The Short Circuit

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

THANKSGIVING '75

LOOK FAMILIAR?

SURPLUS INCENTIVE

LOST DOWNGRADE LAYOFF
Steward Meeting Kicks Off COPE Drive

The first in-depth meeting of the Stewards of Local Union 1974 and President Quinlan in over a year took place in October. With the emphasis of the meeting placed on kicking off the 1975 COPE Drive, it gave President Quinlan an opportunity to speak to the stewards about the Burke-Hartke Bill now in Congress.

Consumer Bill

San Francisco—A resolution calling for prompt enactment of a bill in Congress to establish an Agency for Consumer Advocacy was approved by delegates to the AFL-CIO convention here.

In addition, Congress was urged to take other steps to protect consumers, including passage of a true no-fault auto insurance measure, repeal of state “fair trade” laws and enactment of a broad range of legislation in the area of consumer credit.

“The sharp erosion in purchasing power and living standards due to recession, unemployment and inflation points directly to the need for substantive action to protect consumers,” the AFL-CIO resolution noted.

Because “buyers are largely at the mercy of virtually unregulated insurance companies,” the federation urged Congress to remove state prohibitions that inhibit the marketing of group casualty insurance, and it called for a full-scale congressional investigation of the structure of the insurance industry.

The resolution also called for new and improved legislation to improve federal powers and procedures to inspect food processing plants and for the establishment of a comprehensive fish inspection program.

The AFL-CIO also declared its support at all levels of government of legislation to require price marking on consumer commodities sold at retail.

At the October stewards meeting, President Quinlan stresses the importance of the Burke-Hartke to labor people everywhere as Nebraska State AFL-CIO President Bill Brennan looks on.

“The Burke-Hartke could be called an American jobs Bill,” said President Quinlan. “This bill is important because it would slow down and eventually prohibit the exporting of our jobs to other countries.”

“A look at last month’s issue of the Short Circuit is proof that Western Electric is heavily involved in exporting telephone contracts to domestic American firms and Japanese firms,” reported Quinlan.

“We believe it is the US if Bell farms out contracts to U.S. based domestic firms, you hear a lot of people say. But that’s the point. The domestic American firms in many cases turn around and ship these contracts to foreign countries and the parts are built in their name. That is why we must be serious about Burke-Hartke; it save jobs for Americans.”

On the matter of political funding and campaign practices, President Quinlan spoke at length about the anti-union business groups who with the help of conservative newspapers are aiding in hindering labor from working effectively.

“The anti-union factors in this country continually points the finger of accusation at union campaign practices,” Quinlan stated. “But we are the only ones who are up front about it.”

“Take the wealthy business tycoon,” Quinlan continued. “He will contribute untold thousands of dollars to a campaign. But the catch is he’ll contribute a thou—

(Continued on Page 2)
The AFL-CIO also declared its support at all levels of government of legislation to require price marking on consumer commodities sold at retail.

"Plans being made to continue price marking on individual products, as part of a program for installing computerized checkout stands, threaten serious problems for workers and consumers," the federation observed.

In another resolution approved by the convention, the AFL-CIO called for legislation requiring full disclosure of all types of materials used in the construction of a home, along with a complete itemization of building and construction costs.

The resolution also called for enforcement of building standard codes to the fullest extent "to further insure the consumer of the full value of his investment."

(Continued on Page 7)

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NOTICE

The Monthly Meeting of the Membership will be held
Friday, November 21, 1975
at the Union Hall, 1503 Stevens Street, Millard.
Second Shift Meeting:
12:30 A.M.
First and third shift meeting:
8:00 P.M.
$100 Drawing

NOTICE

Absolute Deadline for Articles is the 1st of Each Month

Sen. Cavanaugh Addresses Membership

"Many people at this meeting tonight might ask themselves from time to time, how important is COPE to labor or better yet how important is COPE to their lives?" said State Senator John Cavanaugh before the membership of Local Union 1974 at the October business meeting. "An editorial in an October 16 Omaha paper praises business organizations for forming political action groups similar to COPE."

"The purpose of these organizations," Cavanaugh revealed, "is to accumulate dollars to contribute to political candidates. As you know from the results of Watergate over 40 organizations were indicted for illegal contributions to the election of President Nixon."

"It was illegal to contribute to political candidates since 1917," Cavanaugh declared, "But it was never enforced until Watergate. As a result corporations are going to have to alter their operations. They must now take the contribution money out of their brown paper sacks, stop making cash contributions, put the money in checking accounts, make the contributions identifiable. They are still going to contribute and according to the editorial, now that they are more legitimate, they can be more aggressive."

"What's all this mean to you? It means that these corporate contributions are their voice. And your contributions are your voice. But your point of view can only be procured by money. Through COPE you must reeducate the public to your point of view."

"The point is a political action group like COPE is important to everyone connected with labor. It indirectly involves you in the political process. Without your involvement, then the expression of your point of view will not be heard."
New Efforts Pledged For Women's Rights

San Francisco—The AFL-CIO convention pledged a continued fight for women’s rights in the workplace, including passage of the Equal Rights Amendment and an end to wage differentials based on sex.

The convention adopted a six-part program calling for full participation of women in union activity, equal opportunity in the workplace, and fully adequate child care legislation in addition to passage of ERA and further bargaining gains.

Besides abolition of wage differentials, the bargaining section also called for continued emphasis on sickness and accident benefits for pregnancy and maternity leave paid on the same basis as any other disability; job posting and upgrading and expansion to include men under state laws that now protect only women.

In other actions related to women’s rights, the convention amended the AFL-CIO constitution to make clear that women’s rights fall within the jurisdiction of the Dept. of Civil Rights in the federation.

It declined formal endorsement of the Coalition of Labor Union Women because of its large number of members from non-affiliated unions and referred to the Executive Council the question of making ratification of ERA a condition for any states considered as sites of future AFL-CIO conventions.

The constitutional change came on a committee recommendation that the change was “to make explicit in the constitution what is now implicit.” Thus it added the phrase “because of race, creed, color, sex, national origin or ancestry” to the end of the section outlining the responsibilities of the
GAL ACTIVITIES DURING
THE NIXON ELECTION. Big
business gets into trouble and
Common Cause cries, get Unions
out of the political business."

"I am afraid I can't go along
with those faceless amateurs call-
ing themselves Common Cause," said
President Brennan. "If they
succeeded in removing Unions
from the election business, they
would remove the only social
conscience in elections."

Bill Brennan, President Nebras-
ka State AFL-CIO.

PLAN NOW TO ATTEND THE HOLIDAY DANCE

THE SHORT CIRCUIT

Omaha, Nebr. November, 1975 Vol. 17, No. 23

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

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Vice-President Harlan H. Clark
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Financial Secretary Kenneth B. Meyer
Treasurer Jack Philby

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Mike Kelly

Robert W. Alberts
Jim Curran

Newspaper Staff
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Assistant Editor-Asst. Photographer Elmer Johnson
Cartoonist James E. Curran

COPE
Registrar COPE Director John M. Sutej

Printed on Union made paper

WHY-NOT LOUNGE
136th and Q Streets
THANKSGIVING PARTY
Tuesday, November 25
Midnight - 1 a.m. Cocktail Hour

Warren Says,
"Why Not Come In"

GRIEVANCES

Incentive

Article 16 would work if the
Company would let it work. It
has not worked for quite some-
time because the Company will
not let it work. This has put an
extremely heavy load on your
Wage Incentive Committee.
Currently we have a number of
grievances at 5th Step.

DEPT. 146:
We are grieving the adequacy
of the rates in assembly and ad-
just. We were supposed to have
an answer sometime in Novem-
ber on a new frequency study.
But as usual the engineers are
much slower than the rates they
set. The Company claims they
cannot answer our grievance un-
til this study is complete, and
the Union cannot do anything
until the Company answers the

DEPT. 257 & 133:
The grievance here pertains to
the lack of cushioning of rates
for non-products codes and con-
ditions of manufacture. The Un-
ion and Company are supposed
to meet on these grievances dur-
ing the month of November.
The Wage Incentive Com-
mittee is currently investigating
the possibility of a Managerial Al-
lowance grievance in Depts. 251,
424, 422.

Dept. 251's problems seem to
be linked to new people and non-
base recovery for these new
people.
Dept. 422's lack of earnings
are directly related to lack of
work and a sporadic flow of un-
familiar work.
Dept. 424's empty pockets,
brought to the surface massive
problems with NDD cases, tight
rates, and highly unfamiliar
work.

The decision to non-concur in
formal endorsement of the Coal-
ition of Labor Union Women "in no
way should be construed as critical
of CLUW," the committee recom-
manded said, and noted that
CLUW is clearly in the trade
union tradition that people with
common problems and common
goals should work together in
a common organization.

At all levels, the AFL-CIO
and its affiliates will continue to
cooperate with CLUW, the committee
said, but noted that CLUW itself
had not sought endorsement be-
cause it includes many members
of non-affiliated organizations, like
the Auto Workers.

The convention resolution on
women workers cited their con-
trasting growth and influence in
the workplace and said "a good
union contract is not only the
most effective guarantee against
economic exploitation, but is
also the basis upon which true
equality can be built."

The convention recommended
tools for pursuing women's rights,
including stepped-up publicity of
the AFL-CIO position on the ERA
to help gain ratification in the four
states still needed for the required
total of 38.

RON'S PAINTS INC.
Decoupage Supplies
Storms & Screens Repaired
Unframed Polished Wall Mirrors
Door Mirrors
Wall Plaques
PITTSBURG PAINTS
Keys Made While You Wait
Special Prices To All
Western Electric Employees
7:30-5:30 Mon. thru Fri.
Suite 706 Mon. thru Fri.
Bel Air Plaza
12100 W. Center Rd.
Phone 334-1715

SAT.
7:30-3:00
IBEW Founders' Scholarship Program

The International Brotherhood of Electrical Workers offers to its members a maximum of 12 Founders' Scholarships annually for university study leading to bachelor's degrees in specified fields. The number of scholarships awarded each year is determined by the number of qualified applicants. One scholarship is awarded for each 25 qualified applicants or major fraction thereof. They will be granted each year on a competitive basis to qualified candidates from all branches of IBEW.

The IBEW Founders' Scholarships honor a small group of skilled and dedicated wiremen and linemen who, in November 1891, organized the International Brotherhood of Electrical Workers. The scholarships are each worth $2,500 per year for up to four years of undergraduate study leading to the attainment of a bachelor's degree. They may be used towards a bachelor's degree in any of the following fields of study in any accredited college or university.

ENGINEERING COURSES
Aerospace, Chemical, Civil, Electrical, Engineering science, Industrial, Mechanical.

OTHER FIELDS OF STUDY

The Founders' Scholarship Program is a 4-year program for qualified IBEW members. IT IS NOT open to sons and daughters of members, unless the sons and daughters themselves are qualified.

in advance of the examination dates. Further information about the SAT and registration forms are available at leading high schools and many colleges. If unobtainable in your area, registration forms may be obtained by writing the College Entrance Examination Board at either Box 592, Princeton, New Jersey 08540 or Box 1025, Berkeley, California 94701.

Applicants are required to submit a complete personal resume of their notable activities to date.

Applicants are required to submit an essay of between 250 and 500 words explaining, "How the Founders' Scholarships Will Benefit the Brotherhood and the Electrical Industry." Essay must be double spaced and typewritten.

Each applicant must be recommended by the business manager of his local union (or acting business manager in the absence of such officer) before his application will be considered. In addition to recommendations from the business manager, an applicant must submit letters of recommendation from at least two other reference sources (not members of his family) who are familiar with his abilities and performance records. Preferably, these references should be from persons of recognized standing and reliability with whom the candidate has associated, such as employers, supervisors, instructors, professionals, etc.

SELECTION OF WINNERS
An independent Scholarship Selection Committee, composed of recognized academic, professional, and community representatives, will examine the complete record of each scholarship applicant. Consideration will be given to the academic preparation, the anticipated scholastic achievement, and the personal qualities and characteristics which will contribute to his success in college and in his career.

Financial Secretary Kenny Meyer—you learn symbols to identify members.

LU 1974 Officer Profile—
Kenny Meyer: Officer Behind the Scene

"The nature of this job forces me to spend much of my own time doing it," said Financial Secretary Kenny Meyer during a capsule interview for the Short Circuit. "Much of my work is clerical and it deals exclusively with behind the scenes union administration."

Each month Financial Secretary Meyer reads a tab run of all the members of Local Union 1974 and transfers any changes in the member personal history (marriage, divorce, death) to a tab run for the IBEW. The revised IBEW tab run is then sent back to the International and recorded.

"It took me about 6 months to learn this phase of my job alone," said Meyer. "Learning all the symbols was like learning a new language. You could call this part of the job a modified computer programmer."

"I'm the International Office Correspondent (IBEW) for anything pertaining to the membership. I sign travel cards (for tradesmen) and keep informed of strike actions by other IBEW members. Before any election, I must personally check and make sure the candidates are eligible to run. This includes election of officers and the IBEW convention."

The responsibilities of Kenny Meyer's position runs a monthly regimen. He writes letters of request for new members; (in this case drop-outs who want to be reinstated), picks up the dues deduction check from the Company; contacts International Financial Secretary Joseph D. Keene's office every month.

The L. U. 1974 membership card you carry in your pocket is a Kenny Meyer creation. Throughout the year, Ken takes bids from Union printers throughout the United States to get a better card at a cheaper price.
NOT open to sons and daughters of members, unless the sons and daughters themselves are qualified.

ELIGIBILITY

The IBEW Founders' Scholarships are open to IBEW members who have been in continuous good standing for at least four (4) years by the time they begin college study or original members of a local union chartered less than four (4) years. It is further required that apprentices shall have completed a full formal apprenticeship as established in their trade and area.

QUALIFICATIONS

Applications must be submitted to the IBEW Founders' Scholarship Selection Committee at 1215 15th Street, N.W., Washington, D.C. 20005 on official application forms available from local unions or on request from the International Office. To be considered as qualified candidates in the scholarship competition, candidates must have taken the Scholastic Aptitude Test (SAT) administered by the College Entrance Examination Board and are responsible for registering to take the SAT and for paying all fees for the test. Test dates for 1971-1972 are:

December 8, 1975, January 24, 1976.

Candidates must register to take the SAT four to six weeks of recognized academic, professional, and community representatives, will examine the complete record of each scholarship applicant. Consideration will be given to the Scholastic Aptitude Test, transcripts of records for any college-level work already completed, the essay, resume and any other evidence of maturity, initiative, ability, and demonstrated leadership potential. On the basis of these factors, the Selection Committee will name a panel of alternate winners, and will report the names to the IBEW scholarship administrator. All winners will be notified, and the list of scholarship winners will be published in the IBEW Journal.

AWARDS

The $2,500 are to be used for all legitimate educational expenses. These would include tuition, room and board (or an equivalent allowance if not living on campus), books, laboratory fees, instruments, library fees, student activities, and other standard campus charges. The student is expected to budget his grant in a manner that will assure completion of all his degree requirements.

If an IBEW scholarship winner desires to accelerate his education by attending school during the summer, he will inform the IBEW, which will then arrange to transfer an appropriate

CONTINUITY OF SCHOLARSHIP

Once a scholarship winner is admitted to college, his scholarship will be renewed annually, subject to all the rules set forth in this brochure.

If serious or chronic illness intervenes after a winner has entered higher education, the scholarship will be held in abeyance for one academic year.

If higher education is interrupted by military service, the scholarship will be held for no more than two academic years, unless the time of service is extended by the Selective Service Board. Those leaving the military service must apply for reinstatement of scholarship status within 90 days after severance.

EMPLOYMENT INFORMATION

If requested, the IBEW will provide information regarding prospective employers to scholarship winners prior to graduation.

FREE ACT OF IBEW

The creation of the scholarship program is a free act of the International Brotherhood of Electrical Workers. The IBEW retains its right to alter, suspend, cancel, or halt the IBEW Founders' Scholarship Program at any time and without giving reason, provided, however, that scholarship winners already in college under the program will continue to receive the stipends until graduation or the end of their fourth year of undergraduate study under their IBEW Founders' Scholarship, whichever comes first.

If you are interested in the IBEW Founders' Scholarship Program, send the enclosed coupon to: IBEW Scholarship Administrator, 1215 15th Street, N.W., Washington, D.C. 20005, or if you have any questions not answered here regarding the program, contact your steward or the Union hall.

Seated, from l. to r.: Mike Lucas, Director of Organizing, IBEW; Harlan "Whitey" Clark, President Nebraska IUE; Bob Stander, International Rep., IBEW; P. Gino, President IBEW EM-3 Council.

In September 400 delegates, including L.U. 174's Vice-President "Whitey" Clark, attended the Industrial Union Department's 20th Anniversary Convention held in Pittsburgh, Pennsylvania.
Golden Whizzies—
The Quiet Before and After Defeat

"I hear it all the time. The pros are crooked. The pros are crooked," Arnie Whiznuts said throwing up his arms, dope sheets, and top secret prognosticators ratings into the air. "Looking at the situation realistically, you can't blame the Redskins for going for seven instead of three. Those four points might affect their playoff chances."

"Or take the week before, the Miami-Buffalo game. I'll have to agree with the ref that Ferguson did fumble the ball. It looked like a forward pass, but it was a forward fumble. A common mistake for a pro."

"People don't realize," Whiz countered, "that pro football is a week to week deal. So Philadelphia plays Los Angeles and loses like they bet on L.A. They were lucky enough to make the right deal."

"I'd like to make three pre-bowl issue predictions," said a luckless A. Whiz. "It's been a year of bad choices due to lack of good grid information, but I have a feeling I am gonna get it all back in one game."

"The game to watch is the Miami, Florida vs. Notre Dame contest. I say mortgage the homestead on the ill-fated Hurricanes. The big reason here for picking Miami is they have had the toughest schedule since the Christians took on the Romans. It'll be the same kind of event but the Miami legions will prevail."

Another prediction is I strongly feel Nebraska will beat Oklahoma for the Big Eight Crown.

"But my biggest far out prediction is that the collegiate play-off pressure circumstances will find OHIO STATE declining the Rose Bowl bid to square off with Big Red for the DREAM BOWL GAME of the Century. The game will replayed by Nebraskans and Statesmen everywhere until the 1980's.

Zorinsky Concern Letter

Mr. F. J. Lefebvre
Western Electric Company
120th & I Streets
Omaha, Nebraska

Dear Mr. Lefebvre:

It has been indicated as per the attached letter that the employees of Western Electric seem to have a problem with parking lot thefts.

Unfortunately, according to existing laws, the City of Omaha has no jurisdiction to enter private parking lots to patrol and protect the property of the employees.

I know that it is difficult for you at a time when Western Electric has suffered severe reductions in their working force, but I feel that as Mayor of Omaha sincerely interested in the welfare and protection of the employees that I suggest the company strengthen the private security force to a point that would allow sufficient protection and reduce the thefts.

Western Electric has always been most cooperative with City government, therefore, I am confident that through your help the situation may be improved.

Sincerely yours,

M. Zorinsky
"Caruso's Cuisine"
by Frank Caruso

If you are looking for a good item to top off turkey day, here it is.
This goes just between dinner and the pumpkin pie.

MOUNTAIN DEW SALAD
Dissolve two packages lemon jello with 1 1/4 cups of boiling water.
Drain juice of No. 211 can of pineapple tidbits.
2 cups tiny marshmallows
2 large bananas
Sliced pineapple—let set.

Topping:
Fix one envelope Dream Whip as directed.
Add: 1 can of lemon pie filling, mix.
Spread over chilled salad.

Clint's Happy Hour

Here's a sweet drink you ladies have probably already enjoyed at
one time or another and maybe even gotten a winkle from the bartender
while ordering it.
The Sloe Screw is simply a high ball made of sloe gin (a low proof
fruit liquor made from sloe berries) and orange juice. It's appropriate
name is sloe driver. (It's more fun to be a name dropper!)

Ingredients are:
1 1/4 oz. sloe gin
Fill iced glass with O.J.
Bottoms up!

For most members reading this news item, you stand on the
threshold of a hallmark occasion. Two weeks from now greater Mill-
lar will be the scene of the biggest heart beating barnburner to ever
hit the new Union hall since it was built. It'll be the Union dance
and December 6 will be the date!

What magic awaits those
members who are the first ones
to buy a dance ticket from their
Union Steward?
—One free drink for purchasing
a $1.50 ticket.
—A bar equipped for drinking
your favorite refreshment be-
ond the hours of decency.
—Dancing starting at 8 P.M.
and lasting until the cleaning
crew sweeps you out of the hall
on a broom.
—The sound of Moonshine
creating a melodious bravura of
sounds—pure silver toned eu-

L.U. 1974 Holiday Dance
Offers December Magic

Denker Ballroom
Bar & Restaurant
117 North Main
"On the Strip" Downtown Elkhorn, Nebraska
2 Miles North of 204th & Dodge

Plan Your Christmas Parties Now
Or Any Other Extra Special Occasion

Hall Rental $25.00 and Up
NO PARTY TOO SMALL

Call Dee &
Bruce Qualset
397-5865 Mornings
289-9971 Evenings
Dental Insurance Is Coming

By Elmer R. Johnson
Executive Board Officer & Benefits Committee

With January One just around the corner, a lot of members have been asking questions about the Dental Plan that will go into effect on that date. Some of the most often asked questions are:

"Who is covered?"—All employees with 6 months or more of service, their spouse and unmarried children under 19 years of age. If your children continue to go to school as a full-time student, they will be covered up to 22 years of age.

"How much will they pay?"—The Plan will pay 100% of the 'reasonable and customary' charges for covered diagnostic and preventive services. These are check-ups which include oral examinations, x-rays, scaling and cleaning of the teeth. If your dentist discovers that additional work has to be done due to a diseased tooth or dental condition, then you will have to pay the initial $50 the first time and then never again, for life, for that member of the family. For each member of the family you will have to pay the initial $50 of their dental fees the first time a charge is made for treatment on their teeth. After the first time per person deductible $50, the Plan will pay 50% of the 'reasonable and customary' charges up to a maximum of $500 per person for each calendar year from January 1 to December 31.

"What services will they pay on?"—Simply put, almost any reasonable dental service except orthodontics. Orthodontics is the branch of dentistry which deals with the prevention and correction of irregularities of the teeth, their alignment and associated facial problem. The rule of thumb that can be used is—if your teeth or gums are sick, then

A Message From the Vice-President's Desk

By Harlan "Whitey" Clark, Vice-President

During the last Nebraska State AFL-CIO Conventions, the Officers of the Nebraska Council of Industrial Unions directed that I attend the 20th Anniversary Convention of the I.U.D held in Pittsburgh, Pennsylvania, on September 11-12.

One of the great achievements of the past two decades has been the ability of labor unions to rise above the disputes of the past and to work together on the problems that confront us today.

These problems, as all of us know, are plentiful and difficult and we discussed them at great length during the convention. One of these problems discussed was the rights of working women and the following resolution was adopted by the delegates to the I.U.D. Convention:

American working women total 34 million, comprising more than 40 percent of the nation's labor force; their skills and talents are essential to a healthy U.S. economy.

Women's earning potential does not, however, reflect their importance in the labor force. Women are one of the most exploited groups of workers in this country; indeed, they earn an average wage equal to roughly 60 percent of the average male wage.

Female workers in America need to earn a respectable wage just as desperately as do their male counterparts.

Statistics show that 22 percent of the nation's heads of households are women. Even if they are not the sole breadwinners for a household, female workers are, nevertheless, working to raise the living standards of their families, to help beat the inflationary cost of living, or to provide a decent education for their children. They work because they must.

Women have traditionally been viewed as second-class member of the work force, exceptions having been made only in instances of national emergency.

In many cases, women performing jobs identical to those of male colleagues have been given a lesser title and a consequently lower wage. Companies have often refused to hire women or to provide on-the-job training or appren...
Have you RECENTLY FILLED out a shift Assignment, and etc. card? If not see your Supervisor today.

<table>
<thead>
<tr>
<th>DEPT.</th>
<th>&quot;D&quot; NO.</th>
<th>EMPLOYEE NAME</th>
<th>SERVICE DATE</th>
<th>GRADE</th>
</tr>
</thead>
</table>

SHIFT, ASSIGNMENT, AND PHYSICAL EFFORT PREFERENCE CARD

In order to minimize the number of times you are interviewed for jobs for which you have no interest because of the shift, assignment (Wage Incentive or Day Work), or physical effort, you are requested to express your preference as indicated below:

SHIFT AND ASSIGNMENT

WAGE INCENTIVE OR DAY WORK

PHYSICAL EFFORT

CHECK ONE OF THE BOXES BELOW

I DO  I DO NOT

I understand that 1) I will only be interviewed for those jobs whose shifts, assignments or physical effort requirements are consistent with my above marking, 2) I can change my preference by originating a new card, 3) my preferences as indicated above will only be used for non-supervisor duties.

The following applies to employees with effective service dates prior to January 1, 1970. I further understand that my preference could have a direct bearing on my eligibility for delayed retirement payment under the Western Electric BOC Agreement if it results in either: a) my refusing an upgrade on a position list or b) my being bypassed for an upgrade because of my preference.

Signature

DATE

---

We're Havin' a HOLIDAY DANCE

SATURDAY, DEC. 6, 1975
8:00 P.M. to 1:00 A.M.
UNION HALL
13306 STEVENS - MILLARD

DANCE to the MUSIC OF...

COUNTRY ● FIFTIES ● FAVORITES

TICKETS
$1.50 PER PERSON
DONATION TO COPE INCLUDES ONE FREE DRINK

DOOR PRIZES

PLAN NOW TO ATTEND THE HOLIDAY DANCE

AURA CARPET CARE
Steamex or Dryfoam
L. G. REUTER
332-3327
350 Michael Dr.
Gretta, Nebr. 68028

La Tropicana

Your Hosts
William Nuno & Rueben Perales

Dance to the LATIN SOUNDS of the
DON JUANS COMBO

EACH SATURDAY & SUNDAY
9 P.M. - 1 A.M.
OPEN DAILY
5th & Pierce 346-9618
Underwood in Action—

Volunteer Fire Department Gets $100

UNDERWOOD, IOWA — Executive Board Chairman Dean Frye, acting in the absence of Local Union 1974's President Michael D. Quinlan during October presented the Underwood Volunteer Fire Department with a 100 dollar check toward their newly-formed rescue organization.

The nucleus of the Underwood Rescue Unit is a rebuilt 1959 Cadillac modified with stretchers to carry up to 3 people. In addition is a respirator unit, wet and dry oxygen, and a wicked-looking crowbar called a can opener.

Greg Clausen is president of the newly-formed Underwood rescue service. Until the advent of the rescue service, Greg worked with the volunteer fire department.

Executive Board Chairman Dean Frye speaking in behalf of L. U. 1974 said upon presenting the 100 dollar check, "Someday this rescue organization might be responsible for saving the life of one of our members working at the Underwood Plant. If that day never comes, it can be said that the money was for a good cause and will directly benefit our Union members in Underwood and the other Underwood community residents."

Acting President Dean Frye reported to the membership on the Union negotiated voluntary layoff in October. Frye filled in for President Quinlan who along with Vice-president Clark, Executive Board Officers Wally Bolton and Elmer Johnson were at an E.M.-3 Council meeting held in Louisville, Kentucky.

Common Sense Comparison

Comparison chart on abilities between union stewards and company foremen.

<table>
<thead>
<tr>
<th></th>
<th>Vocabulary</th>
<th>Mathematics</th>
<th>Practical</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stewards</td>
<td>70%</td>
<td>60%</td>
<td>70%</td>
</tr>
<tr>
<td>Foremen</td>
<td>40%</td>
<td>54%</td>
<td>35%</td>
</tr>
</tbody>
</table>

Comparison occurred from 10-100%. No one obtained 100%.

Cross section of several companies by John Patton Co. & Associates.

Editorial—

WECO Safety on Paper

In the last few years, the Company had paid many employees cash awards for safety suggestions. These safety suggestion rewards could be considered proof that the Company places some value on a safe working environment.

These suggestion rewards allowed the employee's ingenuity to go a step farther than the area of production cost reduction.
employees cash awards for safety suggestions. These safety suggestion rewards could be considered proof that the Company places some value on a safe working environment.

These suggestion rewards allowed the employee's ingenuity to go a step farther than the area of production cost reduction. The worker could speak up if an unsafe condition existed.

This part of the suggestion program allowed the shop worker to use his idle imagination to save lives instead of money.

The Company upon receiving a suggestion letter describing an unsafe situation, would research the problem. If unsafe circumstances prevailed, the employee was paid for "being alert and nobody was hurt."

The entire matter would be handled quietly and on paper. But ironically, that is where the matter remained: ON PAPER!

In the last year, the Company had paid several employees for reporting unsafe conditions. After paying far less than an OSHA fine might cost, or a lawsuit from an injured employee, the Company allowed the unsafe conditions to remain.

What reasoning lies behind the Company's intentions? Does the Company plan to keep all these safety suggestions on paper and never put them to use? Will the suggestions be kept on file; a blueprint for a safe future, to be used as a ploy to satisfy an OSHA inspection of tomorrow?

In the Barrel

Does 15 years experience lead to inefficiency? It would seem so in Dept. 424. The average service in Dept. 424 is somewhere between 15 and 20 years service, yet they only earned 8% bonus in October. I am sure you would all agree that 15 years service is well above average.

The effort was there. The Company reassured the people that it was. But why only 8% for an experienced operator, with good effort?

I am sure you all remember the brainwashing panoramic slide presentation in the auditorium (It's been so long ago, I feel the Company even forgot it) which rammed home the idea that "The average experienced operator working with reasonable amount of effort will earn 20%.

Dept. 424 has the experience and the effort, but where is the 20%? The experience is there. The effort is there. Somewhere between this effort and the experience the 20% lies. Could it be in the Company's pocket?

Article 16 in itself is not a bad article if you let the article work. To dramatize this take for example the automobile. If you designed and built an automobile you certainly would not leave out the engine, transmission, wheels, etc.

The same can be applied to Article 16. The designers of this article, although human, tried to design the article so it would work. But just as the automobile, you can't expect it to work if you leave out one of the most important parts.
Sedlaceks Observe 35th Anniversary

Celebrating their 35th wedding anniversary October 7 was Leu
mear Sedlacek of Dept. 245.

Lumear and wife Louise were treated to anniversary surprise party secretly planned by the Sedlacek children on October 6. An
additional surprise was that every member of the family took part in a
singing or acting performance which was patterned after the 35
years of marriage. Cleverly done, it was a surprise that Louise and
Lumear will never forget.

Measure Success

John Sutej, COPE Director L.U. 1974, congratulates Senator John
Cavanaugh after he declares his candidacy for Congressman—2nd Con
gressional District. He will oppose a candidate for a term in either the 24th or 25th District.

One For the Production Line

Submitted by Elmer R. Johnson

We have read a lot about the problems of drinking in our so-
ciety and in industry in particular, the well-documented loss of
work time, etc. We couldn't agree more that drinking and drugs are
a real hazard to production quantity and quality and safety. But
in our recent trip to Stuttgart, West Germany, we found that
drinking of beer is allowed in the shops. They seem to find that
great loss of a health hazard than, say, coffee. You can see some of
the world's finest toolmakers with a bottle right on the tool chest
or workbench, and we're not talking about second-rate shops. At
Daimler-Benz, manufacturer of the Mercedes-Benz automobile,
we couldn't help but notice that the most significant material han-
dling in sight was the trucking of beer to various points along the
assembly line! (No hard stuff, though.)

I'm told that throughout much of Europe the personnel can
drink all the beer they want, as long as it doesn't interfere
with their work, in other words, they learn responsibility or get out!
The worker has a healthy respect for himself and the job, and
Daimler-Benz adds to this respect by teaching some 70 differ-
ent trades to workers choosing to advance themselves.
The Company produces about 50 cars an hour, each one ordered
in advance. They don't build cars to fill sales slots. Each car is spe-
cial: a computer printout rides

along with each chassis and body to tell assembly line workers
which options to install—whether it should have left- or right-hand
steering position, etc. Everything is up-to-date and very, very
clean. This is evidence of responsibility on management's part.

Engineers and professional employ-
ees at many European plants punch time cards. But they get
something in return—freedom. They call it sliding working time.
If a man wants to work only 6 hours one day, he can make it up
the next day by working 10 hours. If he wants to take Fri-
day off he can work Saturday some other weeks to make up.
In fact, he can work 20 days in one month and make up for it in
the next. There are apparently no limits as long as his time card
shows he worked 8 hours per day over the long run. In short, there
is MUTUAL trust on the part of employer and employee. And
this is all beyond a generous 4
to 5 weeks of vacation. Sick leave
is also very liberal, at least for
the white-collar worker. And
at Daimler-Benz labor on the pro-
duction line has recently won
10 minutes of free time for every
2 hours of working time, to use
any way they choose.

Yes, they have problems, but
let's start the new year with a
positive view. Management in
the U.S. might take a new look
at the way it solves the moral as
well as technical problems. Take
a trip overseas to find how others
are managing business and
achieving productivity. Believe
me, it's not with cheap labor!
Many companies will be glad to
show you around, perhaps even
host you. You won't find it a
strange place. Downtown Stutt-
gart seemed like downtown any-
where except that everyone spoke

Deaths
Rose Votulora, 422   Mother
David Perry, 426   Mother
Jim Goodhard, 425   Brother
Larry Vandeman, 425   Father
Ethel Vandeman, 422   Father-in-law
Edith O'Hara, 146   Brother
Elizabeth Leggitt, 134   Mother
Wilma Beck, 422   Father
Charlie Mock, 422   Brother
Richard Metzler, 426   Father
Stan Byers, 426   Father
Lulu Howell, 424   Father-in-law
Bill Burke, 246   Father-in-law
Roy Scollar, 242   Brother
Sandra Garber, 142   Husband
Jim Kimball, 253   Father-in-law
Marvin McGuire, 251   Father-in-law
Steve Pokorski, 143   Daughter
Charles Chibulis, 246   Mother-in-law

NEW REPRESENTATIVES:
Steward;
Grace Thompson, 362, Day Shift... X-3217

(Continued from Page 1)

Labor played a vital role in
winning expansion and extension of the 1965 Voting Rights Act for
another seven years, with new coverage of the Spanish-speaking,
Asian Americans, American Indians and Alaskan natives, the con-
vention noted.

Noting labor's previous contribu-
tion in getting the act passed in
1965 and extended in 1970, the
resolution called the current ex-
tension through August 1982 "another victory for the longstanding alliance between labor and the civil
rights movement."

The Equal Employment Oppor-
tunity Commission is missing an
opportunity to ease its caseload
through voluntary compliance, the
convention noted in another resolu-
tion

By supplying unions and the
AFL-CIO Civil Rights Dept. with
the information needed to de-
velop a speedy procedure for
investigation and voluntary com-
pliance, the EEOC could avoid
litigation in many cases, the
resolution suggested.

But the EEOC continues to
"bombard the unions with litiga-
tion," a state of affairs which the
Delegates Call for Boost In Minimum Wage to $3

San Francisco—The AFL-CIO called for legislation to raise the federal minimum wage to $3 an hour and to require payment of double-time rates after eight hours in any day and after 40 hours in a week.

Under the current timetable of the Fair Labor Standards Act, the minimum wage will rise to $2.30 for most workers next January but some recently-covered groups aren’t scheduled to reach that level until 1978.

The overtime requirement of the FLSA has been time and one-half after 40 hours a week since the wage-hour law was enacted in the New Deal era.

Inflation has made the present minimum wage schedule “obsolete,” the convention resolution noted. And even though the $2.30 level hasn’t yet been reached, “the annual income provided by this wage is already about $500 a year below the U.S. poverty level.”

A minimum wage increase of the extent contemplated by the legislation would stimulate the economy and create “badly-needed” additional jobs for unemployed workers.

The convention’s call for imposing a double-time pay requirement also would tend to create more jobs by reinforcing the intent of the Fair Labor Standards Act to discourage employers from requiring overtime work.

Another convention resolution reaffirmed the AFL-CIO’s position in favor of “a decrease in hours worked, whether on a daily, weekly or annual basis, with no reduction in wages or benefits.”

It endorsed “the principle of a 35-hour workweek achievable in the shortest possible time.”
The Report Of
The President

by Michael D. Quinlan

On October 21 a letter to Omaha Mayor Zorinsky concerning the serious problem of Western Electric parking lot thefts. It stated in part, “The theft problem is extremely serious and costs our members thousands of dollars each month in uninsured losses; seemingly it keeps getting worse.

The Company is apparently either unwilling or unable to do anything about this problem. Severe reductions in their private security force has literally left their parking lots an open invitation to any thief to come in and take what he pleases. The Union has repeatedly urged the Company to increase the size of their security force in order to properly patrol their parking lots. The Company refuses supposedly because of the additional costs. Therefore Mr. Mayor I have been asked by our membership to appeal to your offices for police protection of their private property and automobiles. . . .”

A subsequent meeting was held between Mayor Zorinsky and Local Union 1974 Registrar and COPE Director John Sutej. John reported that the Mayor was very concerned and eager to do what he could to alleviate the theft problems.

Unfortunately, it was learned that the existing laws of the city preclude Omaha police from patrolling private parking lots. A letter, however, was sent to Omaha Works Manager from the Mayor’s office.

It is our sincere hope that this urging now from Mayor Zorinsky is sufficient to cause the Company to take their responsibility to their employees seriously, and take positive steps towards reducing the thefts.

... ... ...

On October 29 a letter was sent to all Supervisors by J. O. Bosworth, the Company Bargaining Agent. This letter directed all Supervisors to review the shift assignment and physical effort preference card procedure with their employees. It has been brought to my attention that some Supervisors are simply putting the letter in their desks and ignoring its directives.

If you have not already done so, ask your Supervisor to see the letter and review the card procedure. Remember you can change your preference card at any time by simply filling out a new card provided by your Supervisor. It is advisable THAT WHENEVER A MEMBER IS MOVED (SURPLUSED, UPGRADED, DOWNGRADED, OR SHIFT CHANGE), HE OR SHE AGAIN REVIEW THEIR PREFERENCE CARD ON FILE AND DETERMINE IF IT IS STILL APPLICABLE.

These preference cards must be kept up to date continually because the effective date for a change cannot be retroactive. Once an opening vacancy is submitted to personnel, it is filled in accordance with the existing cards on file at that time. And once a placement list has been issued, it cannot be changed by an employee subsequently submitting a revised preference card.

If you have any questions on these procedures, contact your Union representative.

... ... ...

For your information and in order to help you with your Christmas Holiday plans, the following pay treatment will be provided during the Christmas Holiday period:

• Earnings for the week ending December 14 will be paid on Friday, December 19

• Holiday Pay for week of December 22 through December 26 will also be paid on Friday, December 19. (Note: tax computation will be on weekly earnings not the 2 weeks combined)

• Earnings for the week ending December 21 will be paid on January 2.

NOTE: In order to be eligible for holiday pay, the contract states that you must “receive pay from the Company for all or part of either the employee’s scheduled work day preceding (Friday, December 19) or scheduled work day following (Monday, December 29) the day observed as the holiday.”

*See Mayor’s letter on page 4.