

May, 1999



President's Message

I would like to congratulate Ashley Glasshoff, daughter of Larry Glasshoff, Dept. A17, and Melinda Hatcher daughter of Melvin Hatcher, Dept. A11. These two students were the IBEW Local 1974 winners of the Academic Awards Scholarship for 1999. A total of 35 new scholarships are granted each year to the children of CWA and IBEW represented employees. To be awarded these scholarships, the students must have participated in volunteer youth activities and projects in their communities or schools and required a 2.75 cumulative

grade point average. I am proud to once again say that two of the 35 scholarships awarded this year were to our Local Union members' children. This is quite an accomplishment and I'm sure that Ashley and Mindy will both have bright futures. **Keep up the good work and good luck to you!**

There has been a favorable resolution from the IRS on the issue involving the Special Savings Plan Contribution for the "Signing Bonus" and the buyout of the "Telephone Reimbursement Benefit." The original withdrawal rules were if a participant withdraws all or a portion of a Special Company Contribution, he/she will be suspended from receiving any additional Special Company Contributions. This meant that you would forfeit any money due to you during your 6 month suspension period. The new rule is that if you withdraw all or a portion of a Special Company Contribution before age 59 1/2 and before it has been in your savings plan for at least two full plan years, you will be suspended from receiving any additional Special Company Contributions for 6 months.

After the 6 month suspension, your account will be credited with the Special Company Contributions that were awarded during your suspension period.

As I reported last month, there is a new parking policy in place.

Employees may now park in their own designated shift shift parking or in the previous shift's designated parking. The Company and Union have agreed to create a "fresh start" to the new parking procedure by eliminating all past parking tickets which resulted in a violation of factory rules between the period of June 1, 1997 and April 5, 1999. Parking violations in the files of all employees during this period of time will not be used for disciplinary action.

On February 26, 1999, the Long Term Savings Security Plan (LTSSP) posted a contribution in the form of

Continued on Page 3



Ashley Glasshoff

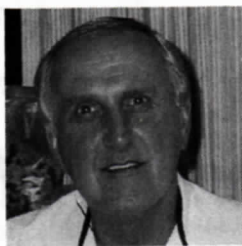


Melinda Hatcher

TO: ALL UNION MEMBERS:

The monthly membership meeting will be held **Thursday, May 20, 1999 in the Small Meeting Room, 13306 Stevens Street, Omaha, Nebraska. Phone: 895-4080 - FAX 895-1828.**

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

There are a number of questions on 7-Day coverage in the Cable Plant. Management still maintains that it is doing just what they wanted. The big downside of 7-Day coverage is that it disrupts a person's personal life. The upside was that a lot more employees were hired in 1998 and if it goes away, no telling what will happen. Generally, more money (10% 7 day coverage bonus and overtime) can be made. In time, the Union hopes through upgrades and other movements of personnel the people who want to make more money can get in the Cable Plant, and the employees who want out, can get in the other areas of business that are not 7-Day coverage.

I was asked to participate in a seminar on Safety at the Greater Omaha Safety "Expo", May 11 & 12, 1999 at the Holiday Convention Center, 72nd & Grover, Omaha. The topic is the effect Unions have on Safety issues in the workplace.

I don't usually like to address stories or rumors that seem to sometimes run rampant but: About 2 years ago, I was out of town at a EM3 Council meeting with a fellow officer. When we called back home, this fellow officer found out a Level III job was posted that she was qualified for. Everybody knows here at Omaha that's a once in a lifetime happening. She was not going to be back in time to bid for the job, so she called her husband to bid on this job for her. Instead of putting the Vacancy Number on the bid sheet, he wrote the job description "Storeroom". That was a disqualifi-

er. She lost out like others have. Like Paul Harvey, the rest of this story is **that officer** was our President Marlene Wilson. So, those that say the Union & Management fix upgrades for people, they forgot to tell President Wilson. **Shame on you!** By the way, she still is a Level II.

GLOBAL FOUNDERS GRANT impact of Stock splits. Originally, price per share was \$44.5625 for 100 shares. April 1998 split, revised shares 200, at revised price of \$22.2813. April 1999 split, revised shares 400, at revised price of \$11.1407.

Cumulative Gains for the Year 1999 through April 30th on our 401k Stock Options.

BT (Bankers Trust) Fund (thru 3/31/99)	-4.40%
Emp. Shares Fund 1&2	+9.20 est.
Fidelity Eq.-Inc. Fund	+11.45%
Fidelity Freedom Inc. Fund	+2.07%
Fidelity Freedom 2000 Fund	+3.57%
Fidelity Freedom 2010 Fund	+5.56%
Fidelity Freedom 2020 Fund	+6.95%
Fidelity Freedom 2030 Fund	+7.63%
Fidelity Magellan Fund	+9.96%
Fidelity Ret. Money Market Fund	+1.57%
Lucent Capital Preservation Fund	+2.23%
Lucent Stock Fund	+9.20%
Merrill Lynch Bond Fund (thru 3/31/99)	+2.47%

*Fraternally,
Sam*

THE SHORT CIRCUIT

Omaha, Nebraska

May, 1999

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

President Marlene Wilson
Vice President Sam Martin
Recording Secretary Sparky Bruning
Financial Secretary Edie Riestler
Treasurer Tom Pallas

Executive Board

Jim Filipiak, Chairman
Tim Gillham, Rick Madej, Marlene Majeski, Jim Pabian

Newspaper Staff

Editor Deb Gulizia
Artwork Tim Cremeens

UNION REP MOTTO

We're in this together
and we are brothers,
fight-not just on my own
behalf - but
for the sake of others!

President's Message

Continued from Page 3

Lucent Stock to the accounts of eligible employees as a result of excess shares in the LESOP Released but Unallocated shares account as of December 31, 1998. On February 26, 1999, these shares were distributed evenly across the eligible employees' accounts as a contribution to the Employer Shares Fund. An eligible employee is one who, as of December 31, 1998, was a Plan participant, had at least one contribution from pay contributed to the Plan during the 1998 Plan Year, had shares in the Employer Shares Fund and were not subject to a suspension of the Company Matching Contributions. Payment amount to each eligible participant's account was \$311.25 and should have been posted on 2/26/99.

You may have already received a packet in the mail from Lucent. This is what they are calling "Operation Clean Sweep". This packet contains payroll and related information. You are asked to verify the accuracy and completeness of these data and respond back with an acknowledgement of accuracy or make necessary changes. It is very important for everyone to return the verified information in the envelope provided. If you do not do this, it could affect your paycheck in the future.

The terms for the Business Unit Performance Award have been agreed upon by the Union and the Company. This Award will be based on three metrics: Quality, Delivery and Productivity.

Network Products Group Performance Award Plan -- Omaha Works

	Quality (33.3%)		Delivery (33.3%)		Productivity (33.3%)	
	GPA		CCSD		Metric	
1999	Metrics	Payout	Metrics	Payout	Metrics	Payout
Maximum	4.6	\$250	96.00%	\$250	\$16,000	\$250
			95.75%	\$222		
	4.5	\$225	95.50%	\$195	\$15,500	\$225
Target	4.4	\$166	95.25%	\$167	\$15,000	\$167
			95.00%	\$139		
			94.75%	\$111		
Minimum	4.3	\$83	94.50%	\$83	\$14,500	\$83

4.4	\$166.00
95.8%	\$222.00
\$15,368***	\$225.00
Payout	\$613.00

RESULTS
TO DATE →

We were also able to get an agreement if, because of SAP, our results are significantly lower, then we can reopen our discussion. This is figured on the fiscal year, October 1998 through October 1999. It has a minimum payout of \$250 and a maximum of \$750 payout. The Lucent Performance Award uses the same fiscal year and has a \$250 minimum and no maximum. Both of these will be paid to our members no later than December 31, 1999. Remember, our Business Unit Performance is also based on the results at the Atlanta Works and the Dallas Works. We are all part of the Network Products Group. The terms and conditions of these payouts are determined every year.

Although meetings are being held with our National Bargainers and the Company to discuss Circuit Pack outsourcing and the SAP payroll system, there has not been a resolution to these issues. The contracts will not be signed until an agreement is reached.

Fraternally,
Marlene Wilson
President/Business Manager IBEW #1974

*I've learned – that you cannot make someone love you.
All you can do is to be someone who can be loved. The
rest is up to you.*

*I've learned – that no matter how much I care, some
people just don't care back.*

*I've learned – that it takes years to build up trust, and
only seconds to destroy it.*

*I've learned – that it's not what you have in your life
but who you have in your life that counts.*

–Submitted by Marlene Majeski

THE WINNERS

The winners of the 50-50 Drawing were:

At the 8:20 a.m. meeting - Jim Filipiak-\$11.50
At the 2:00 p.m. meeting - John Asher-\$4.50.
At the 4:15 p.m. - Rick Madej-\$6.50.

Jim Filipiak and Rick Madej donated their winnings back to the COPE Fund.

The winners of the \$50 Door Prize were:

At the 8:20 a.m. meeting - Jason Scott.
At the 2:00 p.m. meeting - Bob Koster.
At the 4:15 p.m. - Brenda Klingforth.



TRADE WINDS

BY RICK MADEJ

There has been a lot going on recently so let's see how much Debbi will print. First, I overlooked Chuck Hansen who graduated from the Machinist Apprenticeship Program back in February. Congratulations Chuck and I'm sorry for the delay.. We are also happy to announce some recent Machinist Apprentice graduates. The new journeymen are: Andy Frye, Don Roach, Greg Warren, and Richard Williams. Congratulations to all of you from the entire Apprenticeship Committee, and good luck in the future.

On a related note, we seem to be losing journey-workers faster than we can graduate apprentices. While there seems to be a need, we are also aware that there are qualified people out there waiting to get into the Toolmaker and Machinist Apprenticeship Programs, as we hear from them almost daily. While we sympathize with these people we are basically asking the same question that they are - WHEN? Unfortunately, the union doesn't hire or promote, the company does and only they know the answer.

On another related note, we felt that we were going to get some top notch training from the Steamfitters Local but that fell through. It seems that their training coordinator was not in touch with his membership when we were setting up our training schedule. Well, we did all right without them in the past, and we will do all right without them in the future. We will just chalk this one up as experience.

Finally, I would like to thank the production workers for NOT doing trades work. I have had very few complaints recently and I thank you all. As I have said before, if you need something repaired, put in a notification. If it doesn't get fixed, keep putting notifications in until it does get fixed. The complaints that I receive now are about tradesmen doing other trades work especially on weekends. If you are instructed to do work outside of your trade or even your overtime pool, please bring this fact to the supervisor's attention, then if he insists that you do it, we can grieve it. DO NOT refuse to do work that you are qualified to do, but when instructed to do work that you feel belongs to another tradesman, please bring it to the union's attention as soon as possible. There has always been a desire by some managers to make Omaha a two craft facility, so don't feed their ego's. Remember, if you do someone else's work today, someone else could be doing your work tomorrow. Let's keep our trades pure. Thank you.

I've learned - that maturity has more to do with what types of experiences you've had and what you've learned from them and less to do with how many birthdays you've celebrated.

I've learned - that two people can look at the exact same thing and see something totally different.

-Submitted by Marlene Majeski

Retirees in March 1999

Michael P. Bizal
 William A. Brumfield —
 Stephen T. Costello
 George R. Coventry
 Eugene L. Drvol —
 Charles E. Ferguson
 Agoston Z. Frics
 Charles O. Gallup —
 Paul J. Guhl
 Richard V. Hopkins
 Louis M. Johnson
 Jesse S. Knutson
 Richard Kyriss
 Mary G. Laizure
 Daniel J. Langdon
 Darrell E. Lieber
 Calvin T. Maholmes
 Douglas J. McGuire —
 Judith T. Nelson
 Merle M. Nootz
 Forest R. Payne
 Randy L. Pegg
 James H. Roper —
 Harold L. Staub —
 Richard C. Toelke
 Dale C. Wichman

**Two New Members Didn't
 Want Their Names Printed**

**2745 Members • 26 Retired
 5 Quit • 1 Deceased • 1 Terminated**

Parade Update

by Rick Madej

Another parade has come and gone! After just recently returning from a Community Service Conference, I know how important it is for a union to be involved in the community around them. If you want any support, compassion, or sympathy when times are bad, you must show support to them and their communities when times are good. Parades are a high profile way of showing the people that you are there. They are also the easiest community service projects available. There is a little work involved but you can make it as much fun as you want.

Our entry in this year's Cinco De Mayo Parade was bigger and better than ever before: the weather was nice, and we all had a good time. The most fortunate part was the fact that we teamed up with the Lucent Hispa Organization and Breezy (Brenda Williams) a very Korny Clown, to make it almost appear that we had some people there. I did see a couple new faces, and we appreciate that, but we also noticed that many of the regulars were missing. I'm not even involved in 7-day coverage and I hate it because I'm sure it caused many of our members to miss this event. Anyhow, it's important that we keep active in our community, so the parades will continue. The officers are currently thinking of enhancements to lure members to these functions in the future. We are planning a fundraiser in the near future to support it.

Our next outing will be the annual Labor Day Parade in September. Come out and give it a try. You'll be glad you did.

IMPORTANT PHONE NUMBERS

Fire-Medical-Security.....X3222
Benefit Room.....X4954
ETOP.....X3828
ERC.....X3523
Tuition Assistance1-800-785-6586
Legal Services.....1-800-821-6400
Pension.....1-888-736-7700
Blue Cross/Blue Shield
of Nebraska.....1-800-821-7422
Dental-Prudential
(Traditional).....1-800-220-5470
Dental (DMO).....1-800-220-5479
Vision-Metlife.....1-800-636-7231
Mental Health & Chemical
Dependency.....1-888-314-4017
Savings.....1-800-410-4015
Shares for Growth.....1-800-348-8288
Founders Grant.....1-888-582-3686
Stock Purchase1-888-587-8625

**Be Informed
 Attend
 YOUR
 Union Meeting!!!**

Benefit Update



by Edie Riester

Recently it has been brought to my attention that some of our members are having claims paid out of network, because misinformation was given by Benefit Directions Enrollment Center (BDEC), especially to our new members that have just completed their 6 months service and members that just recently got married and had to call to enroll their dependents. BDEC has led members to believe that they can pick their Primary Care Physician (PCP) through them. To pick a PCP you must call **1-800-821-7422**. Seems some are getting their ID cards that say **"No PCP selection made"**; therefore, claims are being paid out of network and applied to the deductible. When your coverage begins under the POS option, you will receive a personal identification card for yourself and for each covered dependent. The ID card contains the name and number of your PCP. It shows the copayment you will have to pay for key services such as office visits and emergency room use, and it gives the toll free 800 number to call for Member Services. On the back, there are instructions for what to do in an emergency. So, please check your card and make sure there are not any errors on your card.

Your PCP coordinates your in-network health care. A PCP may be either an internist, family practitioner, general practitioner or pediatrician. A PCP's responsibilities include:

- Giving you regular checkups (Women are also eligible to receive an annual well-woman exam from a network OB/GYN)
- Providing treatment when you are ill
- Ordering necessary lab work, X-rays or other test
- Referring you to a specialist when necessary
- Arranging for hospitalization or outpatient treatment, and
- Arranging all necessary precertifications from the Health Care Company

Each member of your family may have his or her own PCP. You can change your PCP by calling Member Services. Indicate the name and ID number of the doctor you want to switch to and a new ID card will be sent to you. Again, check the card to make sure all the information is correct. So please check your cards, and if you still are not sure if this is correct, call the Benefit Room at X4954 and make an appointment and one of our Committee Persons will be more than happy to assist you.

KNOW YOUR REP

BY DEBBI GULIZIA



Art Huerta

When Art started here at Lucent back in April 1991, he worked in the 9 type protector area on day shift. He was there for about four years and then took a job in the Cable Plant. If you have been through the 50 building during second shift, you very well could have seen Art driving the aisles. He works as a level 1 Trucker and serves on the Trucker's Safety Sub-Committee. He has been involved with the Fork Truck Rodeo and also is a certified Truck Trainer. Art has been a rep now for about 4 months. He is on the overtime overseers committee, which will go around periodically to check different areas to make sure they are keeping up the books.

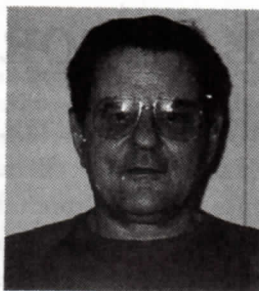
Art and his wife, Candance will be celebrating their 24th Wedding Anniversary at the end of May. They have five children: Gina, 22; Angela, 20; Josiah, 17; Tori, 12; and Natalie, 9. Josiah will be graduating from Millard South High School this year and is hoping to attend a music college in Massachusetts next year. He is a very talented guitar player and also plays drums. Tori is active in soccer and basketball. Art says that Natalie is probably his best helper. She is always there to help him do whatever he needs.

With Art working 2nd shift and Candace working days, they don't get to spend a lot of time together. When they get an hour or so between her coming home and him getting ready to go to work, they use that time for a walk around the neighborhood with their dog or maybe just catch up on what's going on with the kids. This July, they'll take a week together with the three younger children to visit Vail, Colorado.

In Art's spare time, he loves to play his guitar and sometimes has his cousin over to jam. This is something that he never tires of and could do for hours on end. His other interests are volleyball, both indoor and outdoor. He played in the new midnight volleyball league at the Union Hall this past fall and winter. He tells me they won the tournament. Congratulations! (I'm sure it was mainly because of his talents.) Because of him being on 2nd shift, he doesn't get to do as much coaching of daughter's soccer and basketball teams as he would like. His brother, Mike, who works in the 30 building in the protector area, helps a lot with the teams.

Continued On Page 8

UNION YES!! BE PROUD!!



by Jim Filipiak

Chairman Executive Board & 50 Building Coordinator

First, I would like to thank the co-ed volleyball league for their contribution to our building fund. It costs a lot for upkeep on our hall – from all the officers – Thank You!

The month of May brings us a contractual pay raise. Check your union card to see how much you'll receive. If you have lost your card or didn't get one, ask your Rep for one. I'm still looking for a third shift twister operator that lost his in the washing machine. I hope he reads this, so I can give him one.

The cable plant just posted some Level III's on the bid board. The next question is, when will some Level II's go up? I know the PVC insulate lines could use at least 15 to 20 operators. The problem right now is, when they post Level II's, they will be short on Level I's. So, I guess the hiring freeze is hurting us. In the month of August, we'll probably see some of our members retiring. Then down the road in December, many more might leave. For those of you that are thinking of retiring, remember it was bargained; 8% instead of 10% of your pension may be taken out for survivors benefits. Two percent in your pocket is better than in someone else's.

August also brings us another \$500.00 that will be put in our 401K. Then a couple of months later, Performance Awards come out. President Wilson will elaborate on this when she has all the facts and figures.

Our bargained OT Committee has started and as of this writing we have had four meetings. This committee was formed, not to change our OT Policy, but to educate some on what was bargained. Classes will be given to the Supervisors/Coaches. The three main problems are 1. Understanding the Contract "Policy" 2. Understanding the correct way to do self-canvassing and 3. Understanding the OT System and how it works with self-canvassing.

Our **SHORT CIRCUIT** is printed to educate the membership on what is happening in our plant as well as what our other union brothers and sisters are doing. April 28, 1999, was observed as Workers Memorial Day. In memory of workers killed on the job, a wreath was placed at the job site where a member of Ironworkers Local #21 recently lost his life. The news media failed to give this event the coverage it so very well deserved. Omaha Federation of Labor President, Terry Moore, is in the process of insuring this doesn't happen again.

When we pick up the World-Herald and read about the Omaha Federation of Labor, we are reading about ourselves, because we are all part of the OFL. That's where the word solidarity has meaning, Union Brothers and Sisters for one common goal. Our own Jim Pabian serves on the Executive Board of the OFL. All of the Officers, and the COPE Director of Local 1974 are delegates to the Federation. Tom Pallas was sworn in on May 5, 1999.

Continued on Page 8

WHAT'S HAPPENING!!



by Marlene Majeski

E-Board Officer & 30 Building Coordinator

We have had several level II and level III jobs posted. The Fiber Optics Apparatus job from Atlanta still needs more people. Some parts of these jobs will be automated. They are also looking at improving some of the assembly type jobs to make it ergonomically better for the people.

The DSX area has and will borrow 35 people to help with the orders. This area is hoping to get a lot of new business and they need help to get the products out quickly although lack of parts is sometimes an issue.

There will be some excessing of level I's in the 30 building. They will **probably** fill the openings in FOA, DSX and the electronics cabinet shop.

If you have sent your request in for a pension estimate and did not get your supplemental from the level three plan figured in, be sure to call the pension center back and let them know you are eligible for this extra money on your pension. This is the supplemental for the grade you held when we switched to the three level plan.

We have had several new faces at the Union Meetings and are very happy to see you. Hope to see you again this month. Some of our first timers have walked away with the \$50 Door Prize. Congratulations to you, Jason Scott!!

If, in the last month or so, you have found a pair of lady's wire framed glasses, please call the Union Hall at 895-4080.



Dear Friends:

My family and I would like to thank you for your prayers, support and lovely flowers when my husband and Dad passed away.

Fraternally,
Ann Drebot; Chris; Laura and Dawn Drebot
Sherrie and Chris McLain

I would like to thank my co-workers and the Union for sharing our sorrow. Your thoughtfulness is greatly appreciated and will always be remembered.

Jane Peters

UNION YES! BE PROUD!!

CONTINUED FROM PAGE 7

After what happened this week in Oklahoma City, I'm glad I wasn't in Omaha in 1975, when it got hit by tornadoes. I have heard a lot of people on the news thanking God for their safety, and I'm sure people in Omaha in 1975 did the same. It's going to take a lot of time and money to rebuild peoples' homes as well as putting lives back together. The majority of high-tech and construction rebuilding will be done by UNION LABOR and some of that time and effort will be donated. It makes me feel good when I hear that Labor Unions take the time to help people in need. This article is getting longer than what I intended, so I'll sign off.

THANK YOU FOR BEING UNION!

Jim Filipiak

Life-Saving Tips

—Reprint from the Omaha Star,
Submitted by Bettie White

1. The kitchen is a high danger zone for fire, so be extra cautious when cooking.
2. Remember not to leave food unattended on the stove.
3. Don't use the oven to heat your home. In addition to being a fire hazard, it can be a source of toxic fumes.
4. Double-check the kitchen to be sure the oven & all appliances are turned off before going to bed.
5. Don't wear loose clothes or have curtains hanging near a hot stove.
6. Never smoke in bed. Replace mattresses made prior to 1973 Federal Mattress Flammability Standard.
7. Keep flammable materials at least three feet away from your heater.
8. Don't overload electrical outlets with several appliances.
9. In case of a fire, stay low to the ground, beneath the smoke and have an escape plan already worked out.
10. Install a smoke alarm on every level of your home. Check the batteries every month and change them at least once a year.

KNOW YOUR REP

Continued from Page 6

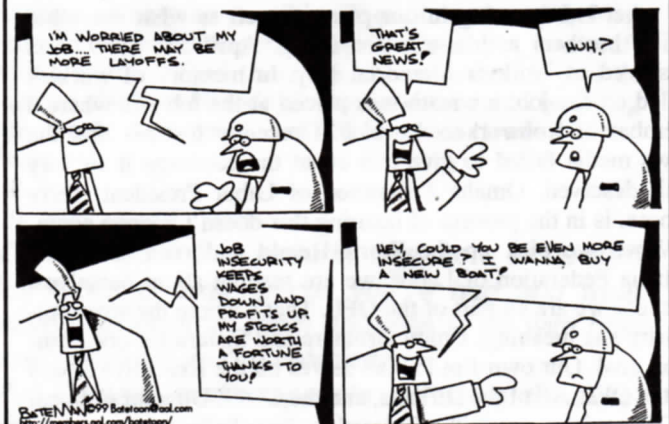
If your area shows a safety video called "It's a Jungle Out There" about safety trucking, take a **GOOD LOOK** at **TARZAN**. It's the one and only Art Huerta! I wish we could have had him wear the other loin cloth, but he got a little shy when the cameras were on. No matter, Art, you did a good job and looked good too.

If you need to get in touch with Art, he's on "D" schedule in the Twist Trucking Area. If you are drinking a Coke at the time, hang on to it. It seems as though he can't resist the **REAL THING**.

THE RECORD

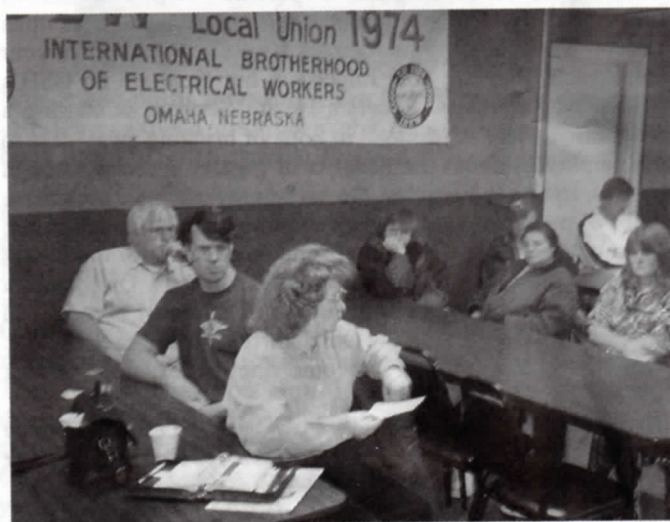
PAT SIDERWICZ, RETIREE

Ken Harper, AD-76, Sister
Tara White, AB-42, Grandfather
Sandra Hull, AG-1, Grandmother
Ron Moberg, AB-64, Grandmother
Clara Moody, F-26, Mother
Joe Piechota, AD-3, Sister
Tom White, A-11, Grandmother
Jeff Saltzman, AB-43, Grandmother
Kelly Schneider, AC-7, Grandmother
Lenis Campbell, AB-6, Mother
Eldon O'Dell, AC-7, Mother-in-Law
Jane Peters, AD-7C, Brother
Cheri Biggs, AG-11, Father
Darlene Glesmann, AB-25, Father
Dan Buelt, AB-45, Father
Stoye Bonner, F-26, Sister
Chuck Hanson, A133, Brother
Joe Keuter, AB-29, Mother
Louis Scarlati, AB-46, Mother
Woody Haynes, AC-76, Father-in-Law
Helen Saltzman, AB-63, Mother-in-Law
Terry Pinneke, A-175, Father-in-Law
Mike Krueger, AB-6, Grandmother
Rose Bemowski, AG-11, Father
Ron Machacek, AC-7, Mother
Terry Larsen, AB-2, Step Brother



— From Liberal Opinion

INTERESTED MEMBERS AT THIS MONTH'S UNION MEETING



Monday, May 31, 1999

A Friend in the Capital

by Sheila Filipiak, COPE Director

On Tuesday, May 4, 1999, the city of Lincoln elected former Senator Don Wesley to serve as their mayor. As a Senator, Wesley worked very hard for the working men and women of this state. I am certain that having him as the Mayor of our Capital City will prove to be a pleasure to the people of Lincoln. We were strong supporters of Wesley and are very pleased to see him victorious in this race. With this race behind us, let's all take a breather from politics - Okay, that's long enough. We need to get busy with the wrap-up of the 1999 Legislative Session in Lincoln. The Fair Share Bill is again not going to make it this year. We did get it through farther than ever before though. Some day we will get this legislation passed.

I believe an individual should have a choice as to whether or not they belong to a union. There are many employers out there that don't have unions in their shops. If you don't believe in unions and paying union dues, you should work in one of these shops. If you don't believe in unions and what they stand for, why would you apply for a job in a union shop? We are more fortunate than most job sites in a right-to-work state. We have very few freeloaders.

I will try to update you next month on legislation passed this session affecting labor. The session ends May 28, 1999.

ETOP NEWS! ETOPE NEWS! ETOPE NEWS!

by Sharon Buzzell

Effective January 1, 1999, ETOPE eligible employees may apply to ETOPE for tuition expense funding above the \$7,000 for undergraduate and \$9,000 for graduate courses provided by TAP. Application requests will be individually reviewed for ETOPE funding. Application for ETOPE tuition must be submitted prior to the course start and reimbursement is subject to the \$2000 per person limit for annual ETOPE funding.

ETOP eligible employees may apply to ETOPE for required course textbook fees that exceed TAP's \$100 per course, per semester limit. ETOPE eligible employees must submit an ETOPE application along with a copy of his/her approved TAP form and a copy of all his/her textbook receipts. Reimbursement for textbook costs must be submitted within the quarter or semester during which the TAP course is taken. Reimbursement for textbooks associated with TAP are subject to the \$2000 per person annual limit for ETOPE funding.

VERY IMPORTANT, MAKE COPIES OF ALL PAPERS AND RECEIPTS ASSOCIATED WITH TAP APPLICATIONS. The ETOPE Staff office will need copies of approved TAP forms and book receipts in order to do funding for the above guidelines.

There has not yet been a Computer Instructor hired for the Omaha Works ETOPE Learning Center by ETOPE National.

There will be computer workshops offered for the Summer Session.

For college credit classed held on site in the ETOPE Enhanced Learning Center, other than Tier 5 corridor requirement classes, you will be asked to fill out a TAP form and apply to TAP for funding. Questions: Sharon X3828.

ETOP Staff Office hours 7 a.m. to 4 p.m., Monday thru Friday.

Fitness Anyone??

Well once again Lucent Corporate Offices have come up with the idea that employees who are physically fit or work out to some extent are less likely to miss work, it reduces health care costs and increase productivity. No****So with all that going for it, seems like the Omaha Works would like nothing better than to put in some kind of fitness center, workout room, running closet or something. But as usual, we in the Big O are the last to embrace change (remember how long it took to get the ETOPE learning center which in turn brought in the machine tool training program which we're so proud to show off now.) A physical fitness center had been discussed and researched as recently as two years ago by a safety sub-fitness committee consisting of Union Vice President Sam Martin, members: Nate Jackson, Bob Keller and Connie Carlson with management's Paul Pickrel. This committee put in a lot of long hours getting data on the benefits of regular exercise. They had endorsements from our Medical department and our safety committee and both of our local unions along with several hundred signatures from interested employees. All for nothing. I don't understand how 10 Lucent locations, 3 of which are factory locations, warrant fitness centers when none of them have the number of employees the Omaha location have. Looking around the Omaha area, all of the major corporations have some sort of fitness facility. Do they value their employees more than Lucent? The fitness of your employees is like the safety of your employees. They are both important, but there are no OSHA guidelines for fitness. Lucent's Health Services is starting a program "Lucent in Motion" in hope of bringing awareness to the employees about the benefits of regular exercise through posters, flyers, and articles. We, as employees, have seen these types of programs come and go with no change for the better. What better way to show a real genuine concern for the fitness of your employees than with a fitness center? Or maybe a voucher towards membership in one of the local centers? So once again we are asking the Omaha works to embrace change. Will "Lucent in Motion" become another example of just ... "Going in Circles"?

Larry E. Cherry
Employee Resource Center

Protecting Your Identity

It used to be that Clark Kent was the only one who had to worry about protecting his identity. Today, thousands of identities are stolen each year by thieves who use Social Security Numbers, dates of birth and mothers' maiden names to fraudulently establish credit, run up debt or rake over existing financial accounts, leaving the victims in a world of debt they knew nothing about.

Startling facts about identity theft - The Secret Service reported the losses to victimized individuals and institutions totaled \$442 million in 1995 and 745 million in 1997. There is a new law which will soon make the growing crime a federal felony, but ultimately it is the individuals responsibility to protect their identity.

Tips to help prevent identity theft - Don't carry extra credit cards, your Social Security card, birth certificate or passport in your wallet or purse. Mail bills at the post office, not from your home mailbox. When you order new checks, pick them up at the financial institution instead of having them sent to your home. Don't give credit card numbers or other information over the phone unless you know the company and you initiated the call.