I.B.E.W. Local 1974

DANCE

Music by Dark Shadows

Sat., October 27th, 8 p.m. - 12 midnight
I.B.E.W. Hall
13306 Stevens — Millard

TICKETS
$6.00

Per Person ...Includes All Beer & Mixed Drinks FREE!
Get Your Tickets From Union Stewards or at the Door!
President’s Message
by
Frank Possinger
Local 1974 President

IDEA Team Process

The Company and several employees have approached the Union and expressed their views on suggestions submitted by “Teams,” that address, directly and indirectly, “labor savings.”

When Local 1974 was involved with this program at the outset late last year, one of the agreements made at that time, was that labor award issues would not be addressed nor awarded on that issue.

At that time, we had “extra” people in the plant, because of the 4th quarter schedules being down, and not knowing how far reaching some of these suggestions could be, that agreement was made.

Since that time, several suggestions that involve a specific product or piece part or method change, have reduced the labor involved. The Company has had the benefit of reduced labor involved, but the teams had never been allowed to compute that savings and receive any award shares. This is the way the program was set up.

Recently, some suggestions have come through without addressing labor specifically but in reality, these suggestions have a significant effect on labor.

These suggestions now have gone beyond the scope of what I had imagined. Savings have been generated and award shares given, but not on any labor savings, and some of these would amount to a considerable amount of savings. The Company is now wanting to base awards on labor savings. They are going to classify them into two categories, tangible and intangible.

Most of the people who have turned in suggestions already realized that some of those suggestions have saved material handling or double handling of piece parts. I do not feel, that because of this issue, that this local union can be a part of this process any longer. We would not have the time that it would take to “police” the suggestions and awards, and furthermore, I could not justify the elimination of a body in any given area, due to suggestion.

I would caution any one who participates in this process to use some common sense and logic when turning in those ideas.

It still is understood and agreed that “Teams” that are, or will be, formed cannot and will not address any contractual issues, nor will they be allowed to circumvent any contractual agreements.

Teams will not address personalities nor determine whether or not a higher level production person should be eliminated nor reassigned to other duties.

When addressing a suggestion that involves any labor savings, it can only be acted on as a result of a suggestion that deals with, and only with a specific product, piece part or raw material change. So, with the now, new change in this structure, any previous suggestions that were turned in by your team that involved less handling, or less physical work, you may want to resubmit those suggestions.

Again, use common sense and logic when dealing with those ideas. Don’t try to eliminate your job!

Movement of Personnel

Article 9, of your union contract, states how people are moved in the plant. The Company has, had, has now and probably always will have the exclusive right to declare surplus, excess and vacancies, and the “numbers of,” that are associated with that. They can increase or decrease

(Continued on next page)
ANALYSIS OF THE 2% BUDGET LIMITATION

In November Nebraska voters will be faced with the most devastating budget limitation offered Nebraska voters in recent history. If it passes, state and local government services will be drastically reduced. The following analysis is designed to help you understand the serious consequences such a constitutional amendment would have on Nebraska’s “good life” and to serve as a resource as you deal with the public.

The 2% Budget Limitation is a Constitutional Amendment

It requires a majority vote of those voting NOVEMBER 6 to pass. The number of votes must be at least 35% of the votes cast in the general election.

Life of the Amendment

The Nebraska Constitution provides that “the same measure, either in form or essential substance, shall not be submitted to the people by initiative petition either affirmatively or negatively, more often than once in three years.” If the 2% Amendment is successful, the Constitutional Amendment could not be repealed for three years. If the 2% petition is defeated, it could not be placed on the ballot for another three years.

Impact on Local Government

The Constitutional Amendment provides that budgets of local government would be limited to increases of 2% per year. The inflation rate for goods and services which these local governments may need to purchase such as electricity, fuel, paper supplies, building materials for bridges, roads, etc., health insurance, and other services could increase at a rate of 5, 10, or even 15% but the overall budget could not increase by more than 2%. A city will find that during a severe winter of snow removal which consumes a major portion of the budget for street maintenance, it could not find funds to repair potholes in the spring. A flood, such as the one that recently hit central Nebraska, could destroy bridges and county roads which could not be rebuilt under a 2% budget lid. A rural fire department will find it could not replace a worn out fire truck.

The Lid Does Not Allow For Emergencies

The proposal does not permit a local unit of government to deal with emergencies such as broken flood dikes, tornado damages, boilers that explode, or expensive equipment that breaks and needs to be replaced. The proponents of the Lid suggest the voters may approve a budget increase in an expensive special election held for that purpose, although in fact and in truth, such votes pertain only to future budgets, not existing budgets. If the storm strikes or massive amounts of snow fall, the subdivision would either have to reduce other services to deal with the emergency, or ignore it.

The proposal does not permit borrowing or deficit spending. Literally, if the roof blew off the community hospital, while it may be repaired, if the repairs consumed what remained in the current year’s budget, then the hospital would be closed until the next budget year. Not even charging the patients higher rates would work, as user fees are included in the 2% limitation if they are deposited to the government’s general budget.

Punitive Nature of Amendment

If a local government proposed an increase to the voters and it failed, then that governmental subdivision is limited to a 0% increase for that fiscal year. The Amendment is designed to punish local government for even trying to provide needed services requiring expenditures in excess of 2%.
State and Federal Aid to Local Government Could Not Be Used to Offset Short Falls at the Local Level

If the State or Federal Government provided aid to rebuild roads and bridges, build sewer plants, reduce property taxes, provide subsidies to hire doctors or staff hospitals in rural areas, or provide ag research grants, the money could not be used unless a corresponding amount were cut from some other part of the budget. Local government would, therefore, become helpless to respond to immediate disaster or provide vital and essential services in such situations.

The Lid Places a 2% Budget Lid on State Government As Well

All state services including higher education, law enforcement, social and health services, ag research, economic development, and promotion would be subject to the same 2% limitation. If the cost of highway patrol cars went up by 8% and the gas to operate them by 16%, other state services would have to be cut in order to maintain the same level of law enforcement or services and jobs would have to be cut. The Legislature could not offset local property taxes through state aid without cutting state services.

Rule by Minority

To exceed the 2% state lid would require a 4/5th (80%) majority vote of the Legislature. Ten (10) senators could thwart the will of the thirty-nine (39) senators, the majority, who saw the need for additional funding.

Economic Growth Capped at 2%

Businesses which supply government with building materials, insurance, paper supplies, motor vehicles, electricity, fuel, etc. would see their income reduced significantly. Business growth under such a Constitutional Amendment would be severely reduced.

What city could afford to attract a new industrial plant if that plant required extensions of the sewer and water system or brought in 300 new students to educate? If the plant employees required additional housing with its sewer, water and street requirements, what community could afford such a new plant under a 2% budget lid? What corporation would be willing to wait for a vote of the people to decide its economic future before deciding to locate in some other state?

This Constitutional Amendment would hamstring private business as well as government.

Implementation Date Retroactive

If this Amendment passes, it will affect budgets which end after January 1, 1991. All current school budgets for the 1990-1991 school year would be affected and cuts made or the schools might be forced into bankruptcy. The same would be true of any other governmental subdivision. The effect of this provision would create anarchy as local governmental services were curtailed.

... DON'T PUT THE BRAKES ON NEBRASKA

OPPOSE THE 2% LID

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Paid for by Nebraska State AFL-CIO
AMENDMENT 2

October, 1990

Dear Union Member:

At the General Election on NOVEMBER 6, you will have the opportunity to vote for **CONSTITUTIONAL AMENDMENT 2** which is necessary in order to provide for the establishment of an intermediate court of appeals.

Nebraska desperately needs this court. The substantial increase in appeals in recent years has overburdened the seven members of our Supreme Court to the point where they can no longer keep pace. As a result, appeals which should be decided in the six or seven months are taking 24 to 30 months, and that time is growing longer.

In Iowa, which established an intermediate court of appeals in 1975, the same time for final decision is only 5.8 months. Nebraska is the largest state in the union without an intermediate court of appeals.

The primary victim of this tremendous overload is the civil litigant such as yourself who does not receive any statutory or constitutional preference for expedited appeals, such as those granted to convicted felons. Chief Justice Hastings has said, "The passage of this constitutional amendment will permit the law abiding, hard working, taxpaying citizen to have his/her claim . . . decided within a reasonable time."

Justice delayed is justice denied! We need your help and your vote in bringing timely justice to all citizens of Nebraska.

**PLEASE CONSIDER VOTING FOR AMENDMENT 2.**
Grievance Report
By Marlene Wilson
Vice-President and Grievance Coordinator


88-16 Level I employees in Dept. 269 doing Level II work. Pote/Job Grades Committee. Arbitration demand submitted.

88-34 Employee in Dept. 237 terminated under ACP for clock card irregularities. Arbitration demand submitted. Pending Arbitrator's decision.


90-07 Employee Dept. 597 refused opportunity to work overtime. Majeski/Trimble. Pres. at 5th step. Settled satisfactory.


90-10 Employee Dept. 511 asked for employee to be given another opportunity to accept the S.V.S.P. offer to trades. Union Trades Committee. Pres. at 5th step. Denied.

90-11 Employee Dept. 784 wrong employees doing work on overtime. Union Trades Committee. Settled satisfactory.

90-12 Employee Dept. 595 forced off benefits to use vacation during Fourth of July shutdown. Maxwell/Perryman. Pres. at 5th. Settled satisfactory.

90-13 Employee Dept. 595 forced off benefits to use vacation during Fourth of July shutdown. Maxwell/Perrym. Pres. at 5th. Settled satisfactory.

90-14 Employee Dept. 584 Company refused to pay employee sick pay benefits. Trimble/Majeski. Pres. at 5th. Denied.

90-15 Employees in Deps. 581 and 583 forced to use vacation while on 1/2 benefits during Fourth of July shutdown. Pres. at 5th. Wilson/Possinger.

90-16 Employee Dept. 581 left off excess list because of restrictions. Fabian/Majeski. Pres. at 5th. Settled satisfactory.

90-17 Employee Dept. 552 - Suspension. Lubash/O'Dell. Pres. at 5th.


90-19 Employee Dept. 597 - refused benefit payment. Pote/Pallas. Pres. at 5th.

90-20 Unreasonableness of outside smoking area. Deegan/-Kempkes. Pres. at 5th.

Benefit News
By Mary Ellen Maxwell
Financial Secretary & Benefit Officer

The packet of information that you received at your homes on October 9 contained information on the following items:

Class II enrollment (except for Grandfathered Class II dependents that you currently aren't paying a premium for)

Sponsored enrollment
HMO enrollment — in HMO Nebraska or Share
Reimbursement Accounts for Health Care
Reimbursement Accounts for Child/Elder Care

These enrollments are to be completed by calling 1-800-662-8439 by NOVEMBER 16.

If you have any questions on enrollment, just call the Benefit Room on ex: 4954 and Barb, Edie, Tom, Dave or Mary Ellen will be glad to help you or call the Resource Center and talk to Barb on ex: 3607, Judy ex: 3509. John ex: 3523. We will also be in the cafeterias to answer questions at a later date. The dates and times will be posted.

The DEPENDENT ENROLLMENT is NOT part of this packet. We should receive it by mid-November.

Remember, that if you are interested in making an ESOP withdrawal of shares from years 1982 and earlier that you must call 1-800-545-4486 by OCTOBER 31.

HMO representatives from HMO Nebraska and Share will be at both Union Meetings to answer your questions and distribute information.

Thank You

The family of Morrie Baker would like to thank all of his friends and co-workers for their kindness, support and prayers following his death.

Your continued thoughtfulness has meant much to us these last few weeks.

The family of Morrie Baker
President's Report ... continued

those numbers at any time. This union never has had any control over that. We only “bargain” how people will be moved.

Under the 1989 agreement on movement of personnel, level 2's will be moved by overtime pools. When level 2's are exceeded out of an overtime pool, the first place a department chief will look at, is another level 2 overtime pool within his own IBU. If he has a vacancy or creates a vacancy, then excess level 2's will fill this vacancy(s). The Company also has the right to reassign any level 2 from one overtime pool to another, at any time and without regard to seniority. A level 2 can be moved from pool to pool as long as the shift and rate of pay remain unchanged. Before forcing someone from an area, they should first ask in that area or pool for volunteers.

When the IBU is going to add level 1's or 2's, they will first canvass that IBU for volunteers to move from one area to another or from one overtime pool to another, wherever the vacancy is. Seniority will rule on volunteering, then when the volunteers, within that IBU are moved, then those vacancies will be filled by those entering the IBU. The volunteering has worked extremely well since bargained sixteen months ago. In that sixteen months, only eleven or twelve people have been forced to move, and in sixteen months, a lot of people have moved. So, as business needs dictate, level 1's and/or 2's can and will be moved within the IBU before they would get moved out of that IBU.

When you volunteer to be moved, remember this, at any given point in time, the Company can reassign you to another job within that IBU. You may volunteer to a wiring position, but somewhere down the road, you could be moved to an assembling, packing or detailing position.

Last month in my special thanks to those members who helped work the display booth at Septemberfest I accidently forgot to include Lanette Moore's name. My apologies and a special thanks also for your help.  

Frank Possinger

The Record

ARTHUR WINTER, RETIRED MEMBER.  
Myra Krahmer, Dept. 597, Sister.  
Ron Horn, Dept. 584, Son.  
Jerry Fallar, Dept. 595, Brother.  
Norm Schutler, Dept. 704, Mother.  
Carolyn Dross, Dept. 592, Son.  
Jim Dross, Dept. 583, Step Son.  
Doug Dowok, Dept. 581, Mother-in-law.  
Mary Pfeifer, Dept. 596, Brother.  
Claude Welsh, Dept. 583, Mother.  
Mark White, Dept. 704, Mother-in-law.  
Richard Winter, Dept. 586, Grandfather.  
Yolanda Higgins, Dept. 592, Grandfather.  
Helen James, Dept. 597, Father.  
Larry Duros, Dept. 582, Mother.  
Beverly Bianchi, Dept. 593, Brother.  
Jim McDonald, Dept. 581, Grandmother.

Union Meeting Tonight

The monthly membership meeting will be held Friday, October 19, 1990 at the Union Hall, 13306 Stevens Street.

Second Shift Meeting 12:30 a.m. First and Third Shift Meeting 8:00 p.m. $100.00 Drawing.

Report Of The Vice-President

By Marlene Wilson  
Vice-President and Grievance Coordinator

Title VII of the Civil Rights Act of 1964 States:

"It shall be an unlawful employment practice for an employer to fail or refuse to hire or to discharge any individual, or otherwise to discriminate against any individual with respect to his compensation, terms, conditions, or privileges of employment, because of such individual's race, color, religion, sex or national origin."

Maternity Leave Suit Continues

By Marlene Wilson, Vice President

Within the last couple of weeks, most of the employees involved in this lawsuit have received a copy of "Maternity Leave Newsletter" a newsletter from Plaintiffs counsel in EEOC vs AT&T Technologies.

In this complaint, the EEOC alleged that Western Electric's maternity leave policies violated the Civil Rights Act. The EEOC found that Western Electric's maternity leaves were discriminatory on the basis of sex.

In 1987, the court held that AT&T maternity leave policies violated Title VII in three ways. Western Electric forced women to take a maternity leave before their pregnancies rendered them unable to work. Unlike other illnesses, women on maternity leave were unable to accumulate more than thirty (30) days of seniority. And female employees returning from maternity leaves were not guaranteed reinstatement, as were employees who returned from other types of disabilities.

This newsletter explained that because of the complexity of these claims, they could not tell whether or not this case will be settled. If settlement is not reached, the court will act to decide on each claim.

The attorneys have randomly selected approximately 1,200 claimants to interview about different types of claims. These people interviewed will not be treated differently in a settlement.

More than 13,000 claims have been received.

If you decide the information submitted on your claim form is inaccurate or incomplete, call — 1-800-628-2289, or write to:

Claim Center  
7 South Dearborn Street  
Suite 740  
Chicago, Illinois 60603
September Winners

Winner of Cope Drawing:
AM Meeting — Doug Carlson
PM Meeting — Bill Sharp

Winners of the tickets for the Ben Nelson Rally and Picnic:
Marlene Majeski
Doug Carlson
Steve O'Dell
Don Stamm
Shiella Filipiak
Bob Belik
Glen Maxwell
Jim Pabian
Dan Herman
Ben Foster

Winner of the $100.00 Door Prize — Jim Filipiak.

A Special Thank You
By Joyce Ossler, Cope Director

I would like to extend a special "Thank You" to all the workers who volunteered to work at our recent Vegas Night to generate money for our Cope Fund. I would also like to thank all the people who came and participated in our Vegas Night.

We realized over $1,650 profit for the evening's work and enjoyment, as a result of which, we will hopefully have present at our October Monthly Meeting, Ben Nelson and Don Stroh, at which time we will present each of these gentlemen with a $500 check for use in their campaign.

Again, my sincere thanks for all your help and making this evening a big success for Cope and our candidates.

Halloween Dance

You only have one more week to wait for the social event of this fall season.
Saturday night, October 27th is the date, and the I.B.E.W. Hall is the place for this year's Halloween Dance.

For only $6.00 per person you can dance the night away with your favorite squeeze. So whether you dress in your best costume, or just come as you are, remember to dig out your favorite dancing shoes, shake off the cobwebs and join us for a night of treats and eats at the I.B.E.W. Halloween Dance.

BE THERE OR BEWARE!!!
5 MINUTE INTERVIEW
By Dennis Fleming
5 Questions to President Possinger

Question #1
You were recently appointed by the EM3 Council Executive Board. My question is “Why where you appointed and who appointed you?”

My appointment fills a vacancy left when Gary Schulte of Redding, Pennsylvania was not returned to office in his local. There were several qualified people and I was appointed from among them by Ed Keller, the EM3 Council President. Anyone of those others could have been picked so it is an honor to be the one selected.

Question #2
Will being an officer on that Council give you more input into items concerning our local, and will you be involved in that Council’s day-to-day activities?

The Council is much more involved with things happening on the National Level so our locals input will definitely be there. As for day-to-day activities the EM3 Board is very similar to the Executive Board of this local. Besides approving expenditures we will also be responsible for looking at where the Council is going.

Question #3
Do you feel that your appointment to the Executive Board will bring a new perspective to that Board, and what is one idea you would offer?

As president here at Omaha I feel that we have done a lot between Union and Management in addressing issues as they come up, and looking at issues rather than letting an issue with one problem end up affecting everything.

By agreeing to address issues on their own merits, not letting one thing destroy something else, I feel that our Omaha input on this item is very important.

Question #4
Do you feel that we have a model program here at Omaha, and what parts of that model do you hope to construe to the Executive Board?

First it is very important that all plans and models are bought before the Board. The more information presented, the better the decisions that come from that input.

One needs to remember that things today are different than they were 10 or 15 years ago, and the days of going in and commanding and demanding from either side are almost gone — that aspect of Unionism, has gone the way of the wind. Now be that good, bad or indifferent, only time will tell.

What I do know is that right now we have things locally that are better than they have been in 30 years.

Just by looking to Movement of Personnel and to a Joint Benefits Committee made up of Union and Management we’re making advances that weren’t possible a few years ago.

We have now a Joint Trades Committee, the first time in our history we have everything above the table. There are no hidden secrets, there are no hidden agreements — everything is out in the open.

The people out in the shop if they have any kind of knowledge be it practical or mental now have a chance to take tests to see where they fall in, to see whether they are capable of assuming tradesmen vacancies, rather than have the company go outside to hire.

These are just some of the things that we have that we should be proud of and I’m glad to be a part of them.

Last Question
Do you feel that as president of this local that you have had an important part into garnishing these new programs for our local?

Yes I do! I got connected back in 1987 when I was asked to be a member of the Just in Time Committee and I think that’s when I started looking at things differently than what I had in the past. I got a lot of criticism for being on that committee, some people accused me of being part of a committee that was going to eliminate jobs and that never happened.

I believe that if you are not involved in the programs that industry nation wide is making available, if you merely stick your head in the sand and say, “I don’t want nothing to do with it,” then you’re never going to know what’s going on.

If you’re not involved, and not trying new things, then you’re never going to know what’s happening in today’s society. And that’s not a good thing to do.