

Special Election Issue . . . (See Pages 4 and 5)



The Short Circuit



Local Union 1974 - I. B. E. W.

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VOLUME I

OMAHA, NEBRASKA—OCTOBER, 1966

Number 5

I.B.E.W. CONVENTION VOTES DEFENSE ASSISTANCE FUND

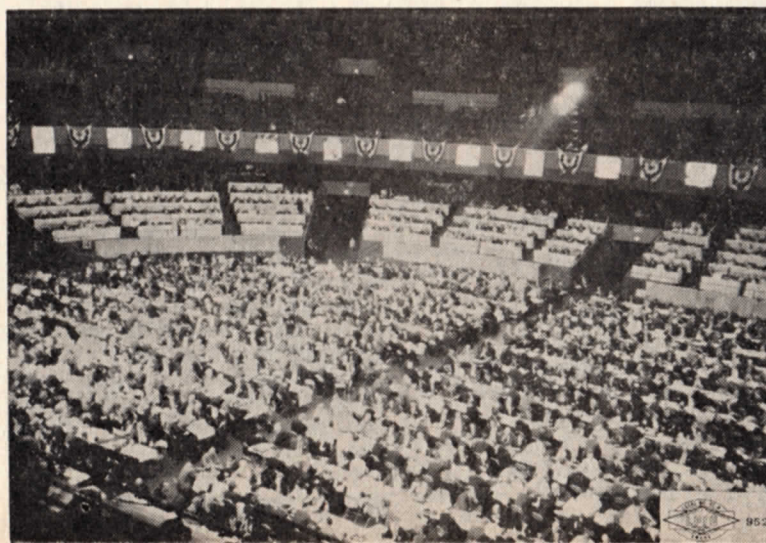
by Frank Vondra, President

I have attended three International Conventions of the I.B.E.W. The first being in 1958, held at Cleveland, Ohio. The second was in 1962, held at Montreal, Canada. The third, which was in September of this year, held in St. Louis, Missouri.

Of the three conventions that I have attended, never have I seen such a determined, active and challenging assembly of delegates as were present in St. Louis.

There were 70 proposed amendments to the International Constitution submitted to the Law Committee. To avoid confusion and to save time at the Convention, many of the 70 proposals were joined with each other because they dealt with the same question.

Of the many amendments proposed, the one that was adopted by a tremendous majority, was the one dealing with Article XI of the Constitution. The title was changed from Defense Fund, to read De-



Scene of Convention floor during the opening session. 2500 delegates jammed Kiel Auditorium for the five day Convention.

IBEW CHIEF FAVORS

Message from the Vice President on Negotiations

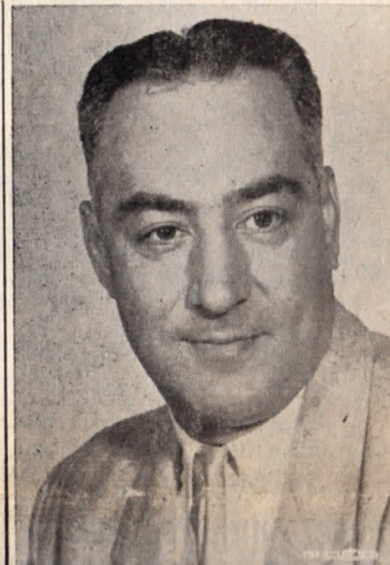
Serious bargaining was resumed again Monday, October 3, 1966 at the Holiday Inn in Omaha.

The Company, at the Unions request, has agreed to meet at a neutral location in order to have a minimum of disruptions and a more congenial atmosphere.

The Company is being represented by Mr. Wyllys Rheingrover, Mr. LaVerne Timmerman and Mr. Eugene Barth.

The Union's team is Mr. Frank Vondra, Mr. Anthony Vacanti, Mr. Orville Eby, Mr. Burt Schwaninger and Mr. Ed Hamell. Mrs. Viola Rogers attends the meeting as recorder. We also are being assisted by Mr. Thomas Hickman, our International Representative.

The first weeks business was devoted to discussing the Company's counter-proposals of which we tentatively agreed to only one



Of the many amendments proposed, the one that was adopted by a tremendous majority, was the one dealing with Article XI of the Constitution. The title was changed from Defense Fund, to read Defense and Assistance Fund. It reads in its entirety as follows with changes bold face:

Sec. 1. The Defense - Assistance Fund shall be for the sole purpose of providing legal defense and strike assistance. No disbursements shall be made from this fund except for legal defense of Local Unions and their members or an International officer or representative involved through their activity in the interest of the IBEW in conformity with its laws or to provide strike assistance benefits to Local Unions and their members on authorized strike.

Sec. 2. All appeals for legal and strike assistance shall be investigated by the I. P. or I. S. who shall make recommendations to the I.F.C. for action. The I.F.C. decision shall be final.

This amendment to the Constitution has been needed for a long time, and by the tremendous affirmative vote it received for adoption, proves in itself that the IBEW is prepared to take a positive stand and doesn't intend to be pushed any more by the Industrial Giants, who always had the feeling that the IBEW was soft, and never gave it credit for trying to work out favorable solutions to the ever-increasing problems. They had always taken advantage of the situation and now the delegates have spoken.

"We've had enough. You've suckered us enough. From now on, we will resort to the same type of tactics that you use, and we're prepared to fight. We are building an International Strike Fund."

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Scene of Convention floor during the opening session. 2500 delegates jammed Kiel Auditorium for the five day Convention.

IBEW CHIEF FAVORS SHORTER WORK WEEK

Now is the time to press hard for increases in wages and a shorter work week, Gordon M. Freeman, president of International Brotherhood of Electrical Workers, told the delegates at the 75th anniversary convention.

"Profits are at an all-time high," Mr. Freeman said. "Profits have increased 66 per cent in the past five-year period and wages have not kept pace."

Mr. Freeman said, "We are hampered by guidelines—guidelines that are not imposed on profits and dividends. Until they are we cannot be too concerned with them."

Mr. Freeman said that the union had always believed in the right to strike. "And we believe just as strongly that government should not intervene or interfere with the collective bargaining process," he said.

"However, we can read the writing on the wall. Strikes that incon-

venience the public, bring their toll in loss of union prestige and cries to the government, asking it to curtail union power. Nothing is said about employer power and adamant position, which brought about the strike in the first place."

Mr. Freeman said that more important than wages and fringes, is the shorter work week. He said in recent years the union had made progress along these lines as nearly nine per cent of the members now work less than 40 hours.

"But what about the other 91 per cent," Mr. Freeman said. "I hope every delegate goes home determined to push for the shorter work week here and now."

CURRAN COMMENTS



STICK TOGETHER IT'S THE ONLY WAY TO WIN . . .

recorder. We also are being assisted by Mr. Thomas Hickman, our International Representative.

The first weeks business was devoted to discussing the Company's counter-proposals of which we tentatively agreed to only one of them. We also discussed a wage incentive plan and a job grades plan.

We feel we have a hard month long? session ahead of us and we feel we must obtain something better.

This statement is made without reservations in view of the deliberate and timely announcement by the Company that all "salaried" people will be given unbargained for additional benefits such as: 1. Four weeks vacation after 20 years service. 2. Additional payment on Hospitalization. 3. Additional payment on Life Insurance. 4. Additional retirement benefits. 5. Additional benefits under E.M.E. 6. Additional death benefits.

It is quite hard for us to understand how these benefits can be given to the salaried people, when the Company "bread winners" can only receive them through negotiations.

I am sure our people feel that we will receive them and that we must have something more to show that our bargaining team were not negotiating for something that has already been given to the salaried employees.

Women's Auxiliary—Are You Interested???

This is written by a members wife who was a guest at the 75th Anniversary Convention of the I.B. E.W. held in St. Louis, Missouri the week of 19-23 September and I had the pleasure of meeting the President of Local No. 1 Auxiliary. She was kind enough to give me some hi-lites on what an auxiliary to our local can do. You would have been as proud as well as surprised to see a group of women take over many responsibilities that could never have been accomplished without an auxiliary.

Within the next 2 or 3 weeks we should have some firm information on how we can organize an auxiliary and be of great help to our Local.

Would you be interested?



by Tony Vacanti

Section 14 Repeal Fight To Continue

Labor is "more determined than ever" to bring about repeal of the right-to-work section of the Taft-Hartley Act, William F. Schnitzler, Secretary-Treasurer of the AFL-CIO, said.

Mr. Schnitzler, who addressed members of the International Brotherhood of Electrical Workers, said, "We were disappointed that Congress did not pass a repeal bill earlier in the year but we are not going to stop our efforts to get Section 14B repealed."

He warned the members that the use of the filibuster in the Senate is growing and feared that it might prevent enactment of other legislation that is sought by the labor movement.

Mr. Schnitzler told the members that membership in the AFL-CIO passed the 13,700,000 mark in August. "Our membership is increasing at a rate of about 500,000 a year," he said.

Another speaker at the convention in Kiel Auditorium, Thomas G. Ayers, president of Commonwealth Edison Company, said both labor and management must continue to make free collective bargaining work. He said: "Let us in the electric industry hold firm our responsibilities, as the bargaining parties, to reach agreements."

... I am sure that neither of us wants legislative restraints on free collective bargaining.

"But given the times we are in, and the vital industry we serve, compulsory arbitration may be closer than we think. Others have lost their freedom to bargain. Let's not let it happen to us."

**DEADLINE FOR THE
NOVEMBER ISSUE IS
NOVEMBER 7th, 1966**

The Short Circuit



**International Brotherhood
of Electrical Workers
Local Union 1974**
Affiliated with AFL-CIO
110-B Cedar Avenue
Millard, Nebraska



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IBEW OK's PENSION PLAN IN STORMY SESSION



Local 1974 delegates discuss a Law Committees decision on the Convention floor. Not shown are Rogers, Hines, Berger and Eby.

FREE RIDERS CARD

A new pension plan was approved by delegates at the International Brotherhood of Electrical Workers convention in a



Delegates to the International Convention listen to address by Secretary of Labor Wirtz. Shown above are from left to right: Vi Rogers, Bill Peterson, Dick Hines, Orville Eby and Frank Vondra.

Address By W. Willard Wirtz Secy of Labor

Secretary of Labor W. Willard Wirtz addressed the convention on opening and said there "won't be inflation in this country." He conceded, however, that further fiscal and budgetary action might prove necessary to prevent it.

"We don't have inflation," Wirtz said, "but we have reached the point where the rising cost of living must stop."

He said that the last four years had been a period of the "most remarkable economic expansion and economic stability" in the history of the country. He said that continuation of this record depended primarily on the exercise of voluntary price and wage restraint.

Action Being Taken

"It is clear and it is agreed," Wirtz said, "that Government action must now be taken to neutralize inflationary pressures on the economy. This action is being taken."

Wirtz pointed out the 3-billion-dollar cutback in federal programs

of the blame for the defeat of this bill falls on a Senator from my state," said Wirtz, referring to Senate Republican minority leader Everett M. Dirksen.

Wirtz criticized Congress for its failure to repeal Section 14(b) of the Taft-Hartley Act, which permits states to adopt right-to-work laws.

Long-Range Action

Returning to the subjects of the high cost of living, the Secretary said that the real income of American workers had increased in the last four years, but the rate of increase had fallen off in the last 12 months. He warned against expecting quick relief from high prices and said that the measures taken to stop the increasing living cost would have a long-range effect. Additional steps at this time, he said, might cause a recession.

IBEW CONVENTION RE-ELECT FREEMAN, KEENAN AND OTHERS

The International Brotherhood

FOUR STEPS TO KAPUT!

PART II

by Bud Wilson

Let's take a look at some of the first and second reviews issued; one employee had 5½ months perfect attendance in 11 months, one of his 6 times off involved an incident where his young son was lost and his wife, in near-hysterics, called him to come home. Incidentally, 6 months perfect attendance wipes out your first review.

A woman: her home caught fire (her assistant superintendent was one of the volunteer firemen) she was given a second review and her husband, who worked for another company in the Omaha area was given several days off with pay. Her loss, in addition to the fire, was \$200.00 in income.

These are two cases of many. Nearly every one of your stewards has one or more of these that are hard to believe.

Let's take one more step. The third review (a very important number). When you get this far, it means a day off, without pay, as a disciplinary measure and the day off is nearly always scheduled in the middle of the week. No sense you enjoying a long weekend.

"But," management tells us, "we'll take a good hard look at this time, and we'll really stretch a point, when we can."

One case sticks in my mind—a third review—involving a day off for a female employee who was the wife of an Air Force man, stationed at Offutt. Her first review, well, she had that one coming. Her second review was worse than the first, somebody must have goofed. This third one though, was right on the line, the Committee was in gear, the policy had been formed and this gal qualified for a third, by the numbers.

We did have an argument—the Union, I mean, one of the absences that qualified her for a third involved 2 days off while her mother

Local 1974 delegates discuss a Law Committee decision on the Convention floor. Not shown are Rogers, Hines, Berger and Eby.

FREE RIDERS CARD

Contented Club, Inc.

I am opposed to all unions. Therefore, I am opposed to all benefits that Unions have won through the years: Paid Vacations, Paid Holidays, Sick leave, Seniority Rights, Wage Increases, Pension and Insurance Plans, Safety Laws, Workmen's Compensation Laws, Social Security, Time and One-Half for Overtime for hours in excess of 8 in one day and 40 in any one work week, Unemployment Benefits and Job Security.

I refuse to accept any benefits that will be won by Union negotiations with—

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A new pension plan was approved by delegates at the International Brotherhood of Electrical Workers convention in a stormy session at Kiel Auditorium.

After hours of debate, the meeting chairman ruled on a standing vote that the majority favored the new plan despite cries from many delegates for a roll call vote.

John Regan, 2nd District Vice President, serving as chairman for the meeting, first ruled a show of hands proved acceptance of the plan. However, when requested, a standing vote was taken.

Voted Down

The delegates previously had voted down the need for a roll call vote.

The new pension plan will effect about 300,000 members of the 850,000-member union. The plan increases the amount members now pay by about 4 cents an hour. Members previously paid \$6.00 per month. They will now pay \$10.

Benefits from the plan also are increased. Previously members received \$30 at age 65 after 20 years membership. They will now receive \$40. After 45 years service under the old plan they would receive \$50. This has been raised to \$90.

Several delegates argued against the new plan saying it would cause a hardship on some of its members. Others felt the old plan was good enough and still others said an increase in the plan would cause some members to withdraw their membership.

Only about 150,000 members of the union are required to belong to the plan. Others can participate at their option.

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Wirtz said, that government action must now be taken to neutralize inflationary pressures on the economy. This action is being taken."

Wirtz pointed out the 3-billion-dollar cutback in federal programs and the recommendation by President Lyndon B. Johnson to suspend for 16 months the 7 per cent investment tax credit and the rapid depreciation writeoff rules.

"It is clear that the brakes have to be put on at least this much," the Secretary of Labor said.

Danger Real

"There won't be inflation in this country—not because the danger isn't real, but because we know now we can do what needs to be done—and that we will do it," the Secretary related.

Later in a press conference, Wirtz described the defeat of the civil rights bill by the Senate as outrageous.

"I am from Illinois, and most

RE-ELECT FREEMAN, KEENAN AND OTHERS

The International Brotherhood of Electrical Workers have re-elected most of their incumbent officers headed by President Gordon M. Freeman, Secretary Joseph D. Keenan, Treasurer Jeremiah P. Sullivan.

Robert K. Garrity, of Clayton, International Vice President for the 11th District, was re-elected without opposition, along with the other 11 vice presidents.

All incumbents to the International Executive Council were also re-elected, except C. E. Nordstrom of the 5th District who was defeated by Jack F. Moore, business manager of Springfield, Mo. I.B. E.W. Local 453.

— Attend Your Union Meetings —



President Vondra confers with International Representative Tom Hickman during the third days proceedings.

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by the numbers.

We did have an argument—the Union, I mean, one of the absences that qualified her for a third involved 2 days off while her mother was in the hospital. Her mother's doctor had said the poor old lady was dying and her daughter wanted to be with her. The mother didn't die, the absence went on the record, the review was due.

An officer and a steward carried this one all the way to the Company Bargaining Agency and stalled the day off for about a week while we appealed.

When the final refusal was handed us, we asked the man to see and talk to this gal and explain to her the "Why" because we couldn't understand it. He agreed, but never showed up. She quit, with a beautiful choice of words, expressing her opinion of Western Electric and its attendance Review Program.

There is a fourth (the most important number) attendance review in the Company program and this is the final one—employment termination. It can happen, it has happened and will again to some of you numbers here at Western.

There is more that is wrong with this attendance plan, different interpretations by department heads and assistant managers so that it is hard for any Union representative to know who is going by what.

Write-ups for clock card irregularities when there are no set standards to follow, no mention of these in the Company book. The entire plan is abused and misused, by whim and fancy and is a constant expense to you and your Union in time and money.

Another inconsistency in the plan happens when a department gives attendance reviews with one hand and allows other employees time off—Company convenience—with the other.

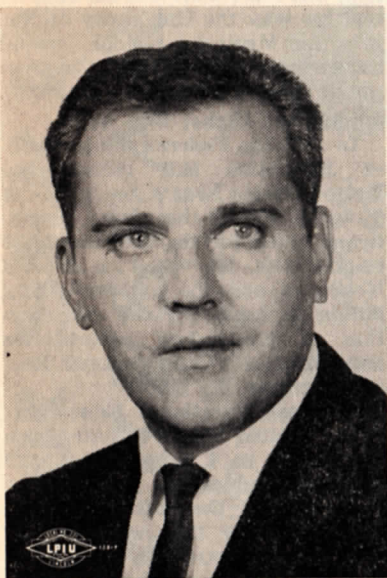
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Wage Incentive Council Meeting

by Ron Hallett, Dept. 441
Chrm. Wage Incentive Committee

St. Louis, Missouri was the site of the recent Joint Wage Incentive, Council EM-3 meeting.



Ron Hallett

In attendance were Wage Incentive Chairmen from every Local Union in the Western Electric Council, which I am proud to be a part of.

The main topic of discussion was the "new" Wage Incentive Plan or policy being proposed to the Local Unions at the bargaining tables.

This plan is supposed to eliminate the utterly ridiculous situations that we have had in the past with the old plan.

This is not saying that we are going to buy this plan here at the Omaha works. This time we'd like to see if it works before we buy it in negotiations and to be able to return it if we do buy it and it doesn't work. If you were to buy an appliance in a store and it didn't work, you would be able to return the appliance in exchange for one that does work.

We want to make sure that everyone in the bargaining unit

BACON REPORTS ON STATE CONVENTION AND COUNCIL MEETING

by Jack Bacon

The IBEW Local Delegates who attended the Nebraska State Electrical Council and the State AFL-CIO Convention consisted of Frank Vondra, Anthony Vacanti, Ed Hamell, Jack Bacon, Robert Rustermier, Jerry Berger and Mike Quinlan.

Sunday, September 25, the Nebraska Electrical Council convened in Fremont at the Pathfinder Hotel. A general report was given by attending delegates and it appears that the work outlook is good all over the State for the Electrical Craft.

After a discussion of COPE activities and some detail of attempts at lobbying for labor, an election of officers was held and our own Ed Hamell was elected unanimously as the President of the Council for a one-year term. Congrats.

Monday the State AFL-CIO Convention was called to order, attended by 272 delegates from all types of affiliated Unions.

There was an address of welcome by the Fremont Chamber of Commerce, and another by the Mayor Win Renninger, who is also a member of Meatcutters Local No. 216.

A speech was made by Margaret Thornburgh, Western Director of Womens Activities Department, COPE, in which she impressed the idea of getting out to VOTE and getting other people to register and vote. Now is the time for us to group together for labor.

In the afternoon, Governor Morrison gave a real fire-eating speech. One of the best I have heard. One of his remarks was that Labor and Management must work together for higher wages and benefits along with adequate profits as a purchasing reservoir.

Note was made by Nels Peterson, the Secretary-Treasurer of State AFL-CIO, that we should all affiliate completely and not try to keep from paying our fair

mier, Chairman of COPE Committee and Frank Vondra, Chairman of Legislation Committee.

The major import of this Convention, in my opinion, is that after heated arguments, pro and con, the Convention adopted the agree-



Jack L. Bacon

ment to back State Income Tax in lieu of any Sales Tax or combination Sales — Income Tax. This appears to be the only way the higher income people will contribute their fair share instead of working more hardship on the lowest paid people who can least afford the price a sales tax would cost them.

Lt. Governor Phil Sorensen made a speech of interest and continued to expound his interest in Nebraska and furthering tourism and the good of the State.

An election was held for a vacancy on the Executive Board and Richard Lintner, President of IBEW Local 22, was elected to fill the job.

A fact to remember was brought out on the Speaker Rostrum. Labor does not stand against Management. Only against Management Tyranny.

New Stewards
Okay'd by E-Board

Hamell Elected President of State Electrical Council

Why Strikes?

Some people say: "I like unions, but I don't like strikes". Union members don't like strikes either.

They recognize that strikes are a last resort which happen only when constructive collective bargaining breaks down in disagreement.

We read about strikes, because strikes are dramatic and strikes are news: We don't often read about peaceful settlements between labor and management—because they're not superficially dramatic and they don't make news. Actually, for all the publicity, there aren't many strikes.

U. S. Government figures show: only one-quarter of one percent of our total man-working days were lost by strikes or lockouts in 1958. During World War II, with all its tensions and problems, the proportion was scarcely greater. Clearly, the number of man-days lost by strikes is very low.

Many unions have the good fortune never to need to strike.

Workers only vote to cut off their income when they have no alternative. American workers place the power to call strikes in the hands of their officers through democratic procedures which insure that work-stoppages are only a matter of last resort.

The right to strike is essential. Workers and their unions have few economic resources compared to the much greater economic strength of corporations, with their great treasuries and their ability to sustain themselves over long periods of time through the use of their reserves.

Without the right to strike—even if that right is used most sparingly—unions find it difficult to win peaceful settlements at the collective bargaining table. The threat to strike puts a deadline on negotiations — and where differences exist between management and labor, the push to meet the

Nebraska State Electrical Council unanimously elected Ed J. Hamell as its President. The term will run for one year.



Ed J. Hamell

His responsibilities will be to correlate all activities pertaining to social, political and labor actions for manufacturing, construction and maintenance of I.B.E.W. Locals affiliated with this body.

Ed replaced Elmer Smith of Local 22, Omaha who did not seek re-election.

Local 1974 is proud to have one of its Officers serving in this capacity and thanks all those responsible for electing Ed to this office.

A Voice from The Cable Shop

by Bryce E. Qualset, 251
FELLOW MEMBERS:

You know that negotiations are at hand, it is time for you to give some thought to the basic ideas of unionism.

It has always been the idea of labor, to have uniform treatment of all labor employees of the brotherhood. In our local, we seem

buy an appliance in a store and it didn't work, you would be able to return the appliance in exchange for one that does work.

We want to make sure that everyone in the bargaining unit will benefit specifically in take home earnings.

One encouraging thought is, that the Company seems to be thinking along the same lines as our initial proposal to them. This is an indication that they are willing to listen to our proposals and correct their mistakes.

Another topic of discussion at the Council meeting was the inadequacy of rates to make 15% in earning power.

It was not a surprise to find out that there are rates throughout the entire system that haven't made 15% in 3 and 4 years and in some cases have never made 15% since they were initially set. Why?

The question was asked, does the Company ever take an audit of a rate that isn't making 15%? and if so, do they adjust the rate if found to be in error? Yes they do, but seldom is the rate that is found to be in error ever adjusted to a 15% earning level.

Another topic discussed was, further education to be afforded Wage Incentive Committee members of each location at a chosen site.

Last year, as you know, we were further educated at the University of Wisconsin on Wage Incentive and Job Grades. It was generally felt, that because of the excellent job the University did in the past, this may be our future site for this spring, however this depends upon the type of information we can gather to be able to put the school classes together and get something out of it worthwhile.

If there are any questions you would like to ask concerning the recent Council meeting or the progress being made in negotiations on Article 16, Wage Incentives, don't hesitate to contact me — Ron Hallett, Ext. 2077.

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"All for One and
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ents and with adequate profits as a purchasing reservoir.

Note was made by Nels Peterson, the Secretary-Treasurer of State AFL-CIO, that we should all affiliate completely and not try to keep from paying our fair share into the organization, and to pull together on the coming election.

Attention was brought to Dave White of Iowa, United Pork Workers Association, having donated \$600.00 to the Nebraska area for Voters Registration Drive.

All of our delegates were on Committee with Robert Ruster-

agement. Only against Management Tyranny.

New Stewards Okay'd by E-Board

Jack L. Hurst.....Dept. 437
William L. Bartlett.....Dept. 421
Margaret S. Gustafson..Dept. 442
Edgar H. Thompson.....Dept. 244
Shirley R. Kolo.....Dept. 442
William J. NaPier.....Dept. 245
C. C. Cooper.....Dept. 251
CHIEF STEWARD
Delmar F. WilsonDept. 423
Ralph Haines.....Dept. 442



State A. F. of L. President Richard Nisley (at left) hears the Democratic nominee for Governor, Phil Sorenson present his views on taxation to the delegation of the State AFL-CIO Convention in Fremont, Nebraska.

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sparingly—unions find it difficult to win peaceful settlements at the collective bargaining table. The threat to strike puts a deadline on negotiations — and where differences exist between management and labor, the rush to meet the deadline brings about compromises, on both sides, that might otherwise not be possible.

That's why, in a free society, there's no constructive alternative to the right to strike.

That's why, in dictatorship countries, the first act of the dictator is invariably to forbid the right to strike.

American labor treasures the right to strike. American labor wisely uses that right sparingly and cautiously.

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DID YOU KNOW?

In Massachusetts, members of both parties of the state legislature joined to defeat a "right-to-work" law proposal by a vote of 190 to 2.

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STATE A.F. of L. CONVENTION

Labor Needs Frank Morrison in the United States Senate



Governor Frank B. Morrison

In reviewing Governor Morrison's past record as the Chief Executive of the state of Nebraska, he stands head and shoulders above his opponent. His record reads a long list of accomplishments on the road of progress.

Some of the accomplishments read as follows:

COPE ACTIVITIES

by Bob Rustermier

You will find a report of the endorsements made by the Nebraska AFL-CIO Convention in this issue of the Short Circuit. The reasoning behind these endorsements

Curtis DID Hurt Us! Facts Nebraskans Should Know!

IN EDUCATION, Carl Curtis voted . . .

1. Against National Defense Education.

In 1958 the United States Senate passed the National Defense Education Act by a vote of 66 to 15. 76% of the voting Republicans voted for the Act, but NOT Carl Curtis. He voted to deprive Nebraska and the nation of \$75 million in funds to improve the teaching of science, mathematics, and modern foreign languages in the public schools. (Congressional Record, August 22, 1958).

2. Against Library Services.

In 1963 the United States Senate passed by a vote of 89 to 7, a bill to provide some \$45 million in funds for library construction and services. 81% of the voting Republicans voted for this bill, but NOT Carl Curtis. (Congressional Record, November 26, 1963.)

3. Against Medical Education.

The University of Nebraska Medical School received a grant of some \$8 million in funds provided for by this Act, which passed the United States Senate by a vote of 71 to 9 in 1963. 84% of the

voting Republicans voted for the Act, but NOT Carl Curtis. Had he had his way the University of Nebraska Medical School would have received no funds. (Congressional Record, September 12, 1963.)

4. Against Higher Education

In 1963 the Federal Aid to Higher Education Bill passed the United States Senate by a vote of 60 to 19. 70% of the voting Republicans voted for the bill, but NOT Carl Curtis. He voted to deprive Nebraska and the nation of \$1.2 billion in funds for the construction of classrooms, laboratories and libraries. (Congressional Record, October 21, 1963.)

5. Against Vocational Education

The United States Senate, by a vote of 82 to 4, voted to expand vocational education programs in 1963. 93% of the voting Republicans voted for this measure, but NOT Carl Curtis. (Congressional Record, December 12, 1963.)

IN HEALTH, Carl Curtis voted . . .

1. Against Mental Health.

In 1963 the United States Senate, by a vote of 72 to 1, passed the Mental Health Bill authorizing \$848.5 million in grants over a ten-year period for research, treatment and construction programs for the mentally ill or retarded. 96% of the voting Republicans voted for the bill, but NOT Carl Curtis. He was the only man in the United States Senate to oppose it. (Congressional Record, May 27, 1963.)

2. Against the Control of Water Pollution.

In order to maintain pure water and develop effective sewage systems, the U.S. Senate, by a vote of 68 to 8, passed the Water Pollution Control Act of 1965. 75% of the voting Republicans voted for the Act, but NOT Carl Curtis. (Congressional Record, January 28, 1965.)

IN THE SEARCH FOR WORLD

Proposed by the 1965 Legislature

Proposed Amendment No. 1

Constitutional amendment to eliminate the ineligibility of elective executive state officers to any other state office during the term for which they have been elected.

For

☒ Against

Proposed Amendment No. 2

Constitutional amendment to authorize the payment of travel expenses and a per diem to members of the Legislature while the Legislature is in session.

☒ For

Against

Proposed Amendment No. 3

Constitutional amendment to permit the state or governmental subdivisions to enter into contracts for services or training with private, commercial, and vocational schools.

For

☒ Against

viding for the deducting of costs of administering the unsold school lands before distribution of income is made.

☒ For

Against

Proposed Amendment No. 12

Constitutional amendment providing that educational funds shall be invested as the Legislature may by statute provide.

☒ For

Against

Constitutional amendment authorizing the Legislature to provide for investment of funds of the state and of cities, villages, school districts, public power districts, and other governmental or political subdivisions as it may by statute provide.

☒ For

Against

Proposed Amendment No. 13

Constitutional amendment

ka, he stands head and shoulders above his opponent. His record reads a long list of accomplishments on the road of progress.

Some of the accomplishments read as follows:

—140 new industrial plants in the state during his administration.

—The Industrial Development Act brings more than 40 million dollars in the industrial financing.

—Nebraska ranks highest of the eleven states of the midwestern region in manufacturing employment in dollar gain in the past five years.

—Income from outdoor recreation and tourism of 125 million dollars annually.

—Over 1 million people visited our state parks in 1965, as compared to 600,000 during 1960.

—There has been an increase of over 400% of over-night campers in our state since 1959.

—Governor Morrison's Sell-Nebraska promotion in Europe has attracted travelers in our state from every country in Europe.

—Governor Morrison's leadership as a spokesman for the Conference of Governors is recognition by all the other Governors, both Republican and Democrat, that cannot be over-looked.

—The progress in highway construction on the interstate from 50th of the States, to above the national average in five years.

—650 miles of state highways have been resurfaced since 1961.

—Mileage of unsurfaced highways has been reduced by 1,352 miles in the past five years.

—Progress in cooperation with the Federal Government in Education, Mental Health, Agriculture, Agricultural Research and Industrial Development Programs.

In the past six years, because of all these accomplishments and many others, Governor Morrison has proved to us he knows the problems of Nebraska and is willing to do something about it.

His opponent has been a representative of this state in Congress and the Senate for the past 28 years. Organized Labor has found little that he's done for anyone in the state of Nebraska, but to try and enslave them to the benefit of a small majority.

by Bob Rustermier

You will find a report of the endorsements made by the Nebraska AFL-CIO Convention in this issue of the Short Circuit. The reasoning behind these endorsements are spelled out for you to read. They are quite lengthy but we feel are worth the time it takes for you to read them.

We want to give you the benefit of the reasoning which was made after the investigation made by the COPE Committee, the State Convention, the State Officers and their Legal Counsel. We want to point out a fact which always comes to the surface when endorsements are made. We are not trying to tell you how to vote. We are giving you advice based on information which the every day member would not have the opportunity to receive.

Based on the problems you and other Union members have which are difficult to handle because of legislation and poor representation at all levels of government, we have made these endorsements.

Please give yourself, organized labor and your community a break. Go to the polls and vote. When you vote, give the endorsements your best consideration. Be factual. Do not go on rumors or the political maneuvering of half-truths, out and out lies, or twisted facts.

The enemies of labor both on the national and local levels are at work. The best example of this is the ridiculous charge made by a senator against Governor Morrison. Do not fall for this political maneuvering that will lead you to the slaughter like a sacrificial lamb.

Do not fall for the line that there is not much of a choice between candidates this year. There is a definite difference in every candidate that has our endorsement or there would have been no endorsement at all. This has especially been used in the race for Governor.

I want to urge you to get to the polls and vote and please read the information we have compiled for you. The only opinions in this information are those that were formed after a careful look at both sides of the issue by the consideration of many people.

subdivisions to enter into contracts for services or training with private, commercial, and vocational schools.

For
Against

Proposed Amendment No. 4

Constitutional amendment to increase the number of members on the State Board of Education from six to eight to be elected from districts of substantially equal population and to decrease the terms from six to four years.

For
Against

Proposed Amendment No. 5

Constitutional amendment authorizing the Legislature to fix the value of land actively devoted to agricultural or horticultural use.

For
Against

Proposed Amendment No. 6

Constitutional amendment authorizing transportation services for children attending any elementary or secondary school.

For
Against

Proposed Amendment No. 7

Constitutional amendment to provide procedure for the removal or retirement of any Justice or judge of any court of this state.

For
Against

Proposed Amendment No. 8

Constitutional amendment providing that when an income tax is adopted, the Legislature may base the tax upon the laws of the United States.

For
Against

Proposed Amendment No. 9

Constitutional amendment making the Governor ineligible to the office of Governor for four years next after the expiration of two consecutive terms for which he was elected.

For
Against

Proposed Amendment No. 10

Constitutional amendment authorizing the Legislature to provide for payment or cancellation of taxes against real estate owned or acquired by the state or its governmental subdivisions.

For
Against

Proposed Amendment No. 11

Constitutional amendment pro-

vide.

For
Against

Proposed Amendment No. 13

Constitutional amendment changing the method of apportionment of the members to be elected to the Legislature.

For
Against

Constitutional amendment authorizing the Legislature to specify representation in districts changed by reapportionment.

For
Against

Proposed Amendment No. 14

Constitutional amendment providing that when a general sales tax, or an income tax, or a combination of a general sales tax and income tax, is adopted by the Legislature as a method of raising revenue the state shall be prohibited from levying a property tax for state purposes, except for funds to be used for capital building improvements of the state, and the Legislature shall allocate not less than twenty per cent of the proceeds from such tax to the common schools which are exclusively owned and controlled by the state or an educational governmental subdivision thereof.

For
Against

Proposed Amendment No. 15

Constitutional amendment to permit the exemption from an intangible property tax of life insurance and life insurance annuity contracts and any rights to pension or retirement payments.

For
Against

Referendum Order by Petition of the People No. 300

"Shall Legislative Bill No. 797, enacted by the Seventy-fifth Session of the Legislature of the State of Nebraska, the purpose of which is to provide for a State income tax beginning January 1, 1967, be approved?"

For
Against

Constitutional Amendment Proposed by Initiative Petition No. 301

Proposed amendment to Article VIII, Section 1A of the Constitution of Nebraska, relating to taxation; to provide that the state

shall be prohibited from levying a property tax for state purposes.

For
Against

1. Against the Eisenhower "Atoms for Peace" Program.

Under the leadership of President Eisenhower, the United States signed a Treaty to create an International Atomic Energy Agency, originally proposed as a part of Eisenhower's "atoms for peace" program. The U.S. Senate ratified this Treaty by a vote of 67 to 19. 73% of the voting Republicans voted for ratification, but NOT Carl Curtis. (Congressional Record, June 18, 1957.)

2. Against Preparations for a Peaceful World.

In 1963 the U.S. Senate, by a vote of 59 to 14, authorized \$20 million for the operation of the Arms Control and Disarmament Agency. In 1965 the U.S. Senate, by a vote of 74 to 11, authorized an additional \$20 million to this Agency for program operations and research contracts. In 1963, 67% of the voting Republicans voted for the authorization and in 1965, 80% of the voting Republicans voted for the needed amendments, but NOT Carl Curtis. (Congressional Record, June 17, 1963 and March 10, 1965.)

3. Against the Peace Corps.

In 1961 Senator Curtis voted to CUT funds for the Peace Corps by \$15 million. 65% of the voting U.S. Senators voted to save the funds, but NOT Carl Curtis. (Congressional Record, August 24, 1961.)

4. Against the Test Ban Treaty.

The United States signed this Treaty because a continuation of nuclear explosions would endanger the health of almost every child yet unborn. The U.S. Senate ratified the Treaty by a vote of 80 to 19. 76% of the voting Republicans, including Senator Hruska, voted for ratification, but NOT Carl Curtis. (Congressional Record, September 24, 1963.)

shall be prohibited from levying a property tax for state purposes.

For
Against

INDORSES CANDIDATES

RICHARD M. FELLMAN



Richard M. Fellman

Dick Fellman is a young lawyer in the city of Omaha. He is running against Glen Cunningham for Congress in the Second District of our state. In our relationship with Mr. Fellman, we find that he is a very thorough and intelligent young man.

We have not been satisfied with the representation Nebraska has been getting from Mr. Cunningham for a number of years. Mr. Fellman is a young man with very little political experience, but shows us that he knows the problems of the Second District in the State of Nebraska and he sincerely wants to try to do something about them.

Mr. Cunningham hasn't even made an attempt to solve some of

limited funds and is showing very definite signs of possessing the type of leadership we need in Congress.

In talking to people that have known Mr. Fellman since he was a boy and have known him in business and community activities, we find that they have nothing but good to say about his willingness to work and his ability to get things done.

The people of Nebraska need Dick Fellman in Congress.

INCOME TAX

(Cont'd from Preceding Column)
sales tax levy even takes its toll from the very poorest who depend entirely for their existence on workmen's compensation, unemployment benefits, old-age pensions, or on public welfare.

b) Because the sales tax is a flat tax, the burden of the tax does not increase as incomes increase.

c) Under most sales taxes, the purchases of services — largely bought by higher-income families — are not taxed. What is more, there is no tax on savings (which largely accrue to the well-off). On the other hand, everything for which a poor family must spend is usually taxed.

d) Because poorer families buy goods in smaller amounts, with each trip to the store the fractional sales taxes extracted from them generally add up to a higher actual levy than the stated amount of the tax. For example, although officially the sales tax may be 3%, the actual tax paid, because of less than dollar purchases, may add up to 5% or 6%, and often does.

While the AFL-CIO has always opposed sales taxes as unfair levies on consumers, that have no relationship to "ability to pay", it is most difficult to remove this tax once it has been placed on the books. Our major effort—and one that has not yet been too successful—is to at least remove this tax from food and drugs.

(6) Ultimately, the only fair basis on which to levy taxes is a tax that is based upon income,—the personal income of a family or the profit of a business. What is more, if these taxes are to be related to ability to pay, as income goes up the rate of the tax should go up. These are what are

PHILIP SORENSEN



Lt. Gov. Phil Sorensen

Philip Sorensen has been the Lt. Governor for the past two years. His leadership and cooperation with Governor Morrison as a part of the State House Administration gave some real dignity to the office of Lt. Governor.

In past years the Lt. Governor's office was an office held by individuals who sat in the office and precided over the legislature and took care of routine matters when the Governor was out of state.

of the State of Nebraska, not just organized labor.

The story that is going around and seems to be gaining momentum is that the little banker is not much different than Mr. Sorensen is just not true. The little banker

shows us that he knows the problems of the Second District in the State of Nebraska and he sincerely wants to try to do something about them.

Mr. Cunningham hasn't even made an attempt to solve some of these problems.

After our interview with Mr. Fellman, we were impressed with his ability to recognize the problems of our State. His campaign is well organized and with very

find that they have a whole lot good to say about his willingness to work and his ability to get things done.

The people of Nebraska need Dick Fellman in Congress.

Organize labor's leadership to a man is sold on Dick Fellman. We are sure that Nebraska would be proud of this young man in Congress. We are asking you to give him your support.

Here is our reasoning for supporting Income Tax measure—

INCOME TAX

After research by National AFL-CIO and others, the following are the findings of your Executive Board:

(1) Except for Nebraska, every other state has adopted either a broad-based personal income tax or a general sales tax, in order to provide needed revenue. This has become necessary through the years for several reasons. In the first place the revenue needs of the states for education, health, recreation and other purposes have required a vast increase in revenue. In the second place, the conventional property tax no longer could yield enough revenue to meet the expanding revenue needs of both the localities and the states. What is more, the property tax is not levied on the basis of any fair determination of "ability to pay" and is exceedingly burdensome, particularly on home owners.

As a consequence of these factors, all other states have relinquished receipts from property taxes to their local governments, except Nebraska. In 1965, 30% of total Nebraska tax revenue still came from the property tax. Most of the rest of Nebraska's revenue (57%) came from selective sales taxes on tobacco, alcoholic beverages, and particularly on motor vehicles.

(2) Because of the absence of a broad-based state-wide tax, except for the property tax — in 1965 Nebraska was collecting less tax revenue per capita than any other state in the union. While the average per capita state tax collection for the 50 states as a whole was \$137, the total for Nebraska was \$78.

(3) While trade unionists —like everybody else—take no particular pleasure in having to pay more taxes, the AFL-CIO has recognized that increasingly more and more public services are essential to a higher standard of living and that we must depend upon their being provided by government. This is particularly true in the fields of education, health, recreation, welfare, etc. It would be dishonest on our part to demand greater services from government and, on the other hand, to deny government the tax revenue which it must raise in order to pay for them.

(4) The basic problem today at all levels of government, is how to raise more revenue to provide increasing services for an increasing population, and how to raise this revenue fairly.

(5) In 1965, 37 states were seeking to resolve part of their revenue problem through the imposition of a general sales tax. In some states this tax goes up to 5% and in most it includes a sales tax even on food and medicine. Unfortunately, the sales tax is not in any way related to the ability of a family to pay taxes and, in fact, it bears most heavily on families that are most in need. Although the states raised one-quarter of all their tax revenue from general sales taxes in 1965, it is an unfortunate tax for many reasons.

a) It imposes its levy even on the first \$1 of a family's expenditures. Since no dependent's allowance is provided for—as is the case under an income tax—the

(Continued Next Column)

tax that is based upon income, the personal income of a family or the profit of a business. What is more, if these taxes are to be related to ability to pay, as income goes up the rate of the tax should go up. These are what are known as "progressive" income taxes.

In 1965, 36 states imposed an income tax on individuals and 38 states imposed an income tax on corporate profits. Together, these taxes raised slightly more than 21% of all state tax revenue.

The AFL-CIO has strongly supported greater use by the states of progressive income taxes in order to provide a broad-based source of additional revenue.

The proposal on which a referendum will be held in Nebraska is an income tax on individuals and corporations. Under this tax, individual and corporate income would be computed as it is now measured for the federal income tax. What is more, there would be—as under the federal law—a \$600 personal exemption for each member of the family, to which no tax would apply. As a consequence, no Nebraska family of four persons would pay this tax if it has an income of less than \$3,200. (Because of allowable deductions for church and charitable donations and for other factors, the tax actually would not touch families with an even higher income).

It appears that the rate of the income tax to be levied in Nebraska would be the same for all. While this would not be a "progressive" income tax, the amount of tax collected would be greater as family income or corporate profits rise.

It should be noted that the full burden of a Nebraska income tax on families and businesses would be less than it seems. This is due to the fact that, under the federal law, state taxes can be deducted in computing what is owed to Uncle Sam. In effect, if Nebraska adopts a state income tax, the federal government will be underwriting a substantial part of the burden both for individuals and for corporations through its own tax forgiveness provisions.

**REGISTER
AND VOTE**

office was an office held by individuals who sat in the office and preceded over the legislature and took care of routine matters when the Governor was out of state.

Lt. Governor Sorensen was not satisfied with this type of routine. He projected himself into the problems of the State. He helped the Governor make decisions and develop policy. As Lt. Governor, he was a part of the administration, not just filling an office. This man is prepared to carry out the programs introduced by Governor Morrison. He knows the problems of the State of Nebraska and is willing to attack them vigorously in an attempt to solve them. His opponent has stated that Governor Morrison has no project or program which he would adopt or keep in existence. He has made this statement repeatedly throughout his campaign. Are we to believe that all the time and money that has been spent to put this state in motion should be washed down the drain?

Organized labor believes that Mr. Sorensen is better equipped because of his record to represent the best interest of all the citizens

Organized Labor Indorses Clair Callan

Clair Callan has been a Congressman representing the First District in Congress for the past two years. His record in Congress has been a breath of fresh air for the people of Nebraska.

He has taken a firm stand on every issue that came before Congress. He did not always vote the way organized labor would have had him vote. In most of the issues he supported our position. When he did not support the issue as we would have liked him to do, he stood up and was counted and told us point blank his reasons for his actions. This we admire him for. Other representatives try to justify their position by telling us that most of the other representatives agree with them. Not so with Mr. Callan.

Organized Labor has endorsed Mr. Callan because of his record and is asking their membership to vote for him on November 8.

organized labor.

The story that is going around and seems to be gaining momentum is that the little banker is not much different than Mr. Sorensen is just not true. The little banker has a very good habit of listening to the things that Mr. Sorensen says on the issue, then he picks out the part he likes and says, me too. This is always a couple of days later when he has had a chance to discuss it with some of the old pros that are supporting him.

Some months ago, Mr. Sorensen put out a series of articles on his positions on various issues confronting the State. To date, his opponent has not put down in writing one single thing that would let us know what his position is.

When the state organization interviewed Mr. Sorensen's opponent, it was found that he was quite capable of discussing generalities, but when you wanted to talk about the fine points of State problems, it was very clear that he wasn't too well informed.

This is why the leadership has indorsed Mr. Sorensen and is asking you to support him now and at the polls in November.

RE-ELECT



CALLAN

TO CONGRESS

If we had more representatives like Mr. Callan, our way of life would be much easier.

Centralized Trucking

by Harlan "Whitey" Clark

Recently the Company has installed what they call, Centralized Trucking. This means one trucking derapment 242-1 to handle all the trucking needs, (more than 300 foot in distance) for departments 441, 433, 435 and 437.

This plan has not been in operation long enough to adequately show the effects this will have on the earning power of the wage incentive employees in these various pay groups. However, it has had some effect in so much that some sections in these pay groups have had to turn over their rider type trucks to department 242-1. This means that all moving of material, within their own partical section or department which used to be handled by a rider type truck is now handled by a hand transporter. If this moving of materials requires lifting or stacking it on other materials, then the Section Chief has to run around trying to borrow a truck to do this handling of material.

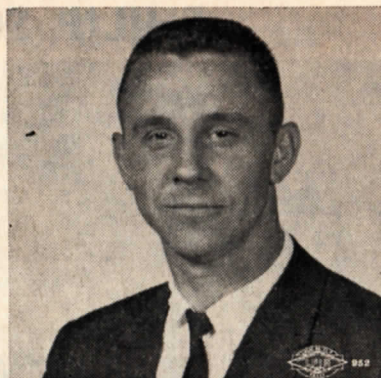
Other instances where this has had some effect, is in how quickly the centralized trucking department is able to answer calls on requests from the various departments to move materials so as not to adversely effect the earning power of the people in these departments. We have already received some reports that in some instances, there has been considerable waiting time between when the call was received and when the job was actually handled.

We are not criticizing the truck drivers themselves, because we realize they are doing the job to the best of their ability. We also know, that no one can be in two places at the same time. Our question is, what is the Company doing about the amount of waiting time that is involved? A standard answer is probably, "we are covering them with Group Credit for Daywork." This is fine, except the people don't make money on something that is being done for them.

Sports Spotlites

by Larry Anderson

A bright thought for the hunter: According to surveys, the hopes for a good Duck Season this fall are the highest in years. Early indica-



Larry G. Anderson

tions of a good Duck crop on the Canadian Prairie Provinces proved valid, and this fall should produce much better than usual activity. The final answer will depend upon the vagaries of the weather.

* * *

FALL FISH

Spring is generally conceded to be trout time. Nevertheless, smart anglers get in some of their best licks in late summer and early fall. Night fishing with big flies, dry and wet, is especially productive in late summer. And, even in the northern states, trout will feed on midday hatches of insects into October. Streams are not crowded since hunting takes away the pressure and you can have things as you like them. Also, trout have had another half-year growth and will average out much larger than in the early months of the season.

* * *

SPORTS SPOTLITE QUIZ FOOTBALL:

1. Which, if any, of the Big Ten Football Teams have never played in the Rose Bowl Game?

2. Where are these Bowl Games played?

- (a) Rose Bowl
- (b) Cotton Bowl
- (c) Orange Bowl
- (d) Sun Bowl

80% of Eligible Vietnamese Vote Despite Commie Terror

by Jerome F. Berger

The South Vietnamese, in their country's recent election, displayed their desire to live under a democratic form of government by flocking to the polls under severe threats and terrorism from the Communist Viet Cong. Eighty percent of those eligible defied Communist terror tactics and cast their ballot for freedom.

These war-ridden people of South Viet Nam know well the scourge and tyranny the Communist forces portray. They want none of it.

What a sobering thought it is when we stop to think that in America, the land of the free, only a little over half of the eligible voters bother to vote on election

day. Are we, as Americans, becoming so complacent, so lazy, so indifferent, that we do not care about the future of our land?

Many great Nations in the history of the world decayed within because of this very thing.

All over the world today, American men stand ready to preserve our freedom and the freedom of others who are too weak to defend themselves adequately against Communist aggression. Let's show them that we appreciate it by going to the polls on November 8th and declaring our firm belief in democracy and our steadfast desire to preserve it.

If you have not yet registered, you have until the 28th of October to do so.

CABLE PLANT WAGE INCENTIVES

by Jim Gruidel, Dept. 453

A few years ago, it was common for pay groups in the cable plant to experience earnings in excess of 20%. Now, in more current months, the wage incentive take-home pay in many groups has decreased drastically. It is possible in almost any pay group for an employee to compare his earnings today with those of days gone by and come up with a sore opinion of the Wage Incentive Plan and the administration of the Plan. In some pay groups the employees claim that now they are producing more in less time with fewer employees and still earning less than a few years ago. Incentive payments should increase at least in direct proportion to production. There is no reason for workers' earnings to vary proportionately less than output. In fact, since it is always more difficult to produce extra units, and since cost reductions are greater as production is increased, payments to workers should really be increased more than output.

Recently, the Wage Incentive Committee has noticed an increasing number of problems in the cable plant which are having a

be treated with respect no matter how small his problem may seem. It is the responsibility of the supervisor to encourage a good attitude among employees rather than to destroy it!

4. Inconsistent judgement by management in granting allowances where they are deemed necessary will cause comparisons by employees. Employees may compare their own group with another similar group as to allowances should be consistent from month to month within a pay group.

5. Distrust in the method of setting rates is sometimes a cause of low morale. No rates can be assumed to be completely accurate because of the human error factor. Also, changing conditions can be a factor in making a rate inadequate. Sometimes rates are set on results of studies conducted during which abnormally good conditions prevailed or studies are used in which an above average operator was used. Some employees feel that there is no longer 25% earning potential on machine controlled jobs due to poor quality supply, excessive increase in machine speed which makes quality requirements almost impossible to meet, and various other conditions which

QUINLAN'S COLUMN

by Michael Quinlan

I hear that many of us are questioning the abrupt decline in overtime work. Don't you think this is part of managements negotiating strategy? That by making us "lean and hungry" we'll be ready to buy their "peanut package" when offered. Actually these actions only prove out the inadequate wages and benefits. We simply can't exist on a five-day paycheck. I would hope that this managerial "arm bending" would tighten our jaws and make us even more determined to resist.

Another subject uppermost in the members minds, our Blue Cross hospital surgical and medical coverage. In recent negotiations by other Locals, I'm told that Western Electric has agreed to pay half of the current premium. That's nice! They were supposedly paying half of ours a year ago and now they tell us that they're again willing to pay half. It seems more like a double cross policy to me.

One other thing; I have a tremendous respect for our Wage Incentive Committee, but, as capable and deicated as it is, its hands are tied by Article 16, paragraph 11.1. They cannot arbitrate the administration of Wage Incentive. This simply means that if you or I or a group has a wage incentive grievance, our committee will process it, spending hundreds of dollars, and if management doesn't agree, they can go no further.

It's a fact that arbitration and strikes are the two things that force supervision to be honest and sincere. Why would our management refuse to arbitrate wage incentives if it were honest and above board? Every month your representatives are besieged by irate disappointed members demanding to know what happened, why the drop, etc. Every department, it seems, has a different application of the plan. How much or how little incentive do we make? 20%, 12, 10?

Do you realize that over the years, management has anchored us into a position where they have

ing about the amount of waiting time that is involved? A standard answer is probably, "we are covering them with Group Credit for Daywork." This is fine, except the people don't make money on something that is hour for hour recovery.

This has also had some effect on people doing rated work who are required to stop their operation and move material with a hand transporter. This time may be beyond what is allowed in the non base allowance and should not be charged under group credit for daywork. Management should be aware that there are other time charges afforded to them other than group credit for daywork for specific situations such as this.

We are going to be watching this new Centralized Trucking operation very closely because we feel that people should not have to suffer in earnings from something the Company instigated as a "Cost Reduction."

LINDLEY CLOTHING

"The Store for Men and Boys"

Millard Center
132nd & "L"
Millard

The NIFTY

Bar & Grill

4721 Military Ave.

Omaha, Nebr.

Phone 556-2007

Louis J. Pribyl

in the Rose Bowl Game?

2. Where are these Bowl Games played?

- (a) Rose Bowl
- (b) Cotton Bowl
- (c) Orange Bowl
- (d) Sugar Bowl

3. What were the first years for each of those Bowls?

4. Who was the first Rose Bowl Champion?

5. What team has won the most Rose Bowl Games?

BASKETBALL:

6. Who was the first pro player to score over 50 points in a single game?

7. Who made the one-handed shot popular in the '30's?

8. What was the widest margin of victory in an N.B.A. Game?

9. What major college team holds the record for the most victories in an undefeated season?

HOCKEY:

10. Has any goalie ever scored a goal in N.H.L. play?

11. Who holds the records for money earned in awards?

12. Who holds the record for shutouts in N.H.L. goalie history?

BOXING:

13. Who was the last man to defeat Joe Louis?

14. Who are the three pro boxers in the I-Beat-Patterson Club?

15. Who was the first heavyweight champion of the world?

16. Who were Arnold Raymond Cream and Joe L. Barrow?

See Answers on Page 7

MILLARD



SERVICE

UNDER NEW
MANAGEMENT
TUNE-UPS — LUBE
SERVICE CALLS
— AVAILABLE —
To Western Electric
6 A.M. to 1:00 A.M.
132nd & "L" Sts.
ART STOTTS, Mgr.
Phone 334-9849

should really be increased more than output.

Recently, the Wage Incentive Committee has noticed an increasing number of problems in the cable plant which are having a detrimental effect on wage incentive earnings. Undoubtedly, one of the most crucial and serious problems is the poor morale which has generated among the employees because of obvious inequities which exist in a wage incentive system. Some of the conditions which are contributing to low morale are:

1. Lack on the part of management to keep the employees well informed and educated on the conditions existing within the pay group which have an influence on the earnings. In the case of a change in rates, the employees should be notified immediately of the change and the reasons for the change should be explained fully.

2. Due to various requirements in cable production such as pair size, guage of wire, type of armor, etc., it is necessary that a variety of rates are used. These conditions add to the complexity of the incentive plan and thus breed distrust and misunderstanding. Every effort should be made to insure that an employee who has a question regarding the application of a rate or any question concerning incentive to be answered courteously and as enthusiastically as was the question asked.

3. Lackadaisical attitude on the part of some supervisors concerning employees questions and problems leads to low morale. It should be remembered that each person

that there is no longer 25% earning potential on machine controlled jobs due to poor quality supply, excessive increase in machine speed which makes quality requirements almost impossible to meet, and various other conditions which have not been compensated for in up to date rates. The Company has the responsibility to insure that all rates are current and accurate as possible.

6. Poor quality supply from outside suppliers, such as inferior copper rod being used in the insulating lines results in excessive wire breaks and other problems which make it difficult to produce to good product. This condition has a detrimental effect on the group's morale.

These items are some of the conditions in the cable plant which need improvement before good wage incentive earnings can again be realized.

At this time, your Wage Incentive Committee is awaiting an answer from 5th level management to a protest which was made in regard to rate changes in the Connector Cable job in Dept. 257. Also discussions on grievances concerning poor quality copper rod and loss of good wire to scrap in Dept. 251 have been held at the 3rd level of management. We are also processing at grievance at the 3rd level of management whereby we are questioning consistency of managerial allowances in pay group 250-4. Before the next issue of this newspaper, we hope to have more information regarding these cases and any new development which may take place.

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application of the plan. How much or how little incentive do we make? 20%, 12, 10?

Do you realize that over the years, management has anchored us into a position where they have virtually absolute control over 1/5, 1/4 or 1/10 of our paychecks? Have you ever wondered what happened to the raise our Union negotiated for us a year ago?

There was a time when one of the other big Local Unions in the community was faced with this same problem. They found a solution, other than arbitration. Anytime a serious wage incentive problem arose, the employees involved, voluntarily withdrew from the Company's wage incentive plan and reverted back to day work. They no longer worked with a wage incentive effort. They performed the job requirements, stayed at their positions for 8 hours, but, no longer produced that extra wage incentive effort. Needless to say, their management began to expedite incentive problems and grievance with a much keener sense of honesty and sincerity. The loss in earnings was over-shadowed by a stability and fairness that their incentive plan rapidly gained. It has been told to me that our management thinks that this would be a useless ineffective tactic. But the one single thing that makes this plant the great producer in the system is our high efficiency. What do you think?

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Millard

Are Your 'Friends' Cheating You?

by Bill Peterson, Dept. 441
Executive Board

I think it's time we took a long hard look at the dues increase that was just voted on by 214 people. I have had many people complain



Bill Peterson

to me about the extra dollar and of those who are complaining most strenuously, only about one out of ten considered it important enough to attend the special meeting that decided whether to accept or reject this proposal.

Most people seem to blame the officers of the local for making the proposal, and I think it is time we take a long look to see if they really are the culprits.

The first thing that should be clarified is "was the increase necessary"? An impartial committee was appointed from the membership. They went through all the books and records with a fine tooth comb and when the smoke cleared, they felt we really needed more than we ended up getting. I'm sure anyone who has been interested enough to notice our decline in the education of our representatives

KESSLER'S KOMICS

by Ron Kessler, Dept. 113

In the old days, the man who saved money was a miser: now-a-days he's a wonder.

"I wish I had enough money to buy an elephant."

"What on earth do you need an elephant for?"

"I don't. I just need the money."

The easiest way to get your wife's attention is by looking comfortable.

One man to another at cocktail party: "I'm bushed. I think I'll flirt with some good-looking dame so my wife will take me home."

In a divorce court, the judge listened intently to both sides in a case against a man who was charged by his wife with non-support. After all the evidence was in, the judge told the defendant: "you haven't taken proper care of this good woman and I'm going to give her \$25 a month."

The defendant beamed with pleasure. "That's mighty nice of your Honor," he said, "and I'll try to slip her a dollar or two myself from time to time."

One girl to another: "It wasn't much of a proposal. He suggested we pool pay envelopes."

Women to cop arresting her: "But Officer, I couldn't slow down while you were going so fast right in back of me!"

Pedestrian: A husband who didn't think the family needed two cars.

The trouble is that the car of tomorrow is being driven on the highway of yesterday by the driver of today.

"When did you decide to cancel your wedding, Harvey?"

"It happened the night I had all that fun at my bachelor party."

A five-year old boy had one line

Know Your Representative

Don Hunt is the Chief Steward for the entire third shift, Cable Plant. Don started with Western



Don Hunt

Electric on March 24, 1958 and joined the Union at the first Union meeting after that date.

He became a Steward on August 22, 1960 and was made Chief Steward on March 20, 1961. Don can be contacted by phoning extension 2652 in Department 252 between the hours of 12:00 A.M. and 8:00 A.M.

Answers to Sports Spotlight Quiz

1. Just one, Purdue.
2. (a) Pasadena, Calif.
(b) Dallas
(c) Miami
(d) New Orleans
3. (a) 1902 (b) 1937 (c) 1933 (d) 1935
4. Michigan defeating Stanford, 49-0.
5. Southern Cal. with ten victories.
6. Joe Fulks, Philadelphia Warriors — 63 points.

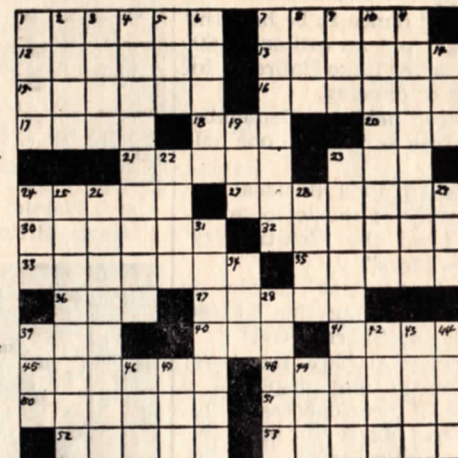
OCTOBER PUZZLE

Across

- 1, 7: He was re-nominated to NLRB
13. I rob (Latin)
13. Irish hero
15. Snoozer
16. Trail shelter
17. Being
18. Consumed
20. Tiny
21. See #11 down
23. Auto of 20's
24. Of Cain's brother
27. The 'ins'
30. Weave again into a rug
32. Church platforms
33. — Marvel
35. Speaks (in Paris)
36. Dakota Indian
37. Lhasa is its capital
39. A current or course of water
40. Mexican god (prefix)
41. A willow
45. Excite
48. On a ship
50. Mender
51. Stale (in Madrid)
52. Loin muscle
53. Touring car coat

Down

1. Mr. Tunney
2. Periods of time
3. Tears
4. Review court
5. Prevaricate
6. East Indian fish
7. Spanish dances
8. Royal Soc. of Edinburgh (init.)
9. Order of St. Augustine (init.)
10. He remains for the cold season.
11. #21 across, #23 down, #38 down: Agency of 1, 7 across
19. — Thumb
22. Staff (Sp.)
23. See #11 down
24. Part of circle
25. Animal snare
26. Heads of State
28. Narcotic
29. Compass point
31. Baby tenders
34. Never (in Berlin)
35. See #11 down
39. Unhappy
42. Diplomacy
43. A Great Lake
44. Spanish feed grain
45. —, dos, tres
47. Ocean
49. Building (Ger.)



DID YOU KNOW?

That in "right-to-work" So. Carolina, the average weekly earnings of factory workers were \$70 in 1963. The national average was \$99.63 in the same year.

Why is it that:

by Rod Mach, Dept. 251



Member of the Month...

Jerry L. Proctor, Department 441, was one of the first employees of the Western Electric pilot plant in downtown Omaha to join Local 1974.



Proctor

He has served as steward and was elected to the Executive Board in 1956. He also served by request on the Records Committee. Jerry attended the District Union Meeting held in Kansas City in 1959.

Jerry is active in his hometown. He has served as assistant scout master for two years and is presently the Cub Scout master of Pack 130, a position he has held

omb and when the cleared, they felt we really needed more than we ended up getting. I'm sure anyone who has been interested enough to notice our decline in the education of our representatives and frustration with our inability to arbitrate, would agree with the decision of this committee.

Now let's look at why the increase was necessary. At the time of this writing, we have approximately 600 non-members. This amounts to about a \$2,100 per month loss to the local. We now have about 3800 members and at a dollar per month increase, this will give the local an additional \$3,800. Now it doesn't take a genius to see that if everyone paid their share, the dues increase wouldn't have been as much nor would it probably have come this soon.

I think its time you took a long look at some of the friends you're having lunch with or laughing and joking with at break. It just could be that some of them are taking money away from you each month.

Births

Richard Valenta, Dept. 251 and Marge, Baby boy — Sept. 29th — 7 lbs. 3 ozs. (Richard John, Jr.)

John C. Abercrombie, Dept. 251 and Aleen, Baby girl — Oct. 2nd — 7 lbs. 9½ ozs. (Jenny Nell)

Don K. Burress, Dept. 453 and Connie, Baby boy — Sept. 23rd — 6 lbs. 5 ozs. (Shane Michael)

Max G. Lienemann, Dept. 441 and Carolyn, Baby girl — Aug. 11th — 8 lbs. 5 ozs. (Brenda Jean)

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"When did you decide to cancel your wedding, Harvey?"

"It happened the night I had all that fun at my bachelor party."

A five-year old boy had one line in a kindergarten Christmas pageant, appearing in an angel's garb to say: "I bring you good tidings!"

After a rehearsal the boy asked his mother what "tidings" were. She explained tidings were news.

Came the performance and he became flustered. After a long, embarrassing silence, he blurted out: "Hey, I got news for you!"

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4. Michigan defeating Stanford, 49-0.

5. Southern Cal. with ten victories.

6. Joe Fuls, Philadelphia Warriors — 63 points.

7. Hank Luisetti, Stanford.

8. Syracuse defeating New York by 62 points 162-100.

9. North Carolina with 32 victories.

10. No! Though several had assists.

11. Gordie Howe of Detroit.

12. Terry Sawchuk 97 times in regular season play.

13. Rocky Marciano by T.K.O. October 26, 1951.

14. Sonny Liston, Ingemar Johansson and Joey Maxim.

15. James Figg in 1719.

16. Jersey Joe Walcott and Joe Louis.

This one from Mexico—

Two detectives—Spanish-speaking, of course—were standing over a body of a man named Juan Gonzales.

"How was he shot?" inquired the first.

"I theenk et was a golf gun," said the other.

"But what ees a golf gun?"

"I don't nok exactly, but eet sure make a hole in Juan!"

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Rod Mach

No tears were shed when L. Kroll transferred to department 251?

It took so long to get a clear picture of D. Hunt for the Union paper?

E. Hamell can eat apples again!

E. Johnson has been a little pale lately?

Music is no longer heard coming from the Tool and Die Shop on a certain shift?

K. Paulison and L. Hotchkiss use black hair dye?

G. Dixon should wear safety shoes next time he enters a sack race?

C. Gardner is back on 3rd shift? Could it be that there is another one on the way?

If some of the big wheels turned in a hurry, there would be a lot of people in the hospital with broken noses.

J. Gildersleeve's hair grows faster in St. Louis, Missouri than in Nebraska.

The earnings are so high this month? Could it be on account of bargaining?

Jerry is active in his hometown. He has served as assistant scout master for two years and is presently the Cub Scout master of Pack 130, a position he has held for the past two years. For the past eight years he has been a volunteer fireman.

He resides in Ashland, Nebraska, with his wife Pat and their two children, Cathy and David.

It seems the gate broke down between Heaven and Hell. St. Peter appeared at the broken part of the gate and called out to the devil: 'Hey, Satan, it's your turn to fix it this time.'

"Sorry," replied the boss of the underground, "My men are too busy to worry about fixing a mere gate."

"Well then," scowled St. Peter, "I'll have to write you up and recommend disciplinary action."

"Oh, yeah," replied the devil. "Where are you going to get a crime commission?"

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Offers excellent opportunity for local men to make good income working part time.

Anyone interested, contact Jim Kucera, State Manager, 219 No. Elm, Box 107, Millard, Nebraska, 334-2084 after 6:00 P.M.

Union Dance Big Success

The second dance to be held this year brought out an estimated 600 people to Carter Lake Ballroom for an evening of dancing.

The dance, held on September 24th, was free as was the one held in April.

Mort Wells played his usual best with a variety of music to satisfy everyone from the "fox-trotters" to the "twisters".

One of the "coolest" couples on the floor seen doing the Watusé' was Chuck and Sherry Davis.

Tony Vacanti stuck to the slower type of music and displayed a great deal of graciousness in his effort to get back to his table after a long number.

Your Union leadership thanks all those attending the Autumn dance for making it a big success.



Carol Martin, Sherry and Chuck Davis sitting this one out.



Tony Vacanti and Friend Smile for Press Secretary



Couples Dance to the Soft Music of Mort Wells

Answers to Crossword Puzzle

G	E	R	A	L	D	B	R	O	W	N	
E	R	I	P	I	O	O	S	S	I	A	N
N	A	P	P	E	R	L	E	A	N	T	O
E	S	S	E	A	T	L	T	I	M		
		L	A	B	O	R	R	E	O		
A	B	E	L	S	M	O	D	E	R	N	S
R	E	M	A	T	S	S	O	L	E	A	S
C	A	P	T	A	I	N	P	A	R	L	E
R	E	E	T	I	B	E	T				
S	T	R		T	E	O		I	T	E	A
A	R	O	U	S	E		A	B	O	A	R
D	A	R	N	E	R		R	A	N	C	I
P	S	O	A	S			D	U	S	T	E

Job Grades Report

by Orville Eby, Chairman

On September 15th and 16th, your chairman again had the privilege of attending a Joint Job Grades Committee meeting along with the regular EM-3 Council meeting that was held in St. Louis Missouri.

Eleven Locals were represented at this meeting and, I might add, with all of the contracts throughout the system coming up for negotiations in the near future, this was probably one of the most important meetings I have attended.

We left this meeting with three main issues at hand; as far as Job Grades are concerned.

(1) To eliminate the main problems that seem to be present at each location through united negotiations and grievance procedure.

(2) To work closer together by sending written reports to your EM-3 Council Chairman every two months, covering anything pertaining to Job Grades.

(3) To set up another school on advanced Job Evaluation at whatever University we can obtain the most education on this subject. — I also would like to add to this; we have the full support of the entire EM-3 Council, as the education our people are getting has really paid off in all locations.

As all of you know, we are now in bargaining every day, so many of our Job Grade Problems will be even slower in getting answered. However, in the past few months, the following Jobs have been effected through both Company and Union studies:

Dept. 433 — Utility Operator (Mounting Plates) 8273-53 from 35 grade to 36 grade.

Dept. 453 — Layout Operator (Conn. Cable Wiring) 7127-67 from 33 grade to 34 grade.

Dept. 263 — Inspector (Units) 7546-94 from 33 grade to 34 grade.

Dept. 435 — Bench Hand (Assemble-Mix-Pour-Cure — Terminal Strip) 8142-49 from 32 to 33 grade.

Dept. 262 — Layout Operator (Inspector) 7128-63 from 37 grade

Loss of Another Member

by Roger T. Waters

September 14, 1966 another member lost his life, due to a fatal accident. The victim of this tragic accident was Richard L. Newville,



Newville

age 25. Rich was alone in his car when it skidded off Interstate 80 near sixtieth Street and slammed broadside into a utility pole. A utility stated it took more than an hour to remove Rich from the wreckage. He was killed instantly. Police said the accident occurred about 2 A.M. on a rainy night.

Rich was an employee and Union member since June 6, 1959. He worked in Department 441, molding, on the 4:00 to 12:00 shift.

Survivors include his wife and three children. His wife Lylanne, works in Department 454. We wish to give her our deepest sympathy for the loss of her loved one.

The funeral was held at Crosby-Kunold Mortuary on Friday, September 16, 1966. In attendance were many friends and fellow employees and also representatives of management.

Internment was at Graceland Park Cemetery, 4723 South 42nd.

God bless another deceased member.

What People Say About Unions

Presidents, senators and congressmen, judges and churches, have proclaimed the right of workers to organize their unions, and the right and duty of those unions to participate in the advances of our nation.

Here is what some American presidents have said on the subject

Declaration of the Intl. Brotherhood of Electrical Workers

Our cause is the cause of human justice, human rights, human security.

We refuse, and will always refuse, to condone or tolerate dictatorship or oppression of any kind.

We will find and expel from our midst any who might attempt to destroy, by subversion, all that we stand for.

This Brotherhood will continue to oppose communism, nazism or any other subversive 'ism.'

We will support our God, our Nation, our Union.

OBJECTS—

The objects of the International Brotherhood of Electrical Workers are: To organize all workers in the entire electrical industry, including all those in public utilities and electrical manufacturing, into local unions, to promote reasonable methods of work, to cultivate feelings of friendship among those of our industry, to settle all disputes between employers and employees by arbitration (if possible), to assist each other in sickness of distress, to secure employment, to reduce the hours of daily labor, to secure adequate pay for our work, to seek a higher and higher standard of living, to seek security for the individual, and by legal and proper means to elevate the moral, intellectual and social conditions of our members, their families and dependents, in the interest of a higher standard of citizenship.

The Daguela

by R. James Hashberger, Dept. 252

The Daguela is the song played by Gen. Santa Anna for the small beleaguered garrison of American fighting men at the Alamo. According to history, red battle flags were run up and the Daguela played. This was to signify to the troops inside that no quarter was

In Memoriam

RICHARD L. NEWVILLE
Died September 14, 1966
Department 441

(Husband of Lylanne W. Newville, our member in 454.)

* * *

Death of immediate family of members:

Mother-in-law of Charles Lockhart
Husband of Donna H. Lassek, Dept. 452

Husband of Lillian K. Jarzynka, Dept. 422

Mother of Mona Bruno, Dept. 441
Father of Alfred L. Balkovic, Dept. 253

Mother of Joseph V. Koralewski
Father of Max Obrecht, Dept. 245
Mother of Betty Erwin, Dept. 451
Mother of Samuel Crosby, Dept. 453

(Immediate family) of Rosemary S. Synowiecki, Dept. 451

Father of Ellen M. Monnier, Dept. 453

(Immediate family) of Ruby Hilt, Dept. 443

Father of James F. Farris, Dept. 245

Father of DuWayne Nevius, Dept.

453
(Immediate family) of Ruby Hilt,
Dept. 443
Father of James F. Farris, Dept.
245
Father of DuWayne Nevius, Dept.
435

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7546-94 from 33 grade to 34 grade.
Dept. 435 — Bench Hand (Assemble-Mix-Pour-Cure — Terminal Strip) 8142-49 from 32 to 33 grade.
Dept. 262 — Layout Operator (Inspector) 7128-63 from 37 grade to 38 grade.
Dept. 266 — Inspector (Final P.I.C. Cable)7546-99 from 35 to 36 grade.
Dept. 441 — Instructor (Molding Press) T 7001-7 from 35 to 36 grade.
Dept. 253 — Machine Operator (Cable Strip) 6447-72 from 35 down to 34 grade.
Dept. 434 — Machine Operator (Compressing) T 6447-74 from 33 to 32 grade.
Answers on other jobs under question will be given to you as soon as they are settled.

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ers to organize their unions, and the right and duty of those unions to participate in the advances of our nation.

Here is what some American presidents have said on the subject of labor:

Thomas Jefferson:

"The mass of mankind has not been born with saddles on their backs, nor a favored few (born) to ride them . . ."

Abraham Lincoln:

"Labor is prior to and independent of capital. Capital is only the fruit of labor, and could never have existed if labor had not first existed. Labor is the superior of capital, and deserves much the higher consideration."

Woodrow Wilson:

"The only way to keep men from agitating against grievances is to remove the grievances. While we are fighting for freedom, we must see, among other things, that labor is free."

Franklin D. Roosevelt:

"If I were a worker in a factory, the first thing I would do would be to join a union."

Harry S. Truman:

"The right to join a union of one's choice is unquestioned today, and is sanctioned and protected by law."

Dwight D. Eisenhower:

"Only a handful of unreconstructed reactionaries harbor the ugly thought of breaking unions and of depriving working men or women of the right to join the union of their choice."

Spokesmen for every major religious group in the United States have similarly expressed their views that the organizations of workers into democratic unions is good for America, and morally just.

beleaguered garrison of American fighting men at the Alamo. According to history, red battle flags were run up and the Daguela played. This was to signify to the troops inside that no quarter was to be given.

While I am writing this article, our membership is also drawing battle lines and planning strategy for our battle, the new negotiations. For us, in a way, this is to be our own Alamo. Only I think it is our turn to run up our red battle flags and sound our own Daguela, and give no quarter.

IN CASE YOU DIDN'T KNOW

3. SICKNESS DISABILITY BENEFITS — (Section 6 of Plan)

These benefits commence on the eighth calendar day of absence on account of sickness or accidental injury occurring outside of employment and are as follows:

Term of Employment	Full Pay	½ Pay
6 mo. to 1 yr.	None	6 wks.
1 to 2 yrs.	None	9 wks.
2 to 5 yrs.	4 wks.	9 wks.
5 to 10 yrs.	13 wks.	13 wks.
10 to 15 yrs.	13 wks.	39 wks.
15 to 20 yrs.	26 wks.	26 wks.
20 to 25 yrs.	39 wks.	13 wks.
25 yrs. or more . . .	52 wks.	None

Proud mother, exhibiting her baby: "He's eating solids already — pencils, keys, newspapers, rubber bands, spiders and ashtrays."

Two unborn great men: Santa Claus and Uncle Sam.

NOTICE REGULAR MONTHLY MEETING

12:30 a.m. & 8:00 p.m.
This FRIDAY
\$10 Door Prize
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