and has a much shorter haircut. Hope you recognize him.

Mental Health and Chemical Dependency Program
By Edie Riester

Lately, there have been questions on our Mental Health and Chemical Dependency coverage. If you need this type of services, Do Not Show Your Blue Cross Blue Shield of Nebraska Card. This program is administered separately from your medical option.

A medical doctor (such as your PCP if you have the POS option) may encourage you to seek help for mental health or chemical dependency conditions, and may assist you in getting help, but he or she does not authorize care or arrangement for treatment under the MH/CD program. If you selected an HMO for your medical option, this MH/CD program does not apply to you. You will receive the mental health and chemical dependency benefits available through your HMO.

The MH/CD program is administered by MBC (Merit Behavioral Care). MBC manages the network of providers, works with those providers to manage treatment programs, and pays claims. The toll free number on your medical ID card will connect you with MBC when you need to find a network provider, precertify treatment or just ask a question about your benefits.

For a chemical dependency problem, MBC refers you to the Employee Assistance Program (EAP) which is responsible for referring you to Network providers and managing chemical dependency treatment.

Call 888-314-4017 for Mental Health and Chemical Dependency Benefits. These benefits are not provided by Blue Cross and Blue Shield of Nebraska. Call, Bill Ivins, EAP Counselor, on 691-3416.

Also, last but not least, I would like to thank the membership for taking the time and coming out to vote, and to thank all of you for the support and help you gave me. Without all of you, this would not have happened. Thanks, again!

EMERGENCY RESPONSE NUMBER
X3222
LOCAL UNION 1974
ERGONOMIC NEWS
By Don Wieczorek

Recent negotiations between the United Auto Workers (UAW) and automobile manufacturers result in some big advances for Ergonomic Safety in the auto industry.

These significant strides according to Frank Miler, UAW Director of Health and Safety, allow opportunities for UAW union members to participate in health and safety decisions that did not exist before. It also allows union leadership direct involvement by review board regarding all health and safety activities.

Ergonomic Highlights

Under its recent bargaining agreement with the Auto Workers, Ford will encourage major suppliers of production machinery and equipment to attend ergonomics training as part of the company's ergonomics program. The company will develop a bulletin outlining ergonomics concepts as design specifications for new and retrofitted machinery and equipment, and develop standards or best practices for specific types of machinery and equipment.

Ford's agreement states that the company will develop standard methods to identify ergonomic risk factors, prioritize jobs needing ergonomic improvements and establish ways to measure progress.

Chrysler will analyze jobs to determine corrective ergonomics measures, which may include engineering controls, administrative controls and feasible work practices. The ergonomics committee may consider ways to reduce repetitive motions. Controls that are established should be evaluated after three months of implementation to confirm whether they are effective.

As part of General Motor's ergonomics program, a good faith effort will be made to correct identified cumulative trauma disorders at a particular job or work station within six months of a decision by an ergonomics team that action is required.

When a job at GM is identified as having a potential cumulative trauma disorder, a good-faith effort will be made to conduct the initial job analysis within two months. Job analysis and redesign will include input from the affected employees. A risk factor checklist and symptoms questionnaire will be used to reevaluate controls to confirm their effectiveness. Also, questionnaire-type survey will be conducted annually to detect symptoms of musculoskeletal disorders among workers.

It is interesting to note that Ergonomics issues have become important in contract negotiations with other unions. Ergonomics is part of the workplace of the future for everyone and a safeguard to the future of working.

The Record

LLOYD KUBR, RETIREE
CARL MERINO, RETIREE
TROY CLARK, RETIREE

Alice Gilbert, D19, Mother-in-law
Carol Davis, C12, Mother-in-law
Rich Winter, D19, Grandmother
Del Norquist, D12, Mother-in-law
Erma Hammonds, C12, Brother
Brad Petersen, C14, Mother
Eddie Adams, D12, Husband
John Herrmann, A11, Step-Father
Maria Martinez, D17, Mother
Jim Mantich, B12, Father-in-law
Scott Jorgensen, B16, Father
Buddy Davis, D12, Mother
Ron Schmidt, B16, Father
Chris Winter, C17, Grandmother
Larry O'Neal, B14, Mother
Donn Dilla, D13, Mother
Brenda Richard, D13, Mother
Pam McClure, B16, Grandmother
Ray Knievel, B12, Father
Maria Teresa Pedroza, D17, Mother

Article #2
By Vern Klaumann

All participants in the Lucent Savings Plan should have received a new statement reflecting plan balances as of December 31, 1996. In response to the many questions I've received, I would like to share with you some information on interpreting this statement.

First, notice that the old classification of asset accounts is still being used. An example would be the Guaranteed Interest Fund which under the new plan will be called the U.S. Fixed Income Fund. For further information on the new designation for your particular funds, refer to the "Building Your Portfolio", reference guide. I would further remind members that this statement does not reflect your NCR shares. You can obtain a true balance by calling 1-888-365-8777, or the new statement you receive by March 31st should reflect the new accounts and balances.

I have questions from many members about the savings plan. These questions have dealt with classifications of new accounts, shifting to new options and explanations of the new statements. The new options are divided into three classifications: Custom Funds, Mutual Funds and Company Stock Funds.

In future columns, I will deal with each of these categories. In the meanwhile, if you need assistance, you may contact me, after 3:30 p.m. at X-4831 or call the Union Hall, and I will return your call.
Our committee was organized two years ago, and the first meeting held on March 23, 1995. We are very active and meet every Friday. Several changes have been made as a result of our committee.

A list of some of our accomplishments is presented below:

1. Ladders were cut off and made shorter in the aisles in hibay.
2. Overhead grating was installed in the new paint line so no one would fall.
3. Safety lines were painted in the new paint line booth area to designate overhead conveyor line and moving parts.
4. In hibay, lines in the aisles were repainted and mirrors cleaned for better visibility for trucking and pedestrians.
5. New hooks for hanging parts in the degreaser area were ordered and installed. The old hooks were bending and parts overhead were falling off.
6. Safety shoes were ordered for the paint line and degreaser area, and part of the standard safety equipment required for these areas.
7. New - OSHA approved safety canisters were ordered for dirty gloves and rags. They were put in all areas of hibay.
8. We worked with paint line engineers, supervisors and safety personnel on getting a new ventilation system installed. This improved on the haze and smell that hibay received when the paint lines were painting ultra gray.
9. We do safety audits for the area every month. We are seeing a great improvement. Keep up the good work!
10. The bench marking trip to the John Deere Plant was both educational and rewarding. Many good ideas and thoughts came from this trip. We look forward to our next adventure.
11. We've had racks fixed and welded that were broken.
12. Two of our biggest accomplishments were gloves and lifts. We had gloves designed for sheet metal because we were getting several cuts. Our committee talked with Magid Glove Company and we designed a glove that has almost eliminated our hand cuts in this area. This was definitely a way that we eliminated some of our OSHA recordables.

The second most important feat for our group was working with safety, engineers and supervisors to get two lifts installed on the new paint line. These lifts were built right into the floor. These lifts aid the people on the job when they are hanging the cabinets. We were afraid that we would be hit with a large amount of back problems. The employees using these lifts have been pleased with the results.

We are now in the process of working with Paul Pickrel from Ergonomics Safety to try and eliminate our next biggest culprit - strains and sprains.

Committee Members:
Bob Keller 2nd Shift
Connie Carlson 2nd Shift
Ed Snaverdt 1st Shift
Bill Campbell 1st Shift
Rob Bonar 2nd Shift
Nate Jackson 2nd Shift
Pete Peterson 2nd Shift
Helen Saltzman 3rd Shift

We have a very active group and still have four of our original members, Bob, Connie, Pete and Nate.

We have had excellent response from our supervisor and department head, Al Cruz. This is one important criteria for a strong team interaction.

I want to thank everyone for staying so involved. This is important to getting things done and improved.

We look forward to staying active and helping our area improve on safety issues. We cannot always make everyone happy, but we try.

THANK YOU

Many thanks to the Sheet Metal Safety Committee who were instrumental in the floor jacks being installed in the new paint line. I appreciate it, as I'm sure all my co-workers do.

Linda Pstrong, Paint Line D-13
Thank you for taking the time to vote!  
— Sparky Bruning

Thank you for your time and your vote!  
I pledge to do the best I can with your help and understanding. A special thank you to all reps for your help.  
— Jim Filipiak

I would like to extend a sincere THANK YOU to all the members who supported me in the last election. I will do my best in representing you for the next three years. Thanks again!  
— Rick Madej

I appreciate your support.  
Thank you very much.  
— Mike Kelly
I would like to thank all of you that took the time out of your busy schedules to vote in the Union election. And thank you for your support.

— Sandy Barnes

I would like to thank all of the members that took the time to come to the hall to vote for your favorite candidates. Your support is what makes this Union strong.

Marlene Majeski

To: All 1974 Union Members:
I just wanted you to know how much I appreciate your support and the special efforts you took in coming out to vote. It is a privilege to be your Treasurer, and thank you for placing your faith and support in me. And, remember, I DO work for you! Thanks, again!

— Tom Pallas

I want to thank all of my fellow Union members for taking time out of their busy day to come and vote for me. I am pleased to represent you for another three years.

— Jim Pabian
$50 Door Prize
The winners of the $50 door prize were:
At the 8:20 a.m. meeting — Jerry Rue.
At the 2:00 p.m. meeting — Chris Ramsey.
At the 4:15 p.m. meeting — Jerry Pote.

50-50 COPE Drawing
The winners of the 50-50 Cope Drawings were:
At the 8:20 a.m. meeting — Linda Smith $6.00
At the 2:00 p.m. meeting — Deb Gulizia $3.50
At the 4:15 p.m. meeting — Jerry Peterson $7.50
All winners donated their winnings back to the COPE Fund.

COPE CHECK-OFF
By Sheila Filipiak

Cope PAC Check-Off was bargained several years ago, but wasn't initiated here until now. It took a great deal of research and work to finally get it started.

In September of 1996, the first group of enrollment cards were sent in. It took until March of 1997 to get the deduction started.

Now, that it is in place, we need to ask for your help. You may have as little as $1 taken out per month, as payroll deduction. This money will go to the International COPE Fund. Then, when we need money for candidates running for the office of Governor on up, we can request it for them from the International. Also, this is the money that is used for political action, not dues money.

With your help, we can make a difference. Please sign up now!!!!!

Jerry Peterson gives Edie a hug and gives his $7.50 winnings back to COPE.

Chris Ramsey is happy to accept $50 from Edie Riester at the 2:00 p.m. meeting.

Tom Pallas presents a plaque to John Gude for going the extra mile for the C.O.P.E. Committee.

Jerry Pote receives $50 from Marlene Wilson at the 4:00 p.m. meeting.
Benefit Information
By Karen Ostrander, Benefit Chairperson
Lucent Technologies
Mental Health/Chemical Dependency Program
Helpline — 1-888-314-4017

Since January 1, 1996, mental health and chemical dependency benefits have been administered by MBC (Medco Behavioral Care). (HMO participants will continue to have the mental/chemical dependency that is available through their HMO’s).

PLEASE NOTE:

Since this program is separate from your medical coverage, you DO NOT see your PCP for mental health/chemical services, nor do you obtain referrals from your medical doctor to receive mental health/chemical dependency services. This includes stress-related issues.

The mental health/chemical dependency program can assist you and your eligible dependents. Some of the issues you can receive help for, include:

- Depression, anxiety and stress;
- Alcohol and chemical dependency;
- Marriage and family problems;
- Difficulties with children and teenagers; and
- Mental illness.

The choice is yours to:

- Go in-network and receive service from an MBC Network provider.
- Go out-of-network and receive services from any eligible provider, although out-of-network services will generally cost you more.

When going in-network, there is no deductible to satisfy, and your first ten office visits each calendar year are provided at no cost to you. You’ll pay a $10 copayment for each subsequent visit.

To receive maximum level of benefits, you must contact the MH/CD Helpline at 1-888-314-4017 BEFORE receiving care. This applies whether you are using a network provider or going out-of-network for services. In emergencies, the MH/CD Helpline must be contacted by the end of the next business day to insure coverage.

Please refer to the ERC to obtain further written information on this program.

The Medco Behavioral Card Helpline Number is listed on your medical insurance ID card.

1-888-314-4017

WE’RE ON THE MOVE!
To All United Healthcare of the Midlands (HMO) Members:

NOTICE NOTICE NOTICE NOTICE

Our Omaha Office will be moving to:
The North Park Area
(120th & Maple)

Our New Omaha Address:
United Healthcare of the Midlands, Inc.
2717 North 118th Circle
Omaha, NE 68164-9672

CUSTOMER SERVICE:
402-445-5700

Lincoln Location Main Phone Number:
402-465-6700

Who Ya’ Gonna’ Call?

The AT&T Benefit Call Card in your wallet — throw it away! While the benefits for Lucent Technologies employees remain essentially the same as those for AT&T employees, in some cases the phone numbers have changed. New benefit call cards will be distributed in the March issue of Compensation and Benefit Update. In the meantime, keep this reference handy. Still can’t find what you’re looking for? Try calling 888-LucentHR.

Management — Medical

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<tr>
<th>POINT-OF-SERVICE (POS)</th>
<th>800 872-7136</th>
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<td>Arma Health Plans</td>
<td>8:00 a.m. - 6:00 p.m., LT</td>
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<tr>
<td>TDD: 800 325-2298</td>
<td>TDD: 800 266-1286</td>
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<td>CIGNA HealthCare</td>
<td>800 986-9850</td>
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<tr>
<td>TDD: 800 325-2298</td>
<td>TDD: 800 990-5288</td>
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<tr>
<td>U.S. Healthcare</td>
<td>800 750-6400</td>
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<tr>
<td>8:00 a.m. - 6:00 p.m., LT</td>
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<tr>
<td>TDD: 800 325-2298</td>
<td>TDD: 800 545-6751</td>
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<tr>
<td>United HealthCare</td>
<td>800 577-8539</td>
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<tr>
<td>7:30 a.m. - 5:30 p.m., LT</td>
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<tr>
<td>TDD: 800 325-2298</td>
<td>TDD: 800 545-6751</td>
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**Benefit Information**

**Who Ya’ Gonna’ Call?**

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<th>Other Benefits</th>
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<tr>
<td><strong>Health &amp; Insurances Eligibility</strong></td>
<td><strong>Employee Stock Purchase Plan</strong></td>
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<tr>
<td>The BDEC</td>
<td>888 587-8625</td>
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<td>800 368-0426</td>
<td>9:00 a.m. - 6:00 p.m., ET</td>
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<td>9:00 a.m. - 5:00 p.m., ET</td>
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<td><strong>POINT-OF-SERVICE (POS)</strong></td>
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<td><strong>GA</strong></td>
<td>800 348-8288</td>
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<td>800 874-8616</td>
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<td><strong>MA</strong></td>
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<td>800 253-5209</td>
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<td><strong>MN, parts of ND, WI</strong></td>
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<tr>
<td>800 852-4532</td>
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<td><strong>NE, parts of IA</strong></td>
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<tr>
<td>800 821-7422</td>
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<td><strong>NJ</strong></td>
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<td>800 828-5894</td>
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<td>7:30 a.m. - 5:30 p.m., LT</td>
<td>TDD: 800 889-2563</td>
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<tr>
<td>Empire Blue Cross and Blue Shield</td>
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<tr>
<td>(NYC/surrounding areas)</td>
<td>800 854-5661</td>
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<td><strong>Prudential HealthCare</strong></td>
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<td>800 778-0004</td>
<td>Pension Service Center</td>
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<td>7:30 a.m. - 5:30 p.m., LT</td>
<td>888 736-7700</td>
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<td>TDD: 800 778-0006</td>
<td>9:00 a.m. - 6:00 p.m., ET</td>
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<td><strong>U.S. Healthcare</strong></td>
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<td>800 750-6400</td>
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<tr>
<td>TDD: 800 990-9288</td>
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<td><strong>United HealthCare</strong></td>
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<tr>
<td>800 577-8539</td>
<td>Midwest Legal Services</td>
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<tr>
<td>7:30 a.m. - 5:30 p.m., LT</td>
<td>(Management only)</td>
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<tr>
<td>TDD: 800 545-4731</td>
<td>800 258-2889</td>
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| All Employees — Other Benefits |
| Dental | **Hyatt Legal Services** |
| Prudential HealthCare | (Occupational only) |
| 800 220-5470 | 800 821-6400 |
| High/Standard Option | 8:00 a.m. - 6:00 p.m., ET |
| 800 220-5470 | TDD: 800 821-5955 |
| Traditional | |
| 800 220-5479 | |
| DMO | |
| 8:00 a.m. - 6:00 p.m., ET | |
| TDD: 800 334-9750 | |
| **Vision Care** | **Work & Family Program (Child/Eldeer Care/School Smart/ Adoption Aid, etc.)** |
| MetLife | Work/Family Directions |
| 800 636-7331 | 800 635-0094 |
| 8:00 a.m. - 5:00 p.m., ET | 9:00 a.m. - 6:00 p.m., ET |
| TDD: 800 638-1004 | TDD: 617 278-4209 |
| **Long-Term Care Insurance** | **Leave of Absence** |
| MetLife | Health Services |
| 800 984-8651 | 888 345-6784 |
| 9:00 a.m. - 5:00 p.m., ET | 7:00 a.m. - 7:00 p.m., ET |
| TDD: 800 638-1004 | TDD: 800 833-0588 |
| **Life/Accidental Loss Insurances** | **Employee Assistance Program** |
| MetLife | Health Services |
| 888 201-4612 | 888 345-6784 |
| 9:00 a.m. - 5:00 p.m., ET | 7:00 a.m. - 7:00 p.m., ET |
| TDD: 800 362-7327 | TDD: 800 833-0588 |
| **Long-Term Disability** | **Tuition Assistance** |
| The BDEC | 800 785-6586 |
| 800 368-0426 | 8:00 a.m. - 8:00 p.m., ET |
| 9:00 a.m. - 5:00 p.m., ET | |
| TDD: 800 887-7218 | |
| Reimbursement Accounts Health Care Child/Eldeer Care | 888 358-3767 |
| Prudential Service Bureau, Inc. | 9:00 a.m. - 5:00 p.m., ET |
| 800 628-1678 | TDD: 800 855-1155 |
| 8:00 a.m. - 8:00 p.m., ET | |
| TDD: 502-267-3117 | |
| 8:00 a.m. - 5:00 p.m., ET | |
| Savings Plan | **HR Products and Services** |
| Management Service Center | 888 582-5664 |
| 800 410-4015 | 888 582-3292 |
| 8:30 a.m. - midnight, ET | |
| TDD: 800 610-4015 | |
| **Occupational Service Center** | |
| (customer service reps) (voice response system) | |
| 888 365-8777 | 8:00 a.m. - 8:00 p.m., ET |
| 9:00 a.m. - 5:00 p.m., ET | 8:00 a.m. - 8:00 p.m., ET |
| TDD: 800 855-1155 | |
| **Employee Stock Ownership Plan** | **Employee Stock Purchase Plan** |
| ESOP Transaction Center | ESOP Service Center |
| (all employees) | (all employees) |
| 888 858-3767 | 888 587-8625 |
| 9:00 a.m. - 5:00 p.m., ET | 9:00 a.m. - 6:00 p.m., ET |
| TDD: 800 759-1089 | TDD: 800 822-2794 |

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To: All Principal Health Care of Nebraska (HMO) Members:

**NOTICE NOTICE NOTICE NOTICE**

Effective January 1, 1997, Principal Health Care of Nebraska, Inc. will no longer authorize back dated referrals for any services.

This is what it means to you:

- **When you are referred by your Primary Care Physician, you may want to retain a copy of the referral for your records.**
- **If you, the PHC member access any services WITHOUT going through your PCP, YOU will be held financially responsible.**
- **This new policy became effective January 1, 1997.**
- **This new procedure will help expedite the correct payment of your claims.**

*If you have any questions regarding this new policy, please contact Customer Service at 402-333-1720 or 800-288-3343, ext 350.*
Volleyball Tournament
By Deb Gulizia

We held three volleyball tournaments this season and raised over $2,300 for our COPE and Building Corporation Funds. I would like to thank the teams that participate and the COPE Committee for always making sure we had refreshments. It was nice to see some of our members come down for lunch and to laugh at a coworker who keeps getting on the court in spite of the age factor.

Special thanks to Amy Seaton for keeping the tournament organized and to Andy Lewis for cleaning before, during and after tournaments. Without all of you, we could not have success fundraisers.

Semi-final match: every point is important!

Rachel Flott says “We need more timeouts!”

C-17 Union/Management Meeting
By Sandy Barnes

The regular weekly meeting in Dept. C-17 was held on Wednesday, March 5. There were discussions on overtime issues. The molding department is on self-canvassing and problems are being solved as they arise. It seemed to be a smooth transition to self-canvassing, but there is a problem once in awhile. Because of the on-going meetings between the Union and Management, the problems are usually solved right away. On Tuesday, March 11, a meeting will be held with the Level III’s and Management on the progress of the new Master Molding Technician job. It looks like all the i’s have been dotted and the t’s crossed and it will be a go for the first testing to be done. Watch for more information in the near future.

Cope Committee Report
By Tim Johnson

The Cope Committee attended the Legislative Conference which was held in Lincoln. A significant amount of one day was spent listening to speakers, i.e., senators and attorneys, on various Bills that are being presented to the Legislature.

One particular Bill, that a number of us would like to get passed, is LB 124, also known as the “Fair Share” Bill. This Bill would authorize Local Unions to be able to charge non-members for services where a Labor organization has been established as the collective bargaining and contract enforcement representative.

This Bill was heard in the Business and Labor Committee on February 10th. It was passed and sent on to general file. The wording in this Bill has been changed from the previous year, so that it does not interfere with our state’s right to work laws.

The following morning we had breakfast with Governor Ben Nelson and spent the remainder of the day down at the Capitol lobbying most of the senators.

In the future, we are going to try and get posted on the bulletin boards, Bills that we need supported or opposed. We urge you to call or write your Senators in response.

General Information

The Cheeper’s Rent-A-Car, Inc. has offered all union members a 10% discount. All you need to do is show your Union card and tell them you work for Lucent Technologies.
YOUR ELECTED OFFICERS OF I.B.E.W. LOCAL #1974

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