



I.B.E.W. Local #1974 Newsletter



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NOVEMBER 21, 1996

TO: ALL UNION MEMBERS

The monthly membership meeting will be held Thursday, November 21, 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

Self canvassing for overtime is being done throughout the cable plant and is now starting in molding in the 30 building.

A reps' meeting was held for the purpose of reviewing the self canvassing policy to make sure it is being administered the same in both buildings.



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President's Report Continued

After the 1995 bargaining, a committee was formed to work on putting together a policy that could be used consistently throughout production in both buildings. This policy **has not** changed the overtime agreement.

During the meeting, questions were brought up for clarification.

1. Weekend overtime when taking vacation on Friday or Monday. ***If you make yourself available, you are available for all hours that day. You are only charged for the day you make yourself available.***

2. Once you have made yourself available, you must accept any shift. ***If you refuse, you will be charged.***

3. The Wednesday canvass is only a survey to see if you are available for Saturday overtime - Thursday for Sunday. ***You have until the time of schedule to refuse and not be charged as a no-show. (Thursday for Saturday - Friday for Sunday).***

Meetings have been held with the existing Level III's in molding to discuss the new job, "Master Molding Technician." Rates of pay and pension bands were explained. When all the information is available, it will be explained to everyone. These jobs will be posted and filled by seniority.

I am sure by the number of telephone calls I've been receiving, most of you in the 30 building have heard of the new "Disciplinary Committee." This committee consists of several supervisors and they are sure taking their new responsibilities to heart! The biggest problem I have with this is I can't figure out what any of us have done that warrants having to put together a committee to make sure we receive the proper discipline.

I really do not believe this is in line with moving forward with our new company. I believe we are taking some major steps backwards in some areas! Perhaps backwards is not a good word; however, they are doing things I can't remember ever having been done before!

I don't see a lot of trust and working as a team, when office areas and telephones are being locked up during breaks and lunches so employees working in the area can't use them.

Marlene Wilson

1997 Vacation Schedule

January 2 — Vacation
 January 3 — Vacation
 December 22 — Vacation
 December 23 — Vacation
 December 24 — Holiday
 December 25 — Holiday
 December 26 — Vacation
 December 29 — Floating Holiday
 December 30 — Paid EWD
 December 31 — Vacation

1998

January 1 — Holiday
 January 2 — Vacation

Six vacation days must be saved. Since July 4th falls on a Friday in 1997, there will be no shutdown that week.

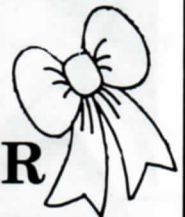
Trades will not have a Christmas shutdown and will be held to the 10% vacation allowance based on seniority.

REMEMBER

CRAFT FAIR

NOVEMBER 30th

AT THE UNION HALL!!



Views from The Vice President's Office

By Sam Martin

Violence has surpassed machine-related deaths as the second leading cause of death on the job, topped only by motor vehicle accidents. I just wanted my article to start on a high note!

A safety concern: When a 200 lb. beam fell from the temporary scaffolds (outside contractors) and landing 3 feet from an employee at their work station.

Research has found that night shift workers often sleep as much as three hours less than their daytime counter parts. Along with monotonous work, some reasons for worker fatigue. Strong lights during night working hours can help the body and the brain adjust to a different work schedule, so leave those lights on.

Pot bellies cause back injuries because the body adjusts for this obstruction and changes its normal mechanics. All this time, I thought my stiff back was caused by all my hard work!

Self canvassing for overtime, already in the cable plant, has started in the 30 building. This comes about from out 1995 contract.

Our new pension number is: **1-888-736-7700.**

PCS (Personal Computer System) wireless business has gone up for the rest of the year. EWC (Electronic Wire & Cable) and IPG (Inside Plant Group) has made millions of dollars so far this year. But, OPG (Outside Plant) is in the hole, so far.

Some strategies to address OPG problems are: divert the business; re-engineering; suppress the workers, etc. They have to drop the cost of the cabinets 30% to be competitive, they say!

You were lucky if your car wasn't in the Cable Plant parking lot one night in October. You could have had your front wheel drive car towed with the emergency brake on.

In job grades, lately, we have had a lot of work added to our various levels of job classifications. Also, we have noticed people unknowingly or knowingly working out of their grade. Level I's doing Level II work, Level II doing Level III, and Level III's doing management work. Some reasons for this is our natural curiosity to do set up work and our quest for power or the misconception that if I do it, the higher classification will be mine and I will get paid for it. What normally happens is just one less higher Level II or III in our universe.

If you have any doubts what your job description is read Article 8C, page 57 through page 63 in our contract. Consult your area Union rep for answers, if your own job has changed. Incumbents do get the higher job classifications, in those cases. If you still have questions, contact **Rick Palmer, Job Grades Chairman, X-4878.** His assistants are **Jerry Pote**

and me.

CREDIT WARNING: Your name, social security number, current address, previous address etc. and other personal information are now available to any one with a credit card through a Lexis database, called P-Trak. Credit card fraud and what else could happen with this information. Call toll free: **888-965-3947** to have your information removed.

ETOP NEWS!! ETOP NEWS

By Sharon Buzzell

Marlene Wilson, Dennis Vlcek, Anniece Farrell, the Instructors from the Enchanted Learning Center and I attended the 1996 ETOP National Conference, October 7 through October 10. This was the 10th Anniversary Celebration.

One of the highlights of the Conference was that **Bill Dussling, Co-Director of ETOP**, was made a Honorary member of the Union. This distinction is rarely given. Bill has been a major player in the benefits that are offered to represented employees through ETOP.

Other key elements of the Conference were a presentation by **Danny Cox** on Personal Excellence, Work Skills 2000 by **Mary Rose Hennessy** from Northern Illinois University, and Learning Advocates Training by **Lee Shore and Terry Day** from the Center for Working Life.

There were also presentations from all the other ETOP Committees. Omaha was a great success, by the way. Also, there were small breakout groups where we were given activities to accomplish and then had a chance to get to know committee members from some of the other sites.

It was an informative and fun four days!

Politically Correct

By Rick Madej

In conversations with many Republicans in the plant, it was suggested that when writing future articles for the Union paper, that I stick to the facts and keep my opinions to myself. In looking back on the article about Jon Christensen, it is apparent that I did cross the line at the end, and to all my Brothers and Sisters whom I may have offended, I truly apologize. As for the statements about Jon, these facts were taken from his actual voting record, so if you were offended by those, Jon will have to apologize.

1996 Trucker's Rodeo

By Deb Gulizia

October 8 and 9, truckers and non-truckers alike were either testing their skills or just satisfying their curiosity about driving those big yellow monsters. Over 100 people went through the two courses set up by Nebraska Lift System's **Troy Gibler** and the Trucker's Safety sub-committee. The 50 building course was outside and got pretty chilly at times, but all-in-all it wasn't a bad day. Next to patch panel in the 30 building is where the other was located.



Cindy Claborn, IBU B-16.
*Hey, somebody help!
What are all these levers for?*

I don't know when the last time it was when I saw so many laughing people here have fun like this. There was always someone around cheering, booing or laughing. **Bob Jones, IBU B-16**, was the first but not the last to "Slam Dunk" the basketball by not moving away from the hoop before lowering the forks. **Perry Krom, IBU C-14**, placed the load on top of a box pretty well, but just about knocked the whole thing over while backing away. Even committee member, **Linda Sellin, IBU B-16**, got a little ahead of herself and almost forgot to pick up her load to take it back.



Jesse Varela, IBU B-16.
*You want me to put this on the white lines?
Yeah, right!*

Non-trucker, **Mo Grigsby, IBU C-12**, thanked the judges for giving her instructions and the opportunity to operate a forklift. "I have a lot of respect for you and every move you have to make," she said. A full time trucker was overheard saying, "I didn't realize how many bad habits we have."



Ron Radke, IBU B-14.
*How am I suppose to drive this truck —
it's new!*

After going through the score sheets, the biggest infractions were: Not honking, not looking before backing up, having heads, hands or feet outside the roll bars and raising or lowering forks while still moving. It was a fun way to show bad habits and lack of awareness on everyone's part.



Troy Gibler from Nebraska Lift Systems.
*WOW! Check out all these infractions!
Where's my calculator?*

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Trucker's Rodeo Continued

The majority of the 50 building management were eager to try the course themselves as well as encourage their hourly to try also. We didn't have near the response from 30 building management, but . . . maybe, next time? It appears that, as a whole, 50 building management wants to be part of that "team" we keep hearing about.



Bernie Stopak, IBU B-14.
I'm havin' fun at this here rodeo, but this hat is squeezin' my brain!

The trucker's safety sub-committee did a **GREAT JOB** putting this rodeo together and having it run so smoothly. Despite the lack of confidence of some management, the on-lookers kept their job going. In the realm of Union/Management committees, where **MOST** managers trust the decisions that come out of these committees, why do some still question the ability of hourly employees to have good common sense of business needs?

Hopefully, the rodeo made us all a little more aware so we can have a safer place to work. The trucker's committee will probably be asking to do this again next year, since their first effort was such a success.

SPECIAL THANKS TO:

Troy Gibler, Nebraska Lift Systems and Caterpillar, for helping set up the courses and donating prizes for the drawing.

Andy Barges, for writing a flyer.

Mike Huerta, for designing the T-shirts and flyer.

Doug Study and Crew, for fixing our basketball hoop and backboard.

Bernie Stopak, Connie Carlson, and Steve O'Dell, for helping as judges.

TRUCKER'S SAFETY SUB-COMMITTEE

Daryl Mandel, Linda Sellin, Art Huerta

Linda Lloyd, Bill Husk, Mark Liekhus

Sue Davis, Irene Palma

Dale Plambeck, Don Martin

RODEO DRAWING WINNERS

Sweatshirts

Ron Black
Jeff Wright
Judy Rhodes
Gerry Keller
Cindy Claborn

T-Shirts

John Kirke
Bob Jones
Bob George

Mugs

Jim Kimble
Gwen Kunz
Pat Wentz
Vince Barnes
Don Carlo Trapp
Patty Vargas

Key Chain

Kurt Lamb

Bank

Jesse Varela

Rodeo Course Winners

by Deb Gulizia

First place at each course was awarded a jacket donated by Caterpillar. The next 25 best times were given a T-shirt. T-shirt winners are not listed in order.

50 Bldg. Course

Jacket Winner:

Steve Fernandez

T-Shirt Winners

John Vaughan
Rick Foster
Bill Placek
Chuck Leyendecker
Steve Sitzman
Steve Lozano
Mike Coultas
Vince Barnes
Bob George
Jim Rush
Jesse Varela
Frank Tenczer
Bruce Lesiweicz
Pat Michalak
Gerald Keller
Joseph Williams
Sharon Swingholm
Christy Capshaw
Steve Brown
Don L. Taylor
Wes Grunke
Richard Krambeck
Brenda Greeson
Anna Wheeler

30 Bldg. Course

Jacket Winner:

Debbie Czaplewski

T-Shirt Winners

Ron Black
Dan Kemp
Eldon Moser
Larry Arp
Chris Schuster
John Kirke
Bob Keller
Larry Safiran
Don Carlo Trapp
Joe Vlcek
Jim Beach
Kerry Heffner
Mike Keller
Robert Ludlow
Randy Sage
Connie Carlson
Bryan Stever
John Mabry
Terry Moore
Stan Vachal
Ray Johnson
Coral Bonham
Jim Pabian
Kurt Lamb

Safety Sub-Committees

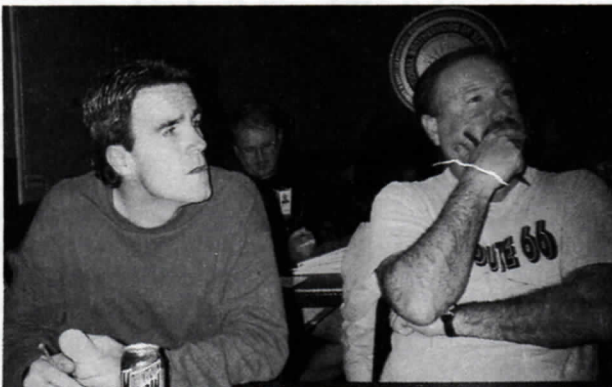
By Steve O'Dell

Co-Chairman Union/Management Committee

After the VPP (Voluntary Protection Program) conference in Orlando, Florida, we, as members of the Union/Management Safety Committee, decided to take a good hard look at our program and to re-evaluate our goals. One of our goals for 1996 and 1997 was to establish a safety sub-committee in every IBU covering all sections.

Over a year ago, we set up a "pilot" sub-committee in the twist-insulate areas of the 50 building. After this pilot was up and running with great success, we set up another "pilot" in 30 building sheet metal, also with great success. More sub-committees followed so that now we have a total of seven. These committees had two basic ground rules; no union reps and no management were to be "members" however, both could be consulted whenever needed.

After awhile, some committees progressed so fast that they ran out of problems while others ran into many "brick walls" and became discouraged. Thus, a brain storming session was born on October 25th at the Union Hall with all committee members invited.



For those in management who allowed their people to attend on such short notice, I thank you very much. For those who thought more time was needed for notice; I **Don't** thank you very much, but I will make sure you have adequate notification next time.



We have many success stories from the sub-committees, such as: sharp reductions in lacerations in sheet metal; burns in insulate and back injuries in relax, but we still have many concerns such as:

Need more supervisors and coaches involved in safety items.
Safety equipment - what items are needed in every department.

Need more truck training, both for drivers and pedestrians.
Need more Department Chiefs and above, more involved in safety concerns.

Employees working alone wearing monitors need better response from security.

Need Union management safety members more involved with sub-committee.

Engineers not involved with safety sub-committee.
People meeting in aisles.



It is a **proven** fact that safety committees have saved the Company thousands of dollars by preventing injuries, why do we still have some management and engineers who resent them? They know the jobs — they work the jobs every day?

Management: Maybe safety in your areas should be a condition of **YOUR** employment.

My thanks to all the committee members who made the "truck rodeo" a big success and to those who drove a fork lift for the first time! Piece of cake huh! Yeah, right!

South East Community College Machine School *Pros and Cons*

By Rick Madej

The new Machine Tool Technology Class which is slated to begin in January, has **peaked** substantial interest from our membership. While we have met our first challenge, which was to entice enough people to at least listen to what the program has to offer, our next challenge is much harder. We need to get dedicated students to enroll in the two-year program. Our ultimate goal is to graduate ALL of the students who get admitted into this class and then, although there are no guarantees, get all of the graduates into our two-year apprenticeship programs. Are we setting our expectations too high? Not if we get people who are truly dedicated to becoming tool-makers or machinists, and are willing to make the necessary sacrifices to obtain these goals.

I have decided to list the pros and cons, not to discourage anyone from enrolling in this class, but to make everyone aware of what the full commitment is.

The pros of this course are apparent. You will graduate from a nationally recognized school with the qualifications to move into two very lucrative trades, which by the way are in demand nationally. The school hours and location are very convenient, and finally, of course, the price is right.

Now, let's look at the cons. This is an accelerated course from the one taught at the Milford Campus, so the classes will be a little more demanding. Attendance, as was stated at the first meeting, is essential.

While missing a day here or there is not critical, missing two or three classes in succession would be devastating. What this means is that your vacations will be limited to the week long periods between dictated by the school. Your other vacation time would have to be used in one-day increments. Also, on a related note, you would need to refuse all overtime which coincides with these classes and you will be charged for these OT refusals. Next, after the first twelve weeks or so, you will be required to purchase approximately \$500 worth of tools. If you are truly serious about this being a career move, I would suggest that you slowly purchase the entire \$1,200 worth of tools which would be required to enter any apprenticeship program. And, finally, although the SECC Course just touches on drawing and math (algebra, trigonometry, calculus), both of the apprenticeship classes that this program qualifies you for get pretty intense in both of these subjects.

Again, I am not trying to scare anyone or talk them out of this class, but if you do have any concerns about the demands that this course requires, I ask you to take a very strong look at it first. We really need people who are 100% committed to completing this course and then moving on to other programs, if they are available. This class is yours if you truly want it and we all wish you the best in your new career destination.

Walking at the Septemberfest Parade



Mike Kelly, Mike Kelly, Jr., Jim Pabian and Rick Madej.

Hillary Clinton - Connie McBurney Rally Held at Iowa Western Community College



Charlene and Sam Martin, Sheila Filipiak,
Andy Lewis, Jim Filipiak and Marjean Gulizia.



Sparky Bruning and Edie Riester.

THE RECORD

TANIS FALTIN, IBU C-24, MEMBER
Linda Jurgens, IBU D-17, Mother
Dale Thurman, IBU D-12, Mother-in-Law
Rita Kahnk, IBU D-13, Mother-in-Law
Jessie Perryman, IBU B-14, Mother
Allen Perryman, IBU B-16, Grandmother
Richard Lloyd, IBU A-11, Mother-in-Law
Gene Nicholson, IBU D-13, Mother
Chet Miszuk, IBU A-13, Mother
Scott Bowman, A-13, Grandfather
Les Wigg, IBU A-11, Sister
Raymond Myers, IBU C-14, Father
Lyle Kahnk, IBU D-13, Mother
Richard Knudtson, IBU A-13, Mother-in-Law
Jim Perryman, Former Union Officer, Mother
Mary Ramos, IBU D-17, Mother-in-Law
Jerry Boyer, IBU D-12, Sister
Tony Miszuk, IBU B-12, Mother
Ron Feierman, B-16, Brother
Carol Soby, IBU A-17, Mother

Fraternally,
Marlene Wilson
President-Business Manager
Local Union 1974, I.B.E.W.

Thank You

You probably will have no idea how much your thoughtfulness touched my heart! I will always remember you with a smile. Thanks for being so nice to my family and me.

Jessie Perryman and Family

\$50 Door Prize

The winners of the \$50 door prize were:

At the 8:20 a.m. meeting — **Kathy Poledna.**

At the 2:00 p.m. meeting — **Sandy Ryder.**

At the 4:15 p.m. meeting — **Deb Gulizia.**

★ ★ ★

50-50 Cope Drawing

The winners of the 50-50 Cope Drawing were:

At the 8:20 a.m. meeting-**Betty Ferris - \$4.50**

At the 2:00 p.m. meeting-**E.H. Peterson - \$3.50**

At the 4:15 p.m. meeting-**Edie Riester - \$14.00**

All of the above Cope winners donated their winnings back to the Cope Fund.