



International Brotherhood of Electrical Workers



LOCAL UNION NO. 1974

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

Officers

Marlene Wilson President
Sam D. Martin Vice President
Sparky Bruning Recording Secretary
Edie Riester Financial Secretary
Tom Pallas Treasurer

Union Meetings

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

Executive Board

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

October 17, 1996

TO: ALL UNION MEMBERS

The monthly membership meeting will be held Thursday, October 17, 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

The only new information on the lawsuit filed by the Systems Council EM-3 against AT&T concerning the employees pension fund is there has not yet been a ruling on AT&T's Motion to Dismiss the Charges. The attorneys for the council have great confidence this motion will be denied.

Judge Kessler has notified the parties that she will schedule a conference among all attorneys in this case sometime within the next few weeks.

Lucent Technologies has committed to continue the Toll Discount Program for occupational employees after our spin-off from AT&T through **May 30, 1998**. However, because Lucent is not in the business of providing telephone service, tax regulations prevent them from offering the Toll Discount Program as a tax-free benefit.

Effective **October 1, 1996**, Lucent will provide a flat rate tax gross to employees seeking reimbursement under the Toll Discount Program. This tax will remain in effect through **May 30, 1998**. There will be more information informing us how this will be implemented.

AT&T Universal Card Service will continue to offer its employee promotional rate of Prime Plus 1.9 percent through **December 31, 1996**, to all AT&T/Lucent employees and retirees.

This was always intended as a promotional rate with an expiration date of **December 31, 1996**. AT&T Universal Card Service will reevaluate this rate in October of 1996 and decide on one of three things: To extend the promotional rate of Prime plus 1.9 percent, to return to the previous employee rate of Prime plus 5.8 percent or to offer a different rate. This new offer would become effective in **January, 1997**.

AT&T Universal Card Service will continue to offer the same rate offered to AT&T employees, whatever it may be, to Lucent Technologies employees and its retirees through **December 31, 1998**. We should know what that rate is sometime in November.

The Nebraska State AFL-CIO 1997 Raffle/Lottery Calendars are available through your Union rep., or at the Union Hall. The cost is \$20 per calendar. The purchaser will be eligible for 441 drawings: 365 daily prizes - \$25 each; 52 weekly prizes - \$50 each; 12 monthly prizes \$100 each - 12 special day prizes \$500 each.

Proceeds from the sale of these calendars will be deposited in the Nebraska State AFL-CIO Public Relations and Scholarship Fund.

The delegates at the 35th International Convention voted to increase the monthly per capita tax by \$1 per member **JANUARY 1, 2001**, or at an earlier date, if necessary.

The 1997 Academic Award Program applications will be available from **September 16 through December 13, 1996** and must be postmarked by **December 31, 1996**.

This program provides for 140 scholarships of up to \$6,500 per year.

Seventy granted to IBEW and CWA represented employees' children.
Seventy granted to management and non-management represented employees' children.

If you have any questions, call **800-282-2828** or fax your request to **609-639-6346**.

JUST A REMINDER, PLEASE DON'T FORGET TO VOTE ON NOVEMBER 5TH!!!!

#

"MEET THE CANDIDATES"

Endorsed by

OMAHA FEDERATION OF LABOR

**OCTOBER 17, 1996
5:00 p.m. to 8:00 p.m.**

**IBEW HALL
13306 Stevens Street
Omaha, NE**

\$5 DONATION

SNACKS

HOT DOGS

CHIPS

POP

BEER

ABSENTEE BALLOT INFORMATION AND DEADLINES

1. First day to accept applications for an absentee ballot: **July 8, 1996**
2. First day that military may vote an absentee ballot (in person or ballot mailed): **September 20, 1996**
3. First day to vote absentee in person: **October 1, 1996**
4. Last day to vote absentee in person: **November 4, 1996**
5. General Election: **Tuesday, November 5, 1996**
6. An agent may request a limit of two (2) ballots up to **5:00 P.M. on Tuesday, November 5, 1996**
7. All absentee ballots must be received in the election office by **10:00 A.M. the Thursday after the election: November 7, 1996**
8. Who may apply for an absentee ballot, Nebraska Law provides that a registered voter may "vote absentee" for the following reasons:
 - A. Absent from the county on election day
 - B. Physically unable to go to the polls
 - C. Hospitalized
 - D. Cannot go to the polls because "tenets" of his or her religion
 - E. Incarcerated, but not convicted of a felony
 - F. Legally blind
 - G. Unable to vote between 8:00 A.M. and 8:00 P.M. on election day
 - H. Nebraska resident and members of U.S. Armed Forces or spouse/dependent; citizen temporarily outside the U.S. or overseas citizen
 - I. If you have a confidential voter registration
9. An absentee ballot request must be received in writing with the following information:
 - A. Name
 - B. Home address
 - C. Date of birth
 - D. Telephone number
 - E. Political party (ward and precinct if known)
 - F. Reason why you need the ballot
 - G. Signature or signature of agent
10. Deadline to apply for absentee ballot

Request must be in the election/county clerk's office by **4:00 P.M. on Friday, November 1, 1996**
11. Where to vote an absentee ballot

In person at election/county clerk's office
12. Who may pick up absentee ballot

Anyone may apply for a ballot for another person, this is called an "agent"; an agent is limited to two (2) ballots and will have to sign a form for each request
13. Returning absentee ballot

An absentee ballot has to be received by the election/county clerk's office by **10:00 A.M. on Thursday, October 31, 1996**
14. Students voting absentee

Students, if they are registered in their county, can vote absentee and they have to follow the same procedure as other citizens



International Brotherhood of Electrical Workers

E.M. 3 Council

Lucent Technologies, Inc.

13306 Stevens Street • Omaha, NE 68137
402-895-4080 • 402-289-3964 • FAX 402-895-1828

Frank P. Possinger
President

Stephen T. Lynn
Vice President

Jim Walls
Secretary-Treasurer

OCTOBER 3, 1996

TO ALL EM-3 LOCAL UNION PRESIDENTS:

Re: Non-employer Securities Held in an Employee Stock Ownership Plan

The union and the Company met on this issue on April 1, 1996 and the Unions asked why the two employee stock ownership plans, sponsored by AT&T, cannot hold both AT&T and Lucent shares.

The following is the answer received from Dan Vinod of ASA (Actuarial Sciences Associates, inc.)

AT&T ESOP

This employee stock ownership plan is a frozen tax credit ESOP, which must meet the requirements of the Internal Revenue Code and the regulations thereunder. Among the regulations that govern a tax credit ESOP are the regulations issued under section 48 of the code. These regulations very specifically provide that a trustee of a tax credit ESOP who receives non-employer securities as the result of a corporate restructure must convert these securities to qualifying employer securities. After the spin off of Lucent, AT&T securities will not be "qualifying employer securities" for the Lucent plan and Lucent shares will not be "qualifying employer securities" for the AT&T plans. Accordingly, both plans must convert the shares to employer securities within ninety days of the spin off date.

Leveraged ESOP* (company matching contributions)

The leveraged ESOP must meet the requirements of not only the IRS code and ERISA but also the underlying notes held by the ESOPs trusts. In addition to the Code and ERISA requirements that the ESOP be invested in employer securities, the notes require that the collateral be in employer securities. Accordingly, to ensure that the trusts will not violate the terms of the ESOPs notes, the trustee will be converting the employer securities as soon as practicable.

* It should be noted that these rules do not apply to the non-ESOP portion of the Long Term Savings and Securities Plan. (ie: employee's own contribution)

Some members have been asking about this and I felt a response was needed.

Fraternally yours

VIEWS FROM THE VICE PRESIDENT'S OFFICE

By: Sam Martin

I received a letter from **Terry Zahn, President/Organizer Road Sprinklers Local 669**, concerning a company that was going to work on our new GPC Building. He also faxed a letter to the Management here at Lucent Technologies and, as a result, that Company was removed and replaced by a local Union construction outfit. I want to thank all who were involved in making this happen.

There is not a total commitment from the Company to use Union vendors, but we were told they are sensitive to our feelings and, I feel, so far are sincere. It doesn't mean we will not see scab outfits out here, but there may be a reason.

On **September 27, 1996** there will no longer be any AT&T operators in Omaha, according to **Rick Sorenson, CWA 7400's President**.

They say Jon Christensen's divorce will hurt him politically and economically. With his former wife's family business connection with the Hunts from Dallas, Texas, it seemed she was his main fund raiser. His personal financial disclosure forms show that during 1993, the year before he ran for Congress, Christensen earned only \$32,000 selling insurance and **FERTILIZER.** ZAPPO

The D10 area of the 30 building is having financial problems. With the surveys and networking done with Union/Management, maybe continuing working together, we can come up with something. This SBU is the one to which I belong, and I don't want to see its demise; you never know when you have to go back home!

Cable Plant business is going good. They are expecting a 23% increase in the near future. Other core businesses here are also doing well, so if you are expecting a buy-out in the near future, don't look for it.

Returned from a VPP Meeting September 17 - 20 in Orlando, Florida. In attendance from this local were: **Steve O'Dell; Deb Gulizia; Jerry Pote and me.**

We learned all VPP sites have 45% less illnesses/injuries than other like companies. We communicated with OSHA employees, Union officials, etc.

The Class on Work Place Violence was a highlight, and although we were told how to approach violence, I think I'll still rely on my foot speed.

I hope everybody makes a lot of money on the spin-off.

POLITICALLY CORRECT

By: Rick Madej

"Jon Christensen, the Dimmest Light in Congress" (Congressional Quarterly Newsletter)

Let's talk about Jon Christensen. He is the most transparent politician that I have ever seen. He is no more than a puppet who is owned and manipulated by corporations. He claims to be a representative for the people, but **EVERY** vote he casts is dictated to him by corporations, for corporations. I don't believe that any other member in either the House or Congress has a voting record that is 100% pro-corporation, as his is. Jon has voted wrong on every issue dealing with labor, and he is proud of it. His greatest prize will be allowing corporations to raid pension plans as they build equity. Sure, he is correct in stating that the plans base liabilities are protected, but tell us Jon, if pension plans are not allowed to grow, how will they keep up with soaring medical costs and how will we ever get future pension increases? The answer is, **THEY WON'T** and **WE WON'T**, and Jon knows this and corporations know this and they don't care. Just look what happened to Social Security when everyone started to raid it. Wouldn't you like your pension plan to be a little more solid than the Social Security Trust Fund? Think about it!

On environmental issues, Jon has voted 100% the way his corporate owners have dictated him to do according to the **non-partisan** Sierra Club. Every vote he cast would have allowed corporations to desecrate our natural resources mainly by relaxing pollution standards which would save corporations billions of dollars annually. Ultimately, as has happened in the past, the taxpayer will get stuck with the clean-up after the corporation has made its money and has moved on.

On education, Jon voted to abolish student loans under the guise that it's an outdated program. Although Jon readily admits that he used student loans to go through college, I guess that his owners in the banking industry have convinced him that others do not deserve the same financial help. This shows that he is a typical Republican. If the program doesn't help corporations, affect the stock market, or have personal gains, then it's time to do away with it.

Jon is a very intelligent person. He knows who owns him and he hasn't voted against his owners, even once. I also don't blame people with six digit incomes for supporting Jon because these people tend to stick together for their own financial gains, usually at the expense of the less fortunate. For middle and low income people to support him though, verifies that the old saying is still true today, *"You can fool some of the people. . . All of the time."*

Finally, since I am a pro-life Democrat, I have one final thought to leave you with. How can Republicans deny a welfare mother an abortion because of moral convictions, but they have no problem voting NOT to give this same welfare baby any food? Interesting, isn't it!

Wow!

TRADES ISSUES

By: Rick Madej

A lot of excitement has been generated by the announcement of the new machine technology training room being set up here at the Omaha Works. By the time you read this newsletter, we will have had our kick-off of this new joint endeavor between Lucent Technologies and South East Community College. Here's hoping that it went well.

Your Joint Trades Committee has been working very hard on this program and, believe me, the sudden announcement of this new facility is not indicative of the many months that we have invested putting this class together. Now, it is up to the people to make this venture work. We truly need serious individuals to make the full two-year commitment which this class requires. Yes, it will require sacrifice on your part, but you are also the one who will realize the success when you graduate. We wish you well.

On a related note, since it is very likely that all of the people wanting into this class will not be accommodated at this time, I strongly urge interested individuals to visit the Employee Resource Center and check into the other trades in which you may have an interest. Two-year classes are being offered at Metropolitan Community College which will qualify you for other trades in which we will have vacancies in the near future. These include Pipefitter; Control Systems Technician and Electrician, just to name a few. Think about it - IT'S YOUR FUTURE!

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RETURN TO SEPTEMBERFEST

By: Sheila Filipiak

Septemberfest is a celebration of labor, and it seemed a shame that we, as the largest local in the state, didn't participate. This year, we began to revive some Union pride.

Thanks to the cooperation of **Jim Andry**, **Jim Himes** and the Business Managers of EW&C, we had a nice booth for Septemberfest. It was a great opportunity to show the public who Lucent Technologies is. We also had some members carry our banner and march in the parade. Hats off to all who helped make this activity a success.

It was very nice to have people volunteer to help. Thanks so much!

JUDY NEBE - PROMOTION

By: Marlene Majeski

I would like to wish **Judy Nebe** the best on her new promotion. It was a pleasure to have worked with Judy on Movement of Personnel.

Tom Leroux has replaced Judy as Movement of Personnel Coordinator for the Company.

MOVEMENT OF PERSONNEL

We had an excess out of the Sheet Metal Shop, 9 Level II's. Also, from 80-type cabinet, there were 27 Level I's and 9 Level II's. All have been placed.

FILLING OUT BID SHEETS

When bidding a job, remember you can bid on a 2nd shift job and if you have the service to bump someone on days, you can bump for the day shift. That goes by IBU for Level I and Overtime Pool for Level II's and III's.

INVESTING IN YOUR FUTURE

We are still getting a lot of positive feed back on the "Investing In Your Future Seminars." Jim Andry said they will keep having the seminars as long as our people are interested in attending. The forms can now be picked up in the ERC Room.

RENTING THE UNION HALL

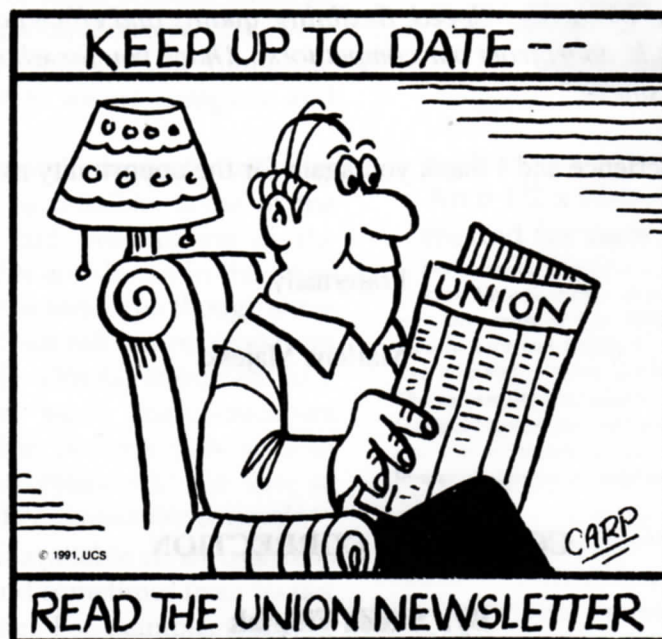
If you are interested in renting the Union Hall for a special event, the rate is \$375 for Union members. This includes the security guard and the clean up. The hall will accommodate 350 people.

TO: ALL UNION MEMBERS

**35TH INTERNATIONAL CONVENTION
PHILADELPHIA, PA
By: Marlene Majeski**

What a privilege and honor it was to attend the 35th International Convention. It was a very proud feeling to see so many of our brothers and sisters in one place, knowing that you are one of them, sent by members of your local. I thank you for giving me the opportunity to attend.

The first day of the Convention consisted of the election of the International Officers with J. J. Barry, remaining President and Jack Moore, remaining Vice President. For the first time at any of our conventions, electronic voting machines were used. A big difference from past conventions. Ray Edwards remained our 11th District Vice President. That was a plus for us as Ray Edwards has been a big help to our local and has always been there when we needed help from the 11th District office.



During the convention, **Henry Schacht** was a guest speaker. This is a condensed version of his speech.

"LUCENT CEO DISCUSSES FUTURE OF MANUFACTURING"

Henry B. Schacht, Chairman and Chief Executive Officer of Lucent Technologies, told the delegates on Wednesday afternoon that the future of manufacturing in the United States will be bright through partnership and productivity. Lucent is a new company created when AT&T was split into three early in 1996.

Schacht spoke about Lucent's position in the competitive global economy. He noted that virtually all high-tech activities depend on the kinds of systems Lucent is producing, the quality of which has been recognized worldwide. He thanked the IBEW for helping to position the company for a future of dramatic market growth, and assured the delegates that the partnership between the Company and the union will be an ongoing, dynamic process, not just in bargaining years.

Refuting the misconception that U.S. manufacturing is stagnant, Schacht said that manufacturing still represents more than one-fifth of the gross domestic product, and that 'nearly half of total economic activity in the United States depends, at least indirectly on manufacturing.' He cited statistics which show that U. S. manufacturing workers have achieved higher productivity than their German or Japanese counterparts and that U.S. merchandise exports have doubled in the last ten years, creating some 2.3 million jobs. He cautioned, however, that many challenges remain from international competition and other factors.

Schacht concluded by saying, 'Speed, flexibility, quality and efficiency will set Lucent Technologies and its people apart from our competitors... Thank you for what you have done and continue to do for our business.'

It was a great experience and I thank you again for the opportunity as a Union officer to go and represent you.

Fraternally,

Marlene Majeski

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COOKBOOK CORRECTION

By: Sheila Filipiak

The recipe for "**Danish Puff**" on **Page 61** calls for 1 egg. It should be 3 eggs. We apologize for this error.

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AT&T EMPLOYEES

3rd Annual

CRAFT FAIR

Saturday November 30, 1996

IBEW Local 1974-Millard

8:30-4:00

6 ft. Tables: \$20.00 each

SEND RESERVATIONS TO:

Sheila filipiak/Crafters

15605 Valley St.

Omaha, NE. 68130

Phone: 334-2671

Type of Craft(s): _____

Name: _____

Address: _____

Phone: _____

Amount Enclosed: _____

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The winners of the 50-50 Cope Drawings were as follows:

At the 8:20 a.m. meeting - **Ron Hodges** \$ 8.50

At the 2:00 p.m. meeting - **Dominic Zappia** 4.00

At the 4:15 p.m. meeting - **Robert Wulf** 5.00

All winners donated their winnings back to the Cope Fund.

The winners of the \$50 door prize were as follows:

At the 8:20 a.m. meeting - **Terry Pollard.**

At the 2:00 p.m. meeting - **Dale Hollings.**

At the 4:15 p.m. meeting - **Sharon Buzzell.**

THE RECORD

GEORGE McMORRAN,
RETIREE

FLOYD BULLARD,
RETIREE

Rick Palmer, D12
Father-in-law

Rita Pickering, A29
Father

LaDonald Jack, C14
Brother

Dan Derner, A13
Father-in-law

Tim Connor, D17
Father

Wayne Grudle, A13
Grandfather

Dale Snyder, A11
Mother

Russ Bullard, A11
Father

Bev. Morley, D17
Father

Carolyn Jackson, C12
Father

ANN VACEK,
RETIREE

Tim O'Connor, C12
Step Father

Kim Aasgaard, D17
Father

Barb Bruno, C14
Father

W. Jim Garza, A13
Grandfather

Tom Connor, A24
Father

Ed Vancleave, C17
Grandfather

Jim R. Johnson, A13
Mother

Anne L. Nelson, C17
Mother

Eileen Bullard, D13
Father-in-law

Dave Halverson, C17
Father

Faternally,

Marlene Wilson

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

MW:mw
opeiu #53