

The Short Circuit

May, 1979



Vol. 18, No. 31



"We opened before the end of the year. You owe me \$97 million in tax breaks."

Social Security Panel Terms Funds 'Sound'

Trustees of the social security system found the program in generally healthy condition with no serious problems in sight unless heavy unemployment upsets economic assumptions.

The annual report described the current conditions of both the old age and survivors trust fund and the separate disability insurance trust fund as "basically sound" as a result of the tax increase schedule enacted two years

tration's case for tightening eligibility for disability insurance and im-

OSHA: Cost Versus Benefits

Amid the uproar of complaints over the cost of compliance, the benefits workers derive from Occupational Safety and Health Administration standards often go unnoticed, AFL-CIO Secretary-Treasurer Lane Kirkland tells a safety and health conference sponsored by the AFL-CIO Industrial Union Department.

Declaring that union members are "the first line of defense in the fight to prevent OSHA from being weakened and watered down," Kirkland insists that ensuring adequate funding and manpower to enforce the Occupational Safety and Health Act "is no easier than getting it passed in the first place."

Kirkland praises OSHA Administrator Eula Bingham for her performance over the past two years, and IUD President Jacob Clayman adds that Bingham is a "national treasure." Both Kirkland and Clayman charge that OSHA's poor management during the Nixon-Ford Administrations was part of a deliberate attempt to discredit the agency. Kirkland stresses that Bingham "has thrown out the thousand and one nuisance regulations that were designed by the Nixon-Ford Administrations to irritate businessmen and turn them against OSHA without making real progress toward

Company Unveils New Disability Plan

OMAHA—On April 29, 1979, a new Anticipated Disability Program (ADP) was introduced for all employees of the Omaha Works. This program consisting of leaves of absence for anticipated disability, disability benefit payments for eligible employees for the period of actual certified disability while on this leave, and a leave of absent for care of new born children, was the result of an amendment to Title 7 of the Civil Rights Act of 1964, specifically the Pregnancy Discrimination Act, Public Law 95-555.

The Act which was effective on date of enactment on October 31, 1978, contained a provision which required employers and unions to institute changes to any fringe benefit program fund, or insurance program within 180 days. All such changes must be in compliance with Public Law 95-555 on April 29, 1979.

The 1978 amendments require employers and unions to treat pregnancy, childbirth, or related medical conditions the same for all employment-related purposes, as other disabilities. Pregnant employees must be allowed to accrue seniority in the same way and to the same extent as other disabled employees.

An important provision in the Act states that where there was an applicable collective bargaining agreement in effect on October 31, 1978, until the termination of that agreement, the employer may not, in order to come into compliance with the Act, reduce the benefits or the compensation provided any employee either directly or by failing to provide sufficient contributions to a fringe benefit fund or insurance program.

In a letter sent to Mr. J. F. Griggs, Director of Labor Relations, Western Electric Company, International, President Pillard stated that: "We understand the governing principle to be that pregnant employees must be treated the same as other disabled employees for all employment purposes, including disabili-

ty benefits and accrual of seniority. At the same time, the Amendments prohibit employers from achieving compliance by reducing any benefits or conditions of employment which were in effect on October 31, 1978, at least until applicable collective bargaining agreements terminate. From a collective bargaining standpoint, of course, the IBEW believes there should be no reductions in such benefits or conditions of employment which were in effect on October 31, 1978, at least until applicable collective bargaining agreements terminate. From a collective bargaining standpoint, of course, the IBEW believes there should be no reductions in such benefits or conditions at any time, and that the only fair and proper way to comply with the 1978 Amendment is to raise the benefits and conditions of pregnant employees to the level enjoyed by nonpregnant employees, rather than in any way reducing benefits and conditions of nonpregnant employees to any lower level which may have applied to pregnant employees. Moreover, to the ex-

(Continued on Page 5)

P.M. Meeting Site Changed

The annual report described the current conditions of both the old age and survivors trust fund and the separate disability insurance trust fund as "basically sound" as a result of the tax increase schedule enacted two years ago.

But the trustees warned that the Medicare fund could run dry before the end of the century unless hospital costs are brought under control. Their report recommended to Congress enactment of the Administration's hospital cost containment bill as one means of checking the cost rise.

Three Cabinet members are designated by law as trustees of the various social security funds that come largely from payroll taxes paid by workers and their employers. They are the Secretary of the Treasury, the Secretary of Labor and the Secretary of Health, Education & Welfare.

One section of the report could be read as weakening the Adminis-

tration's case for tightening eligibility for disability insurance and imposing limits on benefits. The increase in the number of persons receiving disability benefits was less than had been anticipated, leaving the condition of the fund stronger than predicted.

As for very long-range predictions about the future income and outgo of the funds, the trustees noted the difficulty of making accurate projections well into the next century and recommended that long-range financing problems "should be the subject of extensive study during the next several years."

For the shorter range, it suggested that some temporary funding problems might be met through greater flexibility in allocating funds between the old age and the disability insurance trust funds.

regulations, which were designed by the Nixon-Ford Administrations to irritate businessmen and turn them against OSHA without making real progress toward protecting working men and women."

Congressman David R. Obey (D.-Wis.) tells the conference that OSHA's proposed carcinogen standard will be the "hottest public health issue in the next two to three years." He says that industry representatives "screamed like stuck hogs" last fall when a Department of Health, Education, and Welfare report blamed at least 20 percent of the nation's cancer-caused deaths on occupational exposures. Industry officials contend that 5 percent is a more reasonable estimate of the amount of cancer caused by occupational exposures.

be treated the same as disabled employees for all employment purposes, including disability.

employees. Moreover, to the extent (Continued on Page 5)

P.M. Meeting Site Changed

ATTENTION UNION MEMBERS:

The site for tonight's 8:00 p.m. business meeting will be at the Iron Worker's Union Hall, 144th and Industrial Road. It should be noted that this location change is for the 8:00 p.m. meeting only.

Because of a conflict in Union auditorium scheduling, the 8:00 p.m. meeting was moved to the Iron Workers Hall. We apologize for this inconvenience.

It should be noted that this change is **ONLY** for the 8:00 p.m. meeting. The 12:00 a.m. morning meeting will be held at its usual location, the IBEW Union Hall, 13306 Stevens St.



Union Counseling Service

Above is all the Union Representatives from Local Union 1974 who attended the 1979 Basic and Advanced Union Counselors Course sponsored by the United Way.

Representing Local Union 1974 were from left to right Bernie Borg, Union Treasurer, Jack E. Philby, John Schwenck, Executive Board Officer, Frank Wisniski, Doug Brown, Dave Hamlet, UCS Representative, Hank McCourt, Frank Possinger, Vice President Whitey Clark, UCS Representative, Monica Genandt, John Barnes, Executive Board Officer, Ken Mass, Ron Ohme, Greg Kleve, Executive Board Officer and Jim Perryman.

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NOTICE

The Monthly Meeting of the Membership will be held

Friday
May 18, 1979
at the Union Hall,
13306 Stevens Street,
Millard.

Second Shift Meeting:
12:30 A.M.

First and third shift meeting:
8:00 P.M.

\$100.00 Drawing

NOTICE

Absolute Deadline for Articles is the
1st of Each Month



President Quinlan presents Ken Micek of Dept. 251 with last month's drawing check valued at \$200. Micek was last seen buying a Racing Form at the drugstore.

April Meeting

Micek Makes Mint

It rained on Ken A. Micek in April, but not drops of water. It was a cloudburst of greenbacks; Two Hundred Dollars worth. Ken's name was the first name drawn from the gold barrel thus destroying the suspense and shattering any illusions our editor had of winning last month's big door prize. Well, maybe, this month we'll all settle for a mere hundred dollar bill.

Don't let the May door prize get by you this month. Come on out and be present for the opportunity to put a windfall in your billfold. You can use it as a hedge against inflation or fill your gas tank at least five times.

Only winner in May:

Ken A. Micek, Dept. 251

Benefits Info

Travelers/B. C.: Are You Overinsured?

By Frank Nagel

Unfortunately we have had, and continue to have problems with Hospital-Surgical-Medical (HSM) insurance. These problems are compounded when there are other insurance companies involved. You may find some of the following questions interesting.

Q. I work for Western Electric. My husband works for another company which has a group HSM plan that will only pay for him. If he wants his plan to pay benefits for me and our children he has to pay a premium for the additional insurance. To be absolutely sure my bills will be paid, is it a good idea to purchase this additional insurance?

A. No. You would be overinsured. The only one that stands to gain anything is Blue Cross and Travelers. There is a Nebraska State Law which in effect says that Insurance Companies cannot be required (regardless of how many are involved) to pay more than 100% of medical bills. If you did purchase additional insurance, Travelers and Blue Cross *would not* pay anything, on anyone in your family until they get verification as to what the other insurance companies paid. This creates a tremendous delay in payments to hospitals and doctors.

Q. With additional insurance, if a doctor charged \$700 for a particular type of surgery and the insurance company finds that

the charge is unreasonable, in that it should have been no more than \$500, wouldn't Travelers pay the additional \$200?

N. No. As a matter of fact they won't allow you to claim this as a major medical expense (formerly referred to as EME) either.

Q. Wouldn't additional insurance protect me and my family against running out of HSM insurance benefits?

A. No. With Major Medical Insurance such as we have with Travelers, we never run out of benefits.

Q. Is it a good idea to have the additional insurance so that I don't have to worry about taking a physical to obtain HSM insurance when I retire?

A. No. When you retire your HSM Insurance continues providing of course that you're entitled to a pension from Western Electric.

Any questions concerning Travelers, Blue Cross, or Equitable for Dental claims, should be called into the Union office if satisfactory answers are not provided by your supervisor.

Grievance Trends

A WHiff of Guilt

A bus driver was improperly discharged for refusing to take a sobriety test following an accident, arbitrator Melvin L. Newmark finds.

A driver with four years' seniority called in one day, shortly after beginning his route, to report an accident. According to the driver, the brakes on his bus failed as he approached a traffic light, causing the vehicle to strike a stopped car. Representatives from the company arrived at the scene, along with police, fire officials, and an ambulance, to question the driver and witnesses. When one of the company officials detected the odor of alcohol near the driver, the employee was ordered to report to a company clinic for a sobriety test. The driver failed to do so and was promptly terminated. Protesting that he had had nothing to drink that day, the driver argued that he had refused to go to the

Labor in Vanguard of Struggle To Achieve Justice on the Job

The following is excerpted from remarks by AFL-CIO Public Relations Director Albert J. Zack to a civil rights conference at the George Meany Center for Labor Studies.

IF YOU HAPPEN to be black, you have probably heard that unions are racist and elitist and dedicated to the exclusion and repression of minority workers.

If you happen to be a woman, you are likely to hear that unions are instruments of male supremacy, conspiring to keep women in low-paid, insecure jobs and giving them no voice in union affairs.

If you happen to be an adult white male in a southern plant where workers are about to vote on union representation, your boss will almost certainly tell you that if you're foolish enough to vote "yes," you can kiss your job goodbye, because the first thing the union will do is force your employer to fire you and all your fellow workers and replace you with blacks or women or "outsiders" or all three.

When you're accused of doing so many contradictory things at once, chances are that you're doing something completely different. So what, exactly, does the labor movement stand for?

It stands for workers. Not white workers or black workers, not male or female workers, not skilled or unskilled workers. It stands for workers and for their rights as workers, as citizens, as consumers, as members in good standing of the human family, regardless of race, creed, color, sex, age, place of national origin, previous condition of servitude or any other distinction that comes to mind.

I don't argue that this has been true in every time and place without exception, or that there are not still pockets of discrimination of various kinds in our ranks. An institution that includes so much of our national history and so wide a cross-section of our population has to have weaknesses as well as strengths.

But I would argue that the labor movement succeeded in growing up faster and throwing off age-old prejudices and suspicions more completely than any other institution in America. In its best impulses, in its central concerns, through its wisest leaders, labor has always spoken for justice, for reason, for equal pay, equal rights and equal opportunity.

Back in 1890, Samuel Gompers declared that the American Federation of Labor "has upon all occasions declared that trade unions should open their portals to all wage workers, irrespective of creed, color, nationality, sex or politics."

And he warned that unless the unions welcomed and admitted blacks, "There can be no question but that they will not only be forced down in the economic scale and be used against any effort made by us for our economic and social advancement, but race prejudice will be made bitter, to the injury of all."

THERE ARE TWO FACTS we can never lose sight of. First, even though the forms and sanctions of discrimination have vanished, the habit of discrimination lives on. Discrimination was a part of the American way of life for too many centuries to be wiped out in one or two or three generations. So we have to keep working at it, keep spelling it out and keep speaking up whenever and wherever any of our neighbors loses sight of the fact—in letter and in spirit—of human equality.

Second—and this is much harder—we have to face the fact that America is not going to succeed in reaching the level of justice that Gompers spoke for in 1890 unless we overcome the last, all-important stumbling block that George Meany pointed out in 1963.

You can't have justice on the job unless there are enough jobs to go around. The one great contribution that remains to be made toward equal employment opportunity is full employment.

one vehicle to strike a stopped car. Representatives of the company arrived at the scene, along with police, fire officials, and an ambulance, to question the driver and witnesses. When one of the company officials detected the odor of alcohol near the driver, the employee was ordered to report to a company clinic for a sobriety test. The driver failed to do so and was promptly terminated. Protesting that he had had nothing to drink that day, the driver argued that he had refused to go to the clinic only because he felt the staff there favored the company.

Observing that no one at the scene had thought that the driver was intoxicated, Newmark also notes that the driver was not cited or arrested by the police nor charged with the accident by the company. Reasoning that the employee's refusal to accept the company's choice of a particular clinic for a blood test "may have been in good faith," and stressing that such a refusal, absent any evidence of impaired ability, warranted at most an immediate suspension, the arbiter orders the driver reinstated. (Bi-State Development Agency and Amalgamated Transit Union, 72 LA 198)

Call-In Controversy

An employee was improperly discharged for failing to call in during an extended absence, arbitrator A. Dale Allen, Jr., decides.

On Monday morning, the employee's wife telephoned a plant guard and said that her husband "would not be in because he was sick." The employee did not report for work or call in sick until Friday. When the employee finally showed up, he was discharged for being "absent for three consecutive workdays without notifying the company," even though he had a valid doctor's statement. According to the employer, the three-day notification requirement was part of the company's general absenteeism policy.

Insisting that the employee did not know about the three-day notification, the union maintained that the worker was merely following a long-established practice of phoning in only on the first day of an extended absence. Contending, however, that the call-in policy was reasonable, and that it had been in effect for some time without challenge from the union, the employer argued that the union could not claim that the worker was unaware of the rule.

Finding that the call-in requirement was ambiguous and never consistently applied by management, the arbitrator decides that the discharge was improper. The rule was never discussed with employees, the arbitrator observes, emphasizing that an employer has a duty to communicate and explain any new plant rule, especially where a violation can result in immediate discharge. Noting that the employee was a "reasonably competent" worker with 10 years' seniority and a clean disciplinary record, the arbitrator says that the discharge was clearly unreasonable. (Borg-Warner Corp. and Chemical Workers (OACW), 72 LA 184)

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are not still pockets of discrimination of various kinds in our ranks. An institution that includes so much of our national history and so wide a cross-section of our population has to have weaknesses, as well as strengths.

Sign Non-Member

Remember, the \$2 reward for signing up a non-member is still yours for the taking anytime you sign up a non-member. It doesn't take more than a minute of your time and your powers of persuasion to convince a non-member to become a union member.

Take the minute or two that is necessary to convince the non-member in your area that being a union member is important to not only themselves but to every member in the Union. It's part of the dues we all pay to keep our Union solidarity.



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You can't have justice on the job unless there are enough jobs to go around. The one great contribution that remains to be made toward equal employment opportunity is full employment.

Job Grades Report

By Jerry Pote

The Job Grades Committee has had some personnel changes. Two people have been added, Dwight 'Big Ike' Lockhart and Dave Hamlet. Roger Lamb is still on the Committee.

Dwight Lockhart works in the Cable Shop, Dept. 251, X-3149 third shift. Dwight will be in charge of the job grades in the 200's departments. Any representative or employee in the 200 organization that has any questions about a tour of duty call Dwight Lockhart, X-3149.

Dave Hamlet works in Dept. 445, X-4003, dayshift. Dave will be in charge of the 700 departments, and 445, 439, and 411. Any representative or employee in these departments should call Dave Hamlet, X-4003.

Roger Lamb works in Dept. 445, terminal strips, X-3485, day shift. Roger will be in charge of 441, 442, 443, 444, 435, 437 and 361. Any representative or employee who has any question about a tour of duty call Roger

Lamb, X-3485.

The Union's demand for arbitration of job tandem line operator is still in the paperwork process and not forgotten. The problem with arbitration of a job grades problem is that most arbitrators do not want to get involved with all the details that are involved in job grades.

Any problem on any job description, contact Jerry Pote, Chairman of the Job Grades Committee, X-3077.

THE SHORT CIRCUIT

Omaha, Nebr.

May, 1979

Vol. 18, No. 31

Affiliated with AFL-CIO; CLC—Nebraska State AFL-CIO; Omaha Central Labor Union; International Labor Press Association; Nebraska Industrial and Service Union Council; Omaha Union Label League; The Omaha Safety Council.

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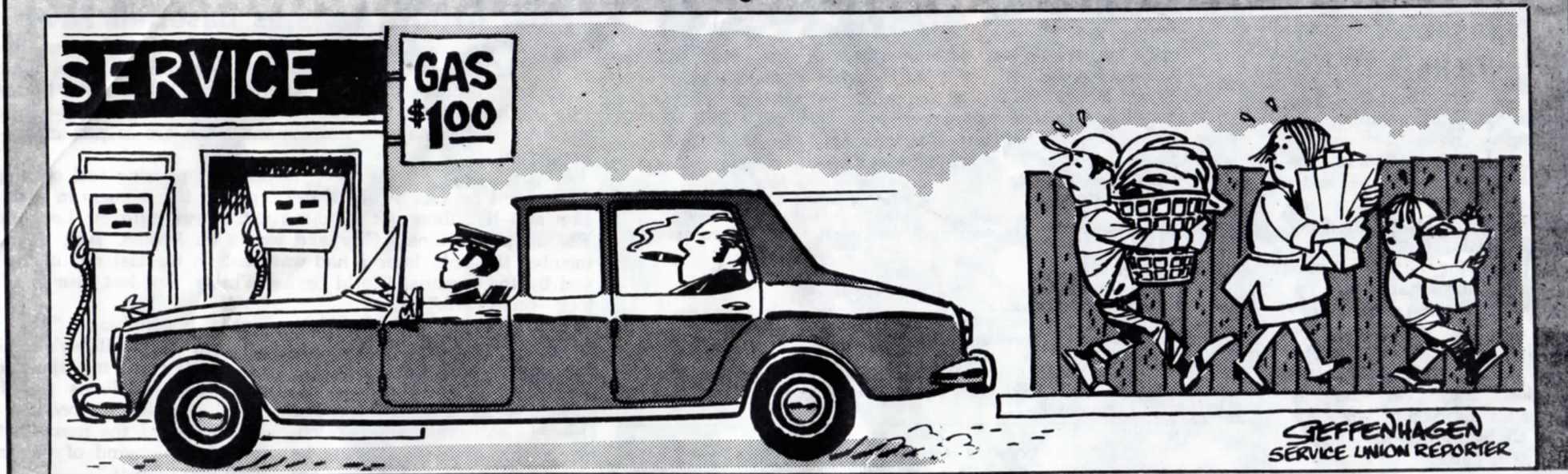
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Sharing the burden



Wage Incentive Committee discuss the wage incentive rates on machine controlled jobs. From left to right Tom VanDyke, Committee Chairman, Joe Knutson, Frank Possinger and Executive Board Officer, Frank Wisniski.

Wage Incentive Committee Meet

OMAHA—The Wage Incentive Committee met last month for the purpose of checking and monitoring machine control wage incentive rates. The half day long session was very informative and a learning experience for the Wage Incentive Representatives.

Also on the meeting agenda was the announcement of an I.B.E.W. Wage Incentive School in Washington, D. C. to be attended by Tom VanDyke and Frank Possinger.

Besides checking machine control rates, Committee Chairman Knutson reviewed the coverage earnings in the past year for each de-

We Have a Problem Growing And It's Up to You Stop It

By Marie Cook

They're out to kill Davis-Bacon. The bill that is the working man's friend. All of us on the job have been through high unemployment and runaway increases in the cost of living in recent times. Why anyone in Congress would want to lower our wages and job conditions is practically unbelievable. But, if this bill gets changed, that's what will happen.

It will totally affect the building trades first, then us, next. We are only standing in line.

Please write to your Congressman or call their Omaha number.

Zorinsky — 221-4381

Cavanaugh — 221-4117

Tell them it is very important to keep the Davis Bacon Bill as stands.

Please call your Congressman or House Representative or write them as soon as possible.

The address is:

c/o U. S. House of Representatives

Washington, D. C. 20510

Your help is needed! As an officer in the Omaha Central Lab-

worthwhile committee.

This is totally for your own personal benefit. President Meany of AFL-CIO asked all locals to establish a Price Watch Committee.

It doesn't take much time. You do the listing as you shop. We have all the forms and will direct you properly. Your wives or husbands or teenagers can help.

We will combine all reports and send them to the AFL-CIO Department in Washington.

Please take a little of your time for the benefit of your future.

Leave your number at the Union Office for me — 895-4080,

Board Answer Still Pending

OMAHA—To date, no answer has been received from the National Labor Relations Board on the Unfair Labor Practice Charges filed against the Western Electric Company by Local Union 1974.

The Union charge alleges that Western Electric violated the National Labor Relations Act, Section 8(A)(5) when they unilaterally switched from Blue Shield to Travelers Insurance Company as administrators of the medical insurance portions of the contracted medical coverage.

According to Local Union attorney, John Fahey, the several month delay in receiving a decision from the National Labor Relations Board on appeal cases is not at all unusual.

7% and Some

learning experience for the Wage Incentive Representatives. Also on the meeting agenda was the announcement of an I.B.E.W. Wage Incentive School in Washington, D. C. to be attended by Tom VanDyke and Frank Possinger. Besides checking machine control rates, Committee Chairman Knutson reviewed the average earnings in the past year for each department on incentive at the Omaha Works.

Short Circuit Editorial

Boycotts Need Support

There's one in every crowd. He's the guy or gal who growls, "I don't want to hear about boycotts. You're not going to tell me how or where to spend my money, and besides, what have those people ever done for me."

All of which is another way of saying, "I got mine and tough on you."

You have to feel a little sorry for the guy who just can't see that a small adjustment in his way of doing things can make the proverbial "world of difference" to other people who are fighting hard for their union rights, people who haven't "got theirs."

What "those people" are doing for us is really pretty clear. A successful union boycott contributes to a better atmosphere for all other union members everywhere.

Supporting boycotts is a kind of insurance policy against union-busting, just as buying union products and services is a good way of keeping the system rolling so other union workers can afford to buy what we make or use our services.

We need to win boycotts, and we need to stick together to do it. Success for even one union-hating company gives too much encouragement to others who want to trample or disregard the rights of working people.

What if our employer is one of the next?

The address is:
c/o U. S. House of Representatives
Washington, D. C. 20510
Your help is needed! As an officer in the Omaha Central Labor Union, I am chairing this

Matt Langdon Wheel Chair King

Tampa, Florida—Matt Langdon, the son of Dan Langdon of Dept. 746, won a gold medal in April at the Tampa, Florida Sunshine Wheel Chair games.

Matt won the gold medal in the Wheel Chair Slalom event where he set a meet record by knocking 11 seconds off the old record.

Young Langdon also picked up a bronze medal for a third place team finish in the 400 meter relay.

The Tampa, Florida Sunshine Wheel Chair Games are a yearly event consisting of Track and Field and swimming events for persons confined to wheel chairs.

Matt plans to compete in the Midwest Wheel Chair games the 2nd week in May.

Congratulations to a gutsy athlete.

Please take a little of your time for the benefit of your future.

Leave your number at the Union Office for me — 895-4080, or home, 895-2239.

New Law Benefits Divorced Women

Under new Social Security legislation enacted this year, divorced women will qualify for benefits sooner.

Starting next year, a divorced woman can qualify for Social Security benefits if she was married to a qualified worker for only 10 years, notes the American Council of Life Insurance. Previously she had to be married 20 years to a qualified worker to obtain Social Security benefits for herself if she were divorced.

These benefits would end if she remarries, the Council says, but remarriage won't result in reduced benefits for widows and widowers over age 60. And a widow can receive Social Security benefits at any age if she is caring for a child who is disabled or under 18.



Relations Board on appeal cases is not at all unusual.

7% and Some

Philadelphia—Here's one for the books! It turns out that President Carter's 7 percent ceiling for worker wage hikes can be a gimmick enabling millionaire executives to pocket enormous salary increases for themselves. This came to light here when it was accidentally disclosed that Robert F. Dee, chairman of the board, and chief executive officers of Smith-Kline, multi-billion dollar pharmaceutical firm, drew down \$1.8 million in salary, fees and bonuses. How will he get away with this huge hike, more than 300 percent higher than the 7 percent limitation for the company's workers? Perhaps, a company spokesman explained, by holding down pay increases for workers. Said the spokesman, "Seven percent is a company-wide average and not just for one person. We're in compliance," he remarked triumphantly, "but company-wide rather than individual-by-individual."

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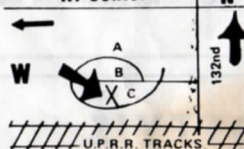
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Free Baseball Tickets

For all our baseball fever freaks in the Union membership, there's good news for you in May. Local Union 1974 has arranged for baseball tickets to be given away free to the Union membership who attend the May business meeting.

The tickets for the 1978 American Association Champions, the Omaha Royals Baseball Club can be used for any Royal home game throughout the season. Although these tickets are general admission, they can be exchanged for reserved or box seats for a slight additional charge before each game.

With warmer baseball weather finally arriving in May, it's time to get out to the Royal's stadium and see the top flight competition of Triple AAA baseball. The price is right and the caliber of play is outstanding.

At the April meeting, 50 baseball tickets for the Omaha Royals baseball club were given away to the Union membership.

Twenty tickets in 10 pairs were given away at the a.m. meeting and thirty tickets in 15 pairs were given away at the p.m. meeting.

The baseball ticket outlook for May looks as good as last month.

Jim's Galley



- | | |
|--|-------------------------------------|
| 1 Cup Wesson oil | 1 Egg white |
| 1/2 Cup White wine vinegar
(I use regular vinegar) | Paprika and salt
(just a little) |
| 1/2 Cup sugar | 1 Medium onion quartered |
| Put all ingredients in blender and blend well. Chill before serving. | |

- | | |
|-----------------------------|----------------------------|
| 1 Cup mayonnaise | 1 tsp. salt or garlic salt |
| 1 Cup light cream | 1/2 tsp. paprika |
| 2 to 4-oz. Roquefort cheese | |
- With small hand mixer, mix cheese and mayonnaise together, till smooth. Then add rest of ingredients.

GOURMET NOTE:

If your incentive check is better than mine, you should be able to afford the small piece of roquefort cheese in this recipe. Is there really any better incentive checks?

"The Forgotten Notion of Patience"

In an article for the New York Times, Edward R. Walsh called baseball a boring and "sloth-footed" sport.

Todd A. Brewster offered this rebuttal:

"In a society that has become increasingly dependent on speed—upon such things as quickie divorce, instant breakfast and the throw-away anything—the entertainment of baseball, whose strategy is built around the forgotten notion of patience, comes as welcome relief.

"Each moment of action comes only after long pondering of serious strategy in which manager second-guesses manager and pitcher second-guesses batter. To the knowledgeable fan, that silence between pitches—what Walsh calls dead time—is a moment of tense drama.

The oil companies drill for new sources of income



**HERE'S TO
GOOD
FRIENDS
Tonight.**

Whiz Kid

Whiznuts Catches Baseball Fever

"One reason I enjoy handicapping sports and especially that grand old game of baseball," mused our resident horse tout and team sport enthusiast Arnie "All Winners" Whiznuts as he reached into his hibbsack and pulled out a fresh pouch of W. B. Cut chewing tobacco, "is that the winners and losers are so predictably—unpredictable."

"Last year, for instance," Whiz said pausing and opening the freshly cut pack of W. B. Cut, "I picked the winners in each division and had three out of four right. I was right on Los Angeles, Philadelphia, Kansas City and wrong on Boston. And if you remember the only loser I had was beat on the last day of the year and by the eventual World Series Winner. But last year is all history—on to 1979."

"Starting in the American League East, this division has five teams that could be there in October with Milwaukee and most improved teams. The Orioles also have the best pitching in this division. It won't be easy for Baltimore, but they are my choice to beat out the other 6 teams. Sorry New York Yankee fans."



"The American League West is off to its usual fistfight with two of the leading contenders, Texas and California loaded with newly purchased superstars and poor Minnesota and Kansas City stacked with last years retreads. But, don't let old wheels fool you, Kansas City has the best shot at the title. The reason why is they are used to winning and know how to keep doing it. The Kansas City Royals are my choice to grab the Western Pennant for the fourth year in a row."

out of his hibbsack. "This division will be a pitcher's duel until October and my apologies to St. Louis Cardinals and Pittsburgh Pirates fans because their teams lacked the moxie it takes to take command of the league lead and hold it."



"The National League West looks like a return to form by Cincinnati and their league rivals, the Los Angeles Dodgers for possession of this division," Whiz paused for a moment to compare the lifetime pitching averages of J. R. Richard, Vida Blue, Tom Seaver, and Don Sutton. "But, there is a new contender in this division. The team I like to replace the old guard is the San Francisco Giants. Their problem in past campaigns has been an inability to win on the road late in the season. They seem to have corrected that problem by getting an early season slump out of their system, and a plus in their favor is excellent pitching from starters and in re-

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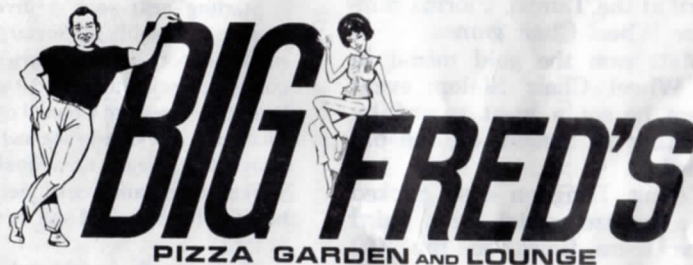
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Kansas City Royals are the choice to grab the Western Pennant for the fourth year in a row."



"Looking at the National League this early in the season is like trying to tell what color a butterfly is going to be by looking at its caterpillar," Whiz said pausing and packing his lip with a pinch of smokeless chew. "The senior circuit has gone through some changes and I look for a few changes at the top."

"In the National League East, I like the Philadelphia Phillies to nose out the upstart Montreal Expos and everybody else," Whiz said pausing to pull his new copy of the baseball register

road late in the season. They seem to have corrected that problem by getting an early season slump out of their system, and a plus in their favor is excellent pitching from starters and in relief. Besides pitching their hitting is like a bomb waiting to explode.



"It might seem like too early in the year to predict the eventual outcome of the major league baseball season, but I guarantee, I won't be too far wrong," Whiz said as he summed up his baseball predictions for May. "Look for the Philadelphia Phillies and the Kansas City Royals to be in the 1979 World Series."



**MAY
Is Royals
Baseball
Time**

Denver May 21-24
Iowa May 25-28
Springfield May 29-31

*Doubleheader
**Starts at 2 P.M.
All Games at 7:30

Company Unveils New Disability Plan

(Continued from Page 1)

tent that pregnant employees presently enjoy any higher level of benefits or conditions as compared to other disabled employees, none of those benefits or conditions should be reduced, but, again, the lower benefits and conditions should be raised to reach equality.

Pillard concluding his correspondence with the Western Electric Company, expressed hope that an agreement can be reached between Western Electric Company and I.B.E.W. on these issues.

In order to achieve this goal, the IBEW proposed the following response to the Western Electric Company proposed anticipated disability program.

"In response to the Company's proposed Anticipated Disability Program (ADP), the Union proposes the following:

1. The Company's proposed Anticipated Disability Program (ADP) should be revised to insure that employees absent from work due to a disabling illness or injury, including pregnancy, childbirth and related medical conditions, will be treated the same regardless of whether or not the individual was on an Anticipated Disability Leave of Ab-

sence for the period of time immediately preceding such disabling absence.

2. The Company's proposed Anticipated Disability Program (ADP) should be revised to insure that there will be no reduction in any benefit or compensation now provided under the terms of the Maternity Payment Plan.

3. Joint submission (Union and Company) should be made to the EEOC to seek approval of any plan which replaces the present Maternity Payment Plan.

While speaking on the issue to the Local Union membership, Michael D. Quinlan stated that there seems to be some misunderstanding as to the real reason for the change.

"This change is not the result of any particular largess on the part of the Company, President Quinlan reviewed, but rather a very definite need to comply with the law. In terms of seniority credit for maternity leaves of absence, the law was able to do what we couldn't do in collective bargaining. After rejecting union collective bargaining demands for continuation of seniority on maternity leaves, the Company now is forced by law to accept that demand."

Any questions concerning the proposed Company ADP should be referred to the individual employee's supervisor.

Buffalo Club Of Omaha News

The Third Annual Spring dance of our club is now history. The gala affair took place on Saturday, April 28th, at our Union Hall, and everyone who attended seemed to have a time they will not forget. A special thanks goes to Chairman, Tom Pluta, for a super job. I know Tom wants to thank everyone who contributed their efforts to make the dance such a success. He also sends out special thanks to those who were in attendance.

Our meeting this month will be May 20th and as we have said in the past, everyone is welcome to join. Meeting place is our Union Hall Club Room on Stevens Street.

Agenda:

1. Regular order of business.
2. Discussions regarding single members.
3. Final arrangements for dog races, May 26th.

Glad to report, no shut in friends this month.

Polygraph Tests - Another Means of Harassment

EDITOR'S NOTE: Increasingly, industry seems moving toward requiring the use of Polygraphs to question employees. This is of great concern to the I.B.E.W. and Local Union 1974 leadership.

EACH YEAR upward of 300,000 workers and job applicants undergo "truth" tests conducted by an estimated 3,000 to 5,000 commercial polygraph machine operators.

Lie detectors are sometimes used on a random basis as part of a general sweep of a plant or shop, sometimes on an individual basis in connection with an incident of theft or other wrongdoing, and sometimes as a job screening tool.

A survey conducted by researchers at Wichita State University estimated that one-fifth of the nation's major corporations are using polygraph tests in personnel-related areas. Half of the retail companies surveyed use the polygraph.

Fast food industry giants such as McDonald's and Burger Chef are regular users, according to the American Polygraph Association.

The "truth" test used by these companies works this way. The machine records certain physical reactions—changes in blood pressure, pulse rate, respiration—during questioning by the polygraph operator. The graphs of the reactions are interpreted by the operator. It is assumed that lying will create an aroused emotional state which will be reflected in the physical readings of the machine.

The effort to use physical symptoms to distinguish truth from falsehood is not new. As University of California Law Professor Edgar A. Jones, Jr. points out in a recent article on the subject, a primitive lie detector test was used in ancient China.

A person accused of a crime would tell his story. Then his mouth was stuffed with rice. If he had lied, the ancients reasoned, his mouth would be dry and he would choke and not be able to swallow the rice.

Claims of high reliability are made for the polygraph tests and machine operators—mainly by people with a financial stake in the business. However, other studies indicate that in many ways the machines are no more reliable in assessing honesty than the Chinese rice test.

First of all, the physical measurements taken by the machine can reflect many things going on in the "subject," including a variety of thoughts and feelings as well as physical states.

COMPOUNDING THE PROBLEM is the use of polygraph operators untrained in any related subject area, such as medicine or psychology. According to psychiatrist David Lykken, fewer than 1 percent of operators have any such training.

EDITOR'S NOTE—With all the Anti-Union Hogwash written daily in the local paper, this chart shows that wages are not the principal contributing factor to the spiraling increase on the price of meat

at the grocer.

Perhaps more journalistic attention should be directed toward the middle man or the grocer themselves.

AVERAGE HOURLY WAGE, POUNDS OUTPUT AND WAGE PER POUND MEAT PACKING INDUSTRY

(1956 - 1978)

YEAR	PRODUCTION WORKERS	AVERAGE WAGE PER HOUR	AVERAGE OUTPUT PER MAN HOUR	WAGE PER POUND
1956	188,164	\$ 2.08	64.2 lbs.	3.24 cents
1957	176,741	2.23	66.6	3.35
1958	170,400	2.38	68.2	3.49
1959	163,300	2.50	72.9	3.43
1960	164,800	2.60	76.1	3.42

YEAR	WORKERS	PER HOUR	PER MAN HOUR	POUND
1956	188,164	\$ 2.08	64.2 lbs.	3.24 cents
1957	176,741	2.23	66.6	3.35
1958	170,400	2.38	68.2	3.49
1959	163,300	2.50	72.9	3.43
1960	164,800	2.60	76.1	3.42
1961	158,700	2.69	80.4	3.35
1962	155,600	2.77	83.4	3.32
1963	153,400	2.82	88.5	3.19
1964	151,100	2.91	95.1	3.06
1965	149,100	2.99	94.9	3.15
1966	146,300	3.09	100.5	3.07
1967	145,200	3.24	105.4	3.07
1968	144,400	3.45	108.8	3.17
1969	143,400	3.67	110.4	3.32
1970	143,200	3.98	113.4	3.51
1971	146,000	4.20	122.8	3.42
1972	143,800	4.49	127.7	3.52
1973	137,600	4.71	127.8	3.69
1974	136,200	5.15	137.3	3.75
1975	136,200	5.61	141.3	3.97
1976	136,600	6.06	152.8	3.97
1977	137,000	6.44	157.7	4.08
1978 ^{a/}	137,400	6.93	160.2	4.33

a/ 1978 data based on January - September

* These figures show that, contrary to business claims, increased wages are not a major factor in the high prices the consumer is paying for meat. You will note that there are 50,764 fewer workers. The wages have increased \$4.85 per hour and productivity has continuously increased from 64.2 lbs. per man hour to 160.2 lbs. per man hour while the labor cost to produce this pound of meat has increased only 1.09 cents. (How much more are you paying for this pound of meat?)

Sources: Bureau of Labor Statistics and United States Department of Agriculture.



International Brotherhood of Electrical Workers

LOCAL UNION NO. 1974

13306 STEVENS STREET

OMAHA, NEBRASKA 68137

TELEPHONE 895-4080



OFFICERS

Michael D. Quinlan . . . President
H. "Whitey" Clark . . . Vice President
Vernon L. Larson . . . Recording Sec.
Kenneth B. Meyer . . . Financial Sec.
Jackson Philby Treasurer

UNION MEETINGS

Third Friday of Each Month
Dayshift - 8 P.M. Nightshift - 12:30 A.M.

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Michael D. Quinlan

Michael D. Quinlan
President-Business Manager
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COMPOUNDING THE PROBLEM is the use of polygraph operators untrained in any related subject area, such as medicine or psychology. According to psychiatrist David Lykken, fewer than 1 percent of operators have any such training.

Most states have no licensing requirement for polygraph machine operators and those that do, have inadequate standards. For example, a Kentucky applicant must be at least 18 years old and have been in business for at least two years, Jones points out.

It also should be noted that lie detectors are sometimes used for purposes other than protecting businesses from thefts. The tests may be used to screen out job applicants with health problems or to probe the political views or sex habits of the applicants.

No one knows exactly how many people have been fired from their jobs or denied jobs or branded thieves because of "evidence" gathered from polygraph tests.

The Privacy Protection Study Commission created by Congress in 1974, in its 1977 final report recommended legislation to forbid the use of the polygraph or other truth verification equipment in gathering information from an applicant or employee.

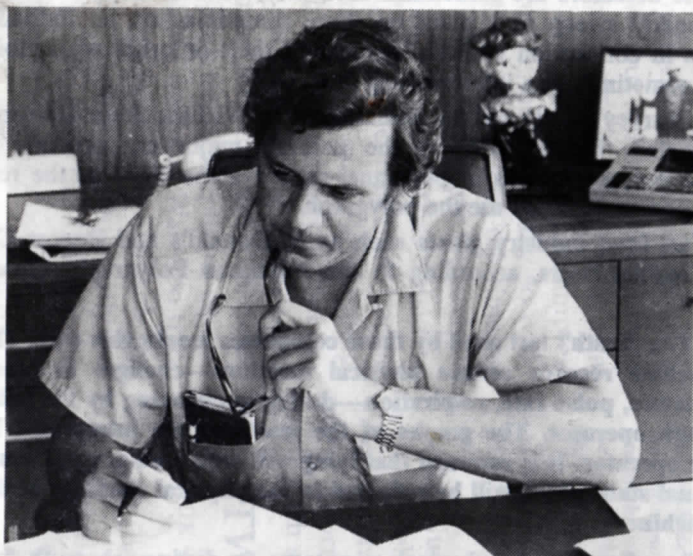
President Carter in April delivered a privacy protection message to the Congress in which he urged "fair information practices" to protect the privacy of medical, financial and research records.

That Lull Between . . .



The Ak-Sar-Ben and United Way Drives

The Report Of The President



by Michael D. Quinlan

The following is an excerpt from a speech given by Secretary of Labor Ray Marshall before a National Union Legislation Conference on March 29, 1979.

You will note that Unions and their memberships are praised by the labor secretary for their compliance with the Carter Anti-Inflation Programs in spite of double digit inflation, spiraling profits and escalating interest rates.

Notable business publications such as the "Wall Street Journal" have also commented on organized labor's 'restraint'.

It is my sincere belief that unions have shouldered their burden of the fight against inflation and now the time has come for the other segments of our economy to respond accordingly.

The Carter's Administration's so-called guidelines which require wages to rise by no more than 7% are actively and enthusiastically supported by flag waving employers who at the same time are soaking the American public with increased costs of their products resulting in record profits averaging 27% and above.

Either we are going to have controls or we are not. The only way we can effectively control and bring inflation down to an acceptable level is through temporary mandatory controls on

mid-March, 33 agreements covering almost 325,000 workers were in compliance.

These show a real willingness by workers to help make the program work during this critical early phase.

But prices show a different picture. In fact, high profits and excessive price increases are jeopardizing our whole effort to fight inflation.

Profits in the last quarter increased 26.4 percent over the year before. On the heels of profits, producer prices increased at an annual 15.6 percent in January and 12 percent in February. And consumer prices increased at an annual 15.6 percent in February.

Price increases will probably drop later this year, as in past years. But the fact remains that prices are rising much too fast—without apparent justification—in fact, while profits are high—all at the wrong time . . .

And I suspect that—instead of flaunting the guidelines—businesses are using this opportunity to find every loophole and work them for what they're worth.

President Carter is deeply concerned about these price increases and the apparent business attitude to get what you can, as soon as you can. Self-restraint is for everybody in this fight against inflation.

For that reason, we are tightening up price standards, to restrain increases from further jeopardizing the program. We will expand our monitoring to medium-size and small companies in problem industries. And we are expanding the price monitoring staff.

Voluntary wage-price restraint—coupled with structural changes to the economy—are the only lasting solution to inflation. But they are also the most difficult and politically risky.

So far, labor has done its part. The federal government is doing its part in setting an example of self-restraint.

But this fragile compact will collapse if businesses continue to pass on double-digit price increases while earning record profits.

In short, the ball is in business' court. And we intend to see that they play by the rules."

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The Record

DEATHS:

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Clyde Thinnies, Dept. 282Father-in-law

C. C. Hopkins, Dept. 282Father-in-law

Gary L. Jones, Dept. 253Mother

Cindy R. Bishop, Dept. 251.....Father-in-law

Don Janda, Dept. 445Father

H. H. Sheldon, Dept. 741Father-in-law

Rich W. Miller, Dept. 287FaFther

Tony Visocky, Dept. 728Brother

Daniel Koenig, Dept. 444Father-in-law

C. W. Koenig, Dept. 439Father

A. C. Hermes, Dept. 444Mother-in-law

EDITOR'S NOTE:

In the March issue of the Short Circuit, we erroneously reported that J. R. Springer, Dept. 439, was a non-member. This was incorrect and we extend our apologies to her.

Winding Down

London, England—A union idea whose time has clearly come (and it is spreading like wildfire across free Europe) is a reduction in working time for people who are moving toward retirement age. One of the newest contracts to incorporate this bright idea was negotiated by the Association of Executive, Clerical and Computer Staffs with the British Aluminium Company. The new agreement says that six months before their retirement, employees can choose to work only a four-day week; three months later, if they like, they can go to a three-day week, and after another month, a two-day week.

of their products resulting in record profits averaging 27% and above.

Either we are going to have controls or we are not. The only way we can effectively control and bring inflation down to an acceptable level is through temporary mandatory controls on all segments of our economy including prices, profits and interest rates.

The honor system currently asked by the Carter Administration has turned out to be nothing more than a middle class consumer rip-off by some unscrupulous businesses.

Labor Secretary Ray Marshall:

"It has now been five months since President Carter announced his anti-inflation program. And so far, labor compliance has been very good. Increases in hourly wages in December through February have been nearly a full percentage point below the previous three months.

In the first major contract of the year, wage increases negotiated with oil refineries were within the standards. As of

continue to pass on double-digit price increases while earning record profits.

In short, the ball is in business' court. And we intend to see that they play by the rules."

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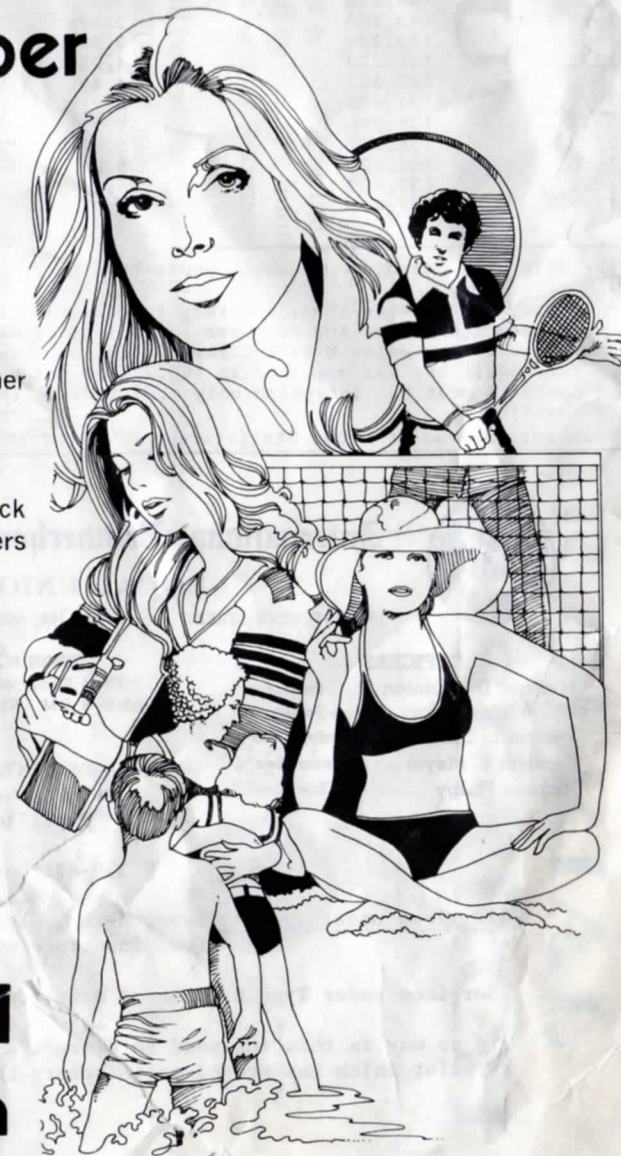
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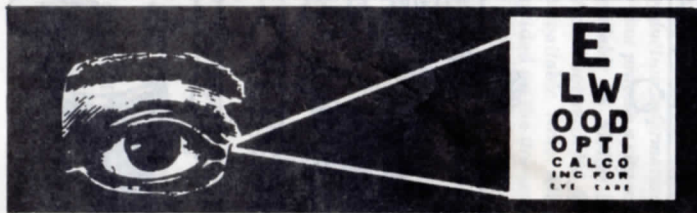
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