



International Brotherhood of Electrical Workers



LOCAL UNION NO. 1974

13306 STEVENS STREET • OMAHA, NEBRASKA 68137 • TELEPHONE (402) 895-4080 • FAX (402) 895-1828

Officers

Frank P. Possinger..... President
Marlene Wilson Vice President
Sparky Bruning Recording Secretary
Edie Riester Financial Secretary
Sam D. Martin Treasurer

Union Meetings

Third Thursday of Each Month
Third Shift — 8:20 a.m.
Second Shift — 2:00 p.m.
First Shift — 4:15 p.m.

Executive Board

Marlene Majeski, Chairman
Jim Filipiak
Mike Kelly
Rick Madej
Jim Pabian

May 16, 1996

TO: ALL UNION MEMBERS

The monthly membership meeting will be held **Thursday, May 16, 1996**, 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.

PRESIDENT'S MESSAGE

Election of Delegates - 35th IBEW International Convention

On **Thursday, May 16, 1996**, voting will take place in our Local Union Auditorium to elect seven delegates and eight alternates to the IBEW International Convention that is scheduled to convene on **September 16, 1996**, in **Philadelphia, Pennsylvania**.

The following candidates, listed in alphabetical order, are seeking your support. Don't forget to cast your votes today for the candidates of your choice. They are:

Ed Betzer
Shirley "Sparky" Bruning
Sharon K. Buzzell
Bill Deegan
Sheila Filipiak
Douglas G. Johnson
Marlene Majeski
Charlie Newell

Mary Ellen Newell
James Pabian
Rick L. Palmer
Jerry Peterson
Stephen M. Reandean
Ray Sempek
Robert Wulf

The election polls will be open from **6:00 a.m. to 6:00 p.m.** Election will be by secret ballot. **Election Judge, Everett Peterson**, would like to remind everyone who votes to please have your Union Card or your Company pass with you at the time you register.

NO SHOW POLICY

We still have not come to a conclusion on the "*No Show*" policy, but that issue should be resolved within the next week. This has been a very difficult issue to deal with because of the economic harm it causes to other members who would have worked but couldn't, and it also causes a scheduling problem if that position doesn't have a body to cover it and make product.

The last meeting we had on this with the Company did not go well (usually we can discuss issues with reasonableness, common sense and logic, but this issue became very emotionally driven), and there was **NO** agreement reached.

This problem or issue has been a tough one to work with because the UNION has also been getting pressure from the affected members who "*lose*" monies. The problem continues because **20+ people** do this on a continuing basis. This has been the **DRIVING** cause of another policy. The Company just didn't up and demand this, nor did the Union. It was driven by **20+ people** on the floor that **wouldn't call in or show up for the overtime opportunity**.

People have to learn to **just say no to overtime when and if they know they won't be able to make it!** If this would happen, there wouldn't be a need for another "policy."

And, while we are talking policies, let's visit the *parking lot policy*. There currently is and has been a policy governing this. With this many employees and three shifts, there has to be a procedure and policy to maintain the lot. There are problems with parking in the wrong areas, mainly in the "*blue line area*." There areas have been reserved for those who have **5 or more years of perfect attendance**. There are 507 employees that this affects, some of whom I am sure don't necessarily park in those lines every day, because of whatever the reason. But, agree or not, that space is for those persons.

This is just a reminder from me to you, to **PLEASE PARK IN ONLY THE AREA THAT IS DESIGNATED FOR YOUR SHIFT!!!!**

There will be discussions on this issue, and I hope it doesn't involve "another policy" having to be written because of a few.

A number of members have called the Union Hall asking about the shift realignment procedure and how changing of your shift can affect or change your job. "**NO JOB**" duty or tour, is **PROTECTED** from shift realignment, **OR** excess, **OR** surplus. Management, by contract, has the right to move a person to any position within a level 2 overtime pool, and can move level 1's anywhere in the total IBU.

FOR YOUR INFORMATION

From "A&T Today," Monday, April 15, 1996:

"U.S. District Judge Harold Greene Friday (4-12-96), ended his long reign over the telephone industry. The end came in a case involving four regional Bell operating companies that wanted the Justice Department to return reams of confidential information about their business operations. Greene's decision on the documents marked the federal judge's last act under the landmark 1982 antitrust consent decree that broke up AT&T, created the regional telephone companies and placed them under close federal court supervision. At the same time, he allowed the government to keep the Baby Bell documents, Greene formally ended the biggest antitrust in U.S. history by dissolving the AT&T consent order, which revolutionized America's telecommunications industry."

"*** YOUR PERSONNEL FILES – Every few weeks, Jon Howard Rosen, a labor lawyer in Seattle, gets a call from a client who wants to know if he has a right to see his personnel file. The question does not surprise Rosen. 'The truth of the matter is that most people don't know if they have that right,' he said. 'Quite frankly, a lot of supervisors don't know.' But the lack of knowledge is not due to unimportance, according to Lewis Maltby, a lawyer with the American Civil Liberties Union. 'What's in your personnel file,' he said, 'will have a dramatic impact on your life when you go to apply for another job or even a promotion in your own company.' Many employers allow access to files as a matter of corporate policy. At AT&T, 'it is simply presumed that if you want to see information about yourself you can do that,' said a company spokesman, Burke Stinson. 'If I want to find out what my appraisal is, I can do that.' Indeed, many employers show performance evaluations to employees at the time they are written, and offer a chance to respond in writing. (NY Times, 4/14)"

PURCHASING PHONE PRODUCTS AT DISCOUNT

From "AT&T Today," Thursday, April 18, 1996

Employees of Lucent Technologies and AT&T can continue to purchase many telephone products and accessories at discount even though all Phone Centers have closed. To purchase products, fill out a DPPA Order Form and send it in by e-mail or fax, using a major credit card for payment. Orders will be shipped directly to you via UPS. A promotional flyer with an order form attached will be distributed to all employees the week of April 22. Additional order forms can be obtained by using AT&T Mail or Microsoft Mail to create a message addressed to either dppaform@cp.att.com or attmail!cpmail!dppaform. In the body of the message, type: -- DPPAFORM WORD for a word version of the form – DPPAFORM TEXT for a text version of the form – DPPAPRICE for a price list. The information you've requested will then be sent back to your e-mail address. To order, complete the form and send it to either dppa@cp.att.com or attmail!cpmail!dppa. Or you can fax the completed order form to **201-581-3781**. If you have access to CP's Microsoft Mail Global Address List, you can obtain forms from the DPPA automatic information folder and then send our order to DPPA Order Processing.

WAGE INCREASES

By: Marlene Wilson, Vice President

Effective **May 26, 1996** each employee then on the active payroll will receive an increase in standard rate based on the employee's applicable Production Level or Trades Group.

PRODUCTION LEVEL I

1.	.15	\$ 8.21
2.	.15	8.76
3.	.15	9.34
4.	.15	9.96
5.	.18	10.62
6.	.24	11.32
7.	.30	12.07
8.	.38	12.88
9.	.46	13.73

PRODUCTION LEVEL II

1.	.15	\$11.18
2.	.15	11.68
3.	.15	12.20
4.	.16	12.75
5.	.23	13.32
6.	.30	13.92
7.	.37	14.54
8.	.45	15.19
9.	.54	15.87

PRODUCTION LEVEL III

1.	.15	\$12.61
2.	.15	13.14
3.	.15	13.70
4.	.18	14.28
5.	.25	14.89
6.	.33	15.52
7.	.41	16.18
8.	.49	16.86
9.	.59	17.58

TRADES GROUP I

1.	.15	\$16.94
2.	.16	17.93
3.	.33	18.97
4.	.51	20.07
5.	.72	21.24

TRADES GROUP II

1.	.15	\$16.94
2.	.15	17.71
3.	.21	18.52
4.	.33	19.36
Control		
5.	.46	20.24
6.	.60	21.17
7.	.75	22.13

TRADES TRAINEE

1.	.15	\$11.04
2.	.15	11.85
3.	.15	12.71
4.	.15	13.64
5.	.22	14.64
6.	.29	15.71
7.	.38	16.86
8.	.48	18.10
9.	.58	19.42
10.	.70	20.84

NATIONAL SAFETY COUNCIL LABOR DIVISION MEETING

Las Vegas, Nevada - April 21 - 25

By: Sam Martin

Attendees:

Deb Gulizia)	
)	Joint Union/Management
Sam Martin)	Team Members

On April 21st, caucuses were held for all Unions. We attended the IBEW's. Discussion was centered on OSHA funding or lack of funding in the Bills before Congress. We were presented a resolution from that caucus to give to our Business Manager and our elected Delegates who will attend the National IBEW Convention later in the year. It basically states that the International Convention go on record, as recommending to all local Unions that they affiliate and participate in the Affairs of the National Safety Council Labor Division.

Fatalities were discussed at length and it seemed the "root cause" was people were in such a hurry that they failed to use their provided safety equipment, and as a result, the proper procedures and processes were cut short.

People who don't like to hear about safety usually were the ones that hurt a fellow Brother or Sister. Some stories that stuck were:

- A. *Two employees were working on the opposite end of a line when one dropped his tool box and the other thought it was the sound of the electrical disconnect. HE WAS KILLED!*
- B. *Union members were a part of the Committee with American National Standard Institute. They rewrote OSHA's Confined Space Standard.*
- C. *6,000 PEOPLE DIED ON THE JOB; 42,000 ON THE HIGHWAY AND 44,000 AT HOME IN ACCIDENTS LAST YEAR!!!!!!!!!!!!!!!!!!!!!!*
- D. *A resolution was presented to have Drug Education in our schools all through high school.*
- E. *ALWAYS REMEMBER TO NEVER PUT AN INFANT IN THE FRONT SEAT OF A CAR THAT HAS AIR BAGS ON THE PASSENGER SIDE; THEY HAVE BEEN KILLED.*

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The general consensus of the members was the people who are hurt seriously should have their names and their faces publicized as a STATISTIC because, **"STATISTICS ARE REALLY JUST THE PEOPLE WITH ALL THE TEARS WIPED AWAY."**

In the National Safety Council First Aid Class, we found that class is being taught to 3 million people a year. Deb and I will present to our next monthly Safety Meeting, the following items and ask that the following classes be made available for our membership; perhaps the 40-hours of training a year that's being provided for everybody.

1. Level II First Aid Course (C.P.R. ETC.). Even though we have the Emergency Response Team here for us, there is a dire need for it at home.

2. Stress Management Course: It was taught to the White House Staff, and the Olympic Teams. Work Place Violence is on the rise. We have to control our urge to crack someone. Example: The Big Tall Guy in the Safety Department.

They will be available to come here and present these classes, as well as any others we might wish.

In the April, 1996 issue of 'National Safety & Health Magazine,' a survey was conducted and a highly made recommendation was the **V. P. PROGRAM OF OSHA's**. We are lucky to already have that here in place.

Union members here at Omaha also have Safety written right here in our local agreement.

Deb and I would like to thank our Local for giving us this opportunity to attend this meeting. Also, I would like to commend **Deb Gulizia** because it was her Las Vegas Sicilian connections that I really found out what happened to some former prominent Union Officials, such as: **Jimmie Hoffa; Jim Hardick; Tom Connor; Dan Lubash and Bugsy Malone.**

WORK/FAMILY FAIR

By: Larry Cherry

On April 25th, the Employee Resource Center sponsored a Work/Family Fair in the auditorium. The Alzheimer's Association; Midwest Child Care; Eastern Nebraska for Aging; Mercy Care Center and McAuley Bergan Center had exhibition tables set up. These organizations have received grants from The Family Care Development Fund which is a joint project of **AT&T, IBEW AND CWA**. The Fund's purpose is to increase the supply and improve the quality of child care and elder care services available to **AT&T/LUCENT employees**. The winners of the gift certificates were: **CAROL BERRY; CARMAN VACANTI and ANTHONY MACKEY.**

The McAuley Bergan Center is planning to start a support group for employees who are caring for older relatives or adult relatives with disabilities. If you are interested in a support group, please contact **Larry (x-3523) or Marie (x-3607)** in the Employee Resource Center.

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ATTENTION RETIREES!!!!!!

By: Marlene Majeski

We would like to determine if there is any interest from our retirees that were **UNION MEMBERS** to establish some type of a Retiree's Club with regular get togethers, etc. If you have any interest or would like to help get a group established, please call the Union Hall and leave me a message. The number is: **895-4080**.

SHIFT PREFERENCE BOOK

Once again, we would like to remind our members that the Shift Preference Book is there for you to use if you want to change shifts.

Please bear in mind that if you change areas, or no longer want to change shifts, it is **your responsibility** to either put your name in or take your name out of the book. Your initials are required and the date you put your entry **in** or take it **out** to make it legitimate.

WHEN BIDDING ON A JOB

When a job is posted for a second shift opening, that means that is where the **original** opening is.

However, if someone on another shift has less seniority than you, you have the right to bump that shift.

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THANK YOU

I would like to thank Local 1974 and my many, many friends for your prayers, cards, calls and monetary expressions of thoughtfulness in the loss of my brother.

May God Bless,

KITTY McCANTS

THANK YOU

My sincere thanks to all of you for the flowers, cards and/or other acts of kindness extended to me during my recent illness.

JERRY NEWMAN

BUILDING 50 - TIME CLOCKS

By: Executive Board Officer, Jim Filipiak

Last year, 1995, your Union/Management Team sat down and discussed trucker/pedestrian safety in the Cable Plant. Time clocks were brought up at this meeting as was truck traffic at shift change, both Company and outside contractors' vehicles.

If you remember, our members were also being written up for clocking in and out at the wrong time clocks. A solution was talked about and implemented:

MOVE THE CLOCKS!!!!!!!

The time clocks were moved to the entrance doors. This seemed to work out for both parties' benefit.

As of this day, we are about to lose this and return to the old way. I hate to move backwards, but we seem to have a problem, so we're asking for your help!!

People are lining up to go home. We're told anywhere from 30 to 15 minutes early. People coming to work have a difficult time clocking in. Management doesn't want to police the clocks. This was agreed to be a merit system solution.

Please ask yourself, is it worth moving backwards? It's up to us, again, to help solve this problem.

Thank you,

YOUR UNION TEAM

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The winners of the 50-50 Cope Drawings were:

At the 8:20 a.m. meeting - Lela Stewart.	\$ 9.00
At the 2:00 p.m. meeting - Mel Domina.	2.75
At the 4:15 p.m. meeting - Jerry Peterson.	10.00

All of the above recipients donated their winnings back to the Cope Fund.
Linda Kelly also made a donation to the Cope Fund.

VOLLEYBALL TOURNAMENT

By: Deb Gulizia

Our last Co-Ed Volleyball Tournament of the season was held March 30th. Again, we had a great turnout and were able to raise **\$857.55** for our COPE COMMITTEE.

Scott Brown's team won this time after coming in 2nd place several times. Congratulations! The 2nd place team this time was "**HAWKEYES – THE NEXT GENERATION.**" The founder of the original "Hawkeyes" volleyball team was asked to please sit this tournament out. I noticed the name, "**Sam Martin,**" was on their roster, but I was told it was in case of **emergency only!** Ironically, all three men on the team were badly injured, but the women kept pointing at the old man on the bench to give them the strength and determination to continue. . . way to hang in there guys! After being gone for a couple years, you Hawkeyes came back looking good!

Our next tournament will be toward the end of summer and I urge you to come down to your Union Hall, have lunch, watch some top notch volleyball and support our COPE COMMITTEE, all at the same time. Remember, -- we need people in office that will look out for us – THE WORKING CLASS!

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JACK F. MOORE, ELEVENTH DISTRICT SCHOLARSHIP FUND

This scholarship will be for **\$1,000 (\$500 each semester)** and will follow the participant through the four years of college if grades are maintained at a passing level.

If any member has a son or daughter who wishes to make application, they should write to the following address and ask for a scholarship application form for the *Jack F. Moore, IBEW, Eleventh District Scholarship.*

Southwest Missouri State University
Office of Financial Aid
901 S. National
Springfield, MO 65804

Applications must be received by the college by **JUNE 15, 1996** for scholarships for the school year 1996-1997.

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The winners of the \$50 door prize at last month's meeting were:

At the 8:20 a.m. meeting - **Patty Vargas.**

At the 2:00 p.m. meeting - **John Gude.**

At the 4:15 p.m. meeting - **Les Rue.**



Classes Start in June!

Would you like to complete your Bachelor Degree in 12 Months?

Do you currently have 60 or more credit hours?

Can you attend class once a week for four (4) hours?

REPRESENTATIVES WILL BE ON-SITE TO ASSIST WITH REGISTRATION AND EVALUATIONS FROM MAY 6 THROUGH MAY 17.

CONTACT MARY LISKA X3330 FOR AN APPOINTMENT.

Classes will be taught in the ETOP Learning Center

**Bellevue University's
Accelerated Program in Management**

OCCUPATIONAL/SALARIED GRADED EMPLOYEES

Omaha Works

**CALL THE FOLLOWING CONTACTS *FIRST* TO RESOLVE
YOUR MEDICAL, DENTAL AND VISION CARE PROBLEMS**

Claims Administrator:

AT&T - Point-of-Service (POS) (Helpline/HealthCheck/Dependent Data):

Blue Cross/Blue Shield - Nebraska -

1-800-821-7422

1-800-821-4790 (Hearing Impaired)

**Out of Area - Traditional Medical Expense Plan (MEP) & Preferred Provider
Organization (PPO) Claims Administrator:**

MetraHealth (formerly Travelers) -

1-800-334-2400

1-800-545-6751 (Hearing Impaired)

HealthCheck:

Intracorp (Hospital Admissions) -

1-800-424-4288

1-800-962-2208 (Hearing Impaired)

Blue Cross/Blue Shield (Hospital Admissions) -

1-800-821-7422

1-800-821-4790 (Hearing Impaired)

Dental Expense Plan:

Prudential -

Traditional

1-800-543-5458

DMO

1-800-332-3662

Vision Care Plan:

MetLife -

1-800-638-4288

**Benefit Directions Enrollment Center (BDEC)/AT&T Dependent Recordkeeper for
MEP & PPO:**

1-800-662-8439

1-800-874-7218 (Hearing Impaired)

NOTE: If you are enrolled in an HMO, you must contact the HMO directly.

Medco: 1-800-882-8879

1-800-759-1089 (Hearing Impaired)

(Prescriptions)

Medco Behavioral Care: 1-800-695-0090 1-800-695-5526 (Hearing Impaired)

(Mental Health and Chemical Dependency)

THE RECORD

JUNE SLATON MEMBER

Sherry Stout, IBU 23H
Father-in-law

Duane Dolezal, IBU 254
Grandmother

Chris Erbes, IBU 241
Grandmother

Larry Grell, IBU 254
Wife

Della Tyler, IBU 256
Grandmother

Butch (H. A.) Lee, IBU 241
Brother

Jack Campbell, IBU 241
Mother

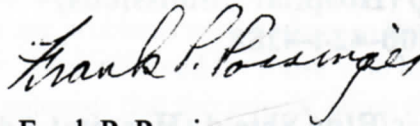
Edra Campbell, IBU 226
Mother-in-law

Dave Clements, IBU 237
Mother

Linda Clements, IBU 23M
Mother-in-law

Dixie Czertwitis, IBU 237
Mother

Fraternally,



Frank P. Possinger
President-Business Manager
Local Union 19974, I.B.E.W.

FPP:mw
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