

October, 1998



## President's Message

EM-3 Council President, Frank Possinger, is retiring and therefore will not seek re-election. Frank transferred to the Omaha Works from Buffalo in the mid 1970's. He served Local 1974 first as a rep and on the Job Grades Committee. He was elected to the E-Board in 1986 and to President in 1989. In 1996, Frank was appointed to EM-3 Council President! Thanks for all your years of service and enjoy your retirement, Frank! Our EM-3 Council will be holding elections of officers at the October meeting.

As a result of recent discussions the unions have had with the company, there has been another Pension Plan enhancement. The discounted rate for the 50% Survivor's Annuity Option has been reduced from 10% to 8%. The effective date for this change is January 1, 1999. The 10 year "Certain Annuity Option" at 5% reduction and the Joint and 100% Survivor Annuity Option at 15% reduction are also effective January 1, 1999.

Temporary upgrades from \$8.00 to \$10.00 per day started this month.

Remember...telephone reimbursement ended September 30, 1998 and all bills must be submitted by December 15, 1998. The \$500.00 special contribution for the elimination of this program will be made to your Long Term Savings Plan on February 1, 1999.

The application period for the CWA/IBEW/Lucent Academic Awards Program opened on September 1, 1998. These applications may be obtained until November 30, 1998 and must be postmarked no later than December 31, 1998. **Only 1999 calendar year applications will be accepted.** This is an excellent **UNION** bargained benefit which provides for 35 scholarships of up to \$6,500 annually, renewable three times. High school seniors that have a 3.25 GPA on a 4.0 scale and have participated in community or school volunteer activities are eligible. To apply for this scholarship, call 1-888-582-3684, prompt 5, then press 2 with any questions or to receive an application.

Vacation eligibility for newer employees has many people confused. After completion of 6 months of employment, you are eligible for 1 week of vacation. After completion of 12 months of service, you are eligible for 2 weeks of vacation. If, **for example**, your 6 months is up in October of this year, you will receive 1 week of vacation. At the beginning of 1999, you will be told you have 1 week of vacation. Then, when your anniversary arrives in April 1999, you will receive 1 more week of vacation to use in 1999. If your 6 month and 1 year anniversary occur in the same calendar year, you will receive a total of 2 weeks in that year.

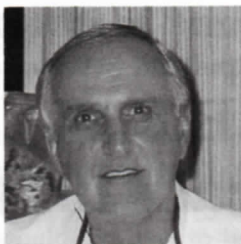
**Fraternally,**  
**Marlene Wilson**  
**President/Business Manager, IBEW 1974**

### TO: ALL UNION MEMBERS:

The monthly membership meeting will be held **Thursday, October 15, 1998 in the Small Meeting Room, 13306 Stevens Street, Omaha, Nebraska. Phone: 895-4080 - FAX 895-1828.**

Third Shift meeting: 8:20 a.m., Second Shift Meeting: 2:00 p.m., Day Shift Meeting: 4:15 p.m.





## Views from the Vice President's Office

By Sam Martin

Normally, I give the reports on our long term Savings (401K) but at this time (October 4, 1998) the news is not good so I will forgo them. It's kind of like burying your head in the sand.

The standard vacation periods left for the year 1998 are 12/21/98, 12/22/98, 12/23/98, 12/28/98 and 12/29/98. Represented employees with less than 6 months service prior to shutdown will receive those days of vacation without pay. Excused Work Days, or personal days off without pay may not be substituted for standard vacation days. December 30th will be a Designated EWD (all active employees will be paid for this date.).

7-Day coverage is it going to work? Going through the Cable Plant and seeing all the idle machines because of shortages and whatever make you wonder.

What's going on in Lucent's Norcross, GA facility and how it will effect us is a wait and see. I don't think there will be a **buy out here** just in case you ask.

Our OSHA recordables for accidents and illnesses are going up and it is a major concern for everybody. New employees, new jobs because of all the upgrades, lack of emphasis on safety by some management personnel, etc. are some of the guesses. The standard answer is "let's write the employees up even though **ergonomically** that job sucks," doesn't wash anymore.

I did observe first hand, communication between Engineer Bill Myers, layout operator Tom Reister and operator Cindy Kelly. Their topic was the installation of the new lines and this engineer really listed to Tom and Cindy's concerns about the distance between machines before they were installed. I hope this doesn't effect **negatively** to Mr. Myers, seeing his name **favorably** in a union paper.

I wish the company would really look into the suggestion for a wellness center on site. If not that, maybe a monetary aid for membership in the various Health and workout fitness centers in Omaha and surrounding areas. If you were in good physical shape, it would reduce repetitive disorders and strains and pains.

Local 1974 and Local 1614 played host to Thomas Dowd and Sons, Attorneys at Law, as they presented to all union stewards and officers a seminar on Workmen's Compensation. It was very informative and well received.

Our Union committees, sub-committees, are trying very hard to help solve the safety problems. They will meet any place, union halls, work areas, etc. They will even talk to management in parking lots.

*Fraternally,  
Sam*

### THE SHORT CIRCUIT

Omaha, Nebraska

October, 1998

Official Publication of Local Union 1974

International Brotherhood of  
Electrical Workers AFL-CIO,  
Omaha, Nebraska

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

#### Executive Board

Jim Filipiak, Chairman

Tim Gillham, Rick Madej, Marlene Majeski, Jim Pabian

#### Newspaper Staff

Editor ..... Deb Gulizia  
Artwork ..... Tim Cremeens

## Republicans for Hoppner

There is a group of people who have joined the Hoppner Campaign. They are the Republicans for Hoppner.

Anyone interested in helping this group can contact Cindy Schneider. She can be reached at the Hoppner Campaign Headquarters by calling 339-0100.

Anyone regardless of party affiliation who wants to help Bill Hoppner get elected Governor may call this number.

*Sincerely,  
Sheila Filipiak  
Cope Director*



## 50-50 Cope Drawing Winners

At the 8:20 a.m. meeting - Frank Velasquez - \$13.00  
At the 2:00 p.m. meeting - Everett Peterson - \$9.00  
At the 4:15 p.m. meeting - Bob Belik - \$7.00  
All winners donated their winnings back to the Cope Fund.

## \$50 Door Prize Winners

At the 8:20 a.m. meeting - Arnie Ott.  
At the 2:00 p.m. meeting - Bev Opfer.  
At the 4:15 p.m. meeting - Corrine Piper.





# What's Happening

by Marlene Majeski



Due to the needs of the cable shop for Level I's, there was a posting on October 5th. There were no penalties for new members with less than six months service. I hope everyone that wanted to, got to go to the Cable Shop.

Looks like we will be getting some jobs from Atlanta. They will fill some of the extra floor space we have.

The DSX area is still being worked on, there is a lot of revamping that still needs to be done.

The Level II jobs are still being posted, however, there are not as many as there were but it looks like there will be several if anyone wants to move.

Everyone should have gotten the information about the Founder's Global Frant with a pin number included.

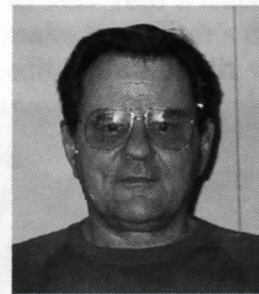
Keep smiling – it's contagious.

## Retirees in August 1998

James E. Black  
 Gilbert T. Blasing, Jr.  
 Ronald G. Danker  
 Aleather Jackson  
 Allen J. Kallhoff  
 Michael T. Kelly, Jr.  
 Donald F. Kuta  
 Henry P. Maass, Jr.  
 Arthur J. Mackie  
 Jon Paulson  
 Stanley Puchalski, Jr.  
 Geraldine J. Rewolinski  
 Adrienne M. Ruggiero  
 Janet H. Sharples  
 Richard F. Sorensen  
 Eileen D. Stock  
 George E. Stock

# Changes

by Jim Filipiak  
 Executive Board Officer  
 50 Building Coordinator



Twenty-two years and eight months ago, Local Union 1974 made a decision by a vote of 2 to 1 to upgrade the membership, as well as secure jobs at the Omaha Works by accepting people from another location. That location was the Buffalo Works. I, for one, can say thank you to those members for accepting the jobs and people from the Buffalo Works.

Since then, Local Union 1974 and its membership have been asked to accept many changes. This year, the Omaha Works is being tested with another change. The Cable Plant was given an old but new change, a work scheduled called "7-day coverage." With this change, the Omaha Works hired 700 people. Some of them are our family members, sons, daughters, etc. Many members have been upgraded. Some jobs that used to take 15 or 20 years are being populated by people with less than one year of service.

We all would like our weekends off, even if most of us used to work them. For some of us, having our Saturday and Sunday during the week is hard to swallow. I, for one, can drive myself goofy by trying to fight this change. The only part of this that gives me some sort of sanity is telling myself that it's my turn to pay back for those people who gave me a chance to get in 34 years.

I owe this Local Union alot. When I got transferred here, I had 12 years of service. Some of the members that took that vote 22 years ago are still here. So, now it's my turn to say thank you. Maybe it's long overdue, but now is better than never.

To our new members, cover your back! The reputation you make for yourself today, you'll be carrying for a lot of tomorrows – do the best you can. It's your future! Maybe some day you can say thank you to those who gave you a start.

*Continued on Page 5*



# Changes

*Continued from page 4*

I would like to finish this with a poem someone gave me in October, 1989.

*When you get what you want  
in your struggle for self  
And the world makes you king for a day,  
Just go to the mirror and look at yourself  
And see what that man has to say.  
For it isn't your father or mother or wife  
Whose judgment upon you must pass.  
The fellow whose verdict counts most of your life  
Is the one staring back from the glass.*

*You may be like Jack Horner and chisel a plum  
And think you're a wonderful guy.  
But the man in the glass says you'd be only a  
bum  
If you can't look him straight in the eye.*

*He's the fellow to please – never mind all the rest,  
For he's with you clear to the end.  
And you've passed your most dangerous,  
difficult test  
If the man in the glass is your friend.*

*You may fool the whole world down  
the pathway of years  
And get pats on the back as you pass.  
But your final reward will be heartache and tears  
If you've cheated the man in the glass.*  
Anonymous

## New Members

No new members due to no July meeting. Will be a bunch next month.

2460 Members

17 retired

5 quit

1 terminated

1 child care leave

1 long term disability

3 transferred

# SAFETY CONTEST

BY DEB GULIZIA

Phase II of the Safety Contest is over and we have a total of 72 carbon monoxide detector winners. Be sure to plug them in ... don't leave them in the box in a closet like Vic is doing.

The final phase of this contest will again have the men's or women's Seiko watches as the prizes. It will be a little different this time because there is no set answer. Everyone will have to be prepared before the safety subcommittee members approach you. They will want you to be specific in showing them "an accident just waiting to happen" and "show them what you think can and should be done to make it safer." We all see things every day that could cause an injury. Many times we see things so often that we just get used to it and it doesn't register as a real safety concern. After it's pointed out, it's like "Wow! I guess I never paid attention." We all need to pay more attention.

A key reason the OSHA Log Book is getting so thick is, in my opinion, the hastily made decision to get 7-day coverage started. It might have been beneficial to everyone to allow the experienced operators to train those new to the job. With so much movement in the plant all at once, it was commonplace to have an employee with only 2 weeks on the job train a brand new person. This was nowhere near enough time to become familiar with the job, let alone the safety aspects of it. Management needed to look at the big picture. We have lost the job and safety expertise in many areas and it will take a long time to get it back.

We all want to be safe on the job and go home each day the way we came in. Remember, even though you've gotten away without wearing your safety glasses or sticking your hand in a machine or darted in front of a forklift a hundred times, it only takes a split second to change your life forever. Being careless is like gambling with your future ... **Don't risk what you aren't willing to lose!!**

## Week 9

Frank Tenczer  
Terrie Wright  
Brett Farabee  
Linda Chollett  
No name  
Erika Vlasic

## Week 11

Gregory Straight  
Timothy Callan  
Frank Tague  
Michael Rangel  
Rosemarie DeSautels  
Thomas Crosby

## Week 10

Cynthia Howe  
Charles Todd, Jr.  
Lori Dowling  
Cheryl Brezenski  
Salvatore Culotta  
Diane Voss

## Week 12

Glen Hopkins  
Bonnie Meisinger  
Tim Cremeens  
Kenneth Hunt  
Diane Wulf  
Sue Davis



## The Record

Ken Harper, AD-7, Father  
 Lawrence Henderson, AC-42, Mother  
 Bob Kaczmariski, A-13, Father  
 Bill Filipi, AC-7, Mother  
 Dee Stinson, AC-7, Mother-in-Law  
 Richard Toelke, F-22, Mother  
 Sharon Allas, ACC, Sister  
 Kurt Myers, AC-42, Brother  
 Lucille Boults, ACC-7, Sister  
 Amos Davis, AB-42, Father  
 JoAnn Berg, AC-7, Grandchild  
 Linda Meyer, ACC-3, Sister  
 Nate Jackson, AD-3, Mother-in-Law  
 Kathy J. Miller, AD-73, Mother  
 Dennis McCauley, AC-45, Brother

## Election '98

by John Gude

On **November 3rd** of this year, we will go to the polls to vote. The same issues are there, as always, that are important to Union members and the rest of the working people in the country.

These issues are: **keeping Union Halls tax exempt; pension protection; premium overtime pay; safe working conditions; ability to organize safely; protection of Union rights; closed shop; keeping Social Security solvent, and Medicare and Medicaid safe.**

The Democratic Party has made these issues a reality. The Republican Party, on the other hand, has opposed them, and since taking over Congress, the Republicans have passed legislation to eliminate these issues.

So, the choice in this election is clear. If you wish to keep these issues safe and working, vote Democrat! If you wish all of these important issues to be eliminated, then vote Republican.

**It's that simple!!!**

**REGISTER & VOTE!!!!**

## COPE COMMITTEE

by Sheila Filipiak, Cope Director

I attended a Democratic State Central Committee meeting in Lexington, Nebraska on September 12, 1998. Among the discussions was of course, the importance of GOTV (get out the vote).

Candidate for Lieutenant Governor, Pam Bataillon, spoke to us briefly about her campaign and some of her experiences. One part of her address really stood out. She explained to us that prior to deciding to run for office, her family had offered to share their home with a foreign exchange student. When she did in fact decide to run, she and her family discussed whether or not it would be a good idea to still have an exchange student stay with them. Knowing that running for public office can turn a family upside down, they were hesitant. After much discussion, they decided to go ahead. Pam went on to tell us about allowing their guest student to accompany her on some of her speaking engagements. After she spoke to the different groups, she would ask him what he thought – how did she do? On one occasion she mentioned how few people actually exercise their right to vote. The young man visiting from another country couldn't believe it. In his native land there were only two offices they could vote for. The rest were all appointed. He couldn't believe that Americans could allow a **FEW** people to make decisions for everyone. If someone from another country can see how important it is to vote, why can't Americans see, that in order for the majority to rule, the majority must register and vote.

Nebraska and Iowa are doing everything they can to encourage people to vote. One way to be sure you are able to vote is to request an absentee ballot. With the number of hours a lot of us are working, it's a good possibility we could be putting in a twelve hour day on Election Day. **On the following page, you will find a form to request an absentee ballot.** It is very simple to do. There is no excuse for not voting.

To anyone who won't register because they think that it where jurors are selected from, you may as well go ahead and register, because Nebraska and Iowa get their prospective jurors from the Department of Motor Vehicles. If you have a drivers license, they already have your name.

Anyone living in District #2 in Douglas County, we need you to vote for Bob Eccles for Douglas County Commissioner for that district. If we don't get enough labor-friendly votes on that board, we could end up having taxes assessed on our Union Hall. If that happens, we will surely lose our hall. We have a prime location, and the taxes on it would be so astronomical, we could never begin to be able to pay them. Eccles' opponent is very anti-labor and if elected would do anything she can to break the unions.

There is a great deal at stake for middle class working families in this election year. **Register and vote. Every vote counts.**



# November 3, 1998 General Election

## Application for Absentee Voter's Ballot

I am a registered voter and my home address is:

\_\_\_\_\_, \_\_\_\_\_, State of Nebraska.  
(street address or rural route, town, state and zip) (county)

I hereby declare, under penalty of election falsification, that these statements are true, as I verily believe.

(Please print except for signature)

\_\_\_\_\_  
(full name) (date of birth) (precinct # if known)

\_\_\_\_\_  
(signature of voter or person acting as Agent) (phone number)

\_\_\_\_\_  
(address where ballot should be mailed)

**THE PENALTY FOR ELECTION FALSIFICATION IS IMPRISONMENT FOR UP TO FIVE YEARS OR A FINE NOT TO EXCEED \$10,000 OR BOTH.**

Check the reason for voting absentee:

- ( ) I am unable to go to the polling place during the hours the precinct polling place is open.
- ( ) I shall be absent from the county at the time of election.
- ( ) I am physically unable to go to the polling place.
- ( ) I am unable to go to the polling place on the day of election because of hospitalization.
- ( ) I am legally blind.
- ( ) I am unable to go to my polling place on the day of election because of tenets of my religion.
- ( ) I am unable to go to the polling place on the day of election because of confinement by public order.
- ( ) I have requested that my residence address remain confidential pursuant to law.
- ( ) I am a Nebraska resident and a) a member of the armed forces of the United States or spouse or dependent of such member, b) a citizen temporarily residing outside of the United States or of the District of Columbia, or c) an overseas citizen.

\*\*\*\*\*

**INSTRUCTIONS: THIS APPLICATION FOR AN ABSENTEE VOTER'S BALLOT SHOULD BE MAILED TO THE COUNTY CLERK OR ELECTION COMMISSIONER IN YOUR COUNTY OF RESIDENCE.**

### 1998 ABSENTEE VOTER DEADLINES:

**Request by Mail: Friday, October 31, 1998 at 4:00 P.M.**

**Request in Person: Monday, November 2, 1998 at 5:00 P.M.**

**Request by Agent: Tuesday, Election Day, November 3, 1998 at 7:00 P.M.**

- \* Ballots mailed-out to voters will commence 35 days prior to Election Day.
- \* Ballots must be returned by agent to the Election Office issuing them by 8:00 P.M. on Election Day.
- \* Ballots received by mail must be in the possession of the election Office by 10:00 A.M. on Thursday, November 5, 1998.

Return the completed application to:

**Margaret A. Jurgensen**  
**Douglas County Election Commissioner**  
**1701 Farnam Street, Room 110 • Omaha, NE 68183**  
**Phone: 402-444-4178 • FAX 402-444-4181**

## Benefit Open Enrollment for 1999

by Edie Riester

By the time this is printed you should have all gotten your annual open enrollment package from the Benefit Directions Enrollment Center (BDEC), that includes a personalized fact sheet and enrollment instructions. The annual open enrollment period is October 5 through October 30, 1998, you'll have the following medical coverage choices:

**If you're currently enrolled in:**

The Traditional  
Indemnity Option

The POS

**Your choices will be:**

The POS option or  
The HMO option  
(if HMOs are available  
in your area)

The POS option or  
The HMO option  
(if HMOs are available  
in your area)

If you have any questions on enrollment, contact one of us in the Benefit Room. Call X4954 and set up an appointment.

## Parade Extra

by Rick Madej

As I reported in last month's newsletter, we had a good time at this year's Labor Day Parade. In my haste to make the editor's deadline, I neglected to give credit where credit was due. Although there were many people involved in organizing our entry, we must thank Frank Velasquez and Ron Hodges for getting things in order. We also need to recognize Steve O'Dell who is always there for us, and for his great ideas for next year's parade which included an earlier start date.

We also enjoyed having more participants from our sister local, 1614. You're always welcome to join us and next year you'll even get some recognition from the parade officials.

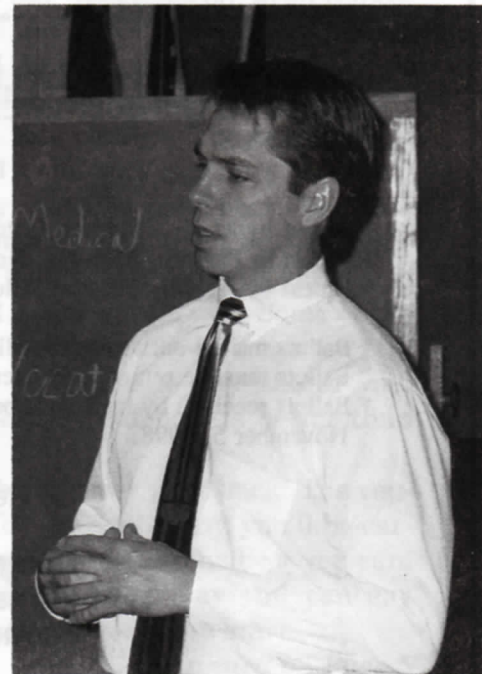
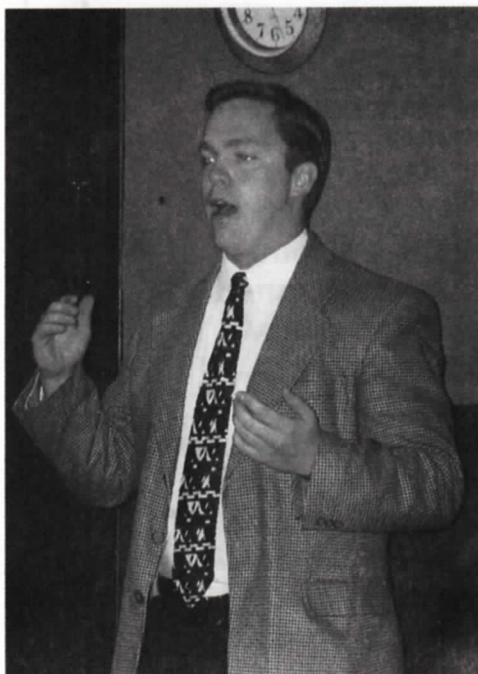
We hope to see more members from both unions participate in the future.



**Have a Safe  
and Happy  
Halloween!!**



**Thomas Dowd & Sons presented to all Union Stewards and Officers  
a Seminar on Workmen's Compensation**





## Midnight Volleyball

by Tim Gillham, E-Board Officer

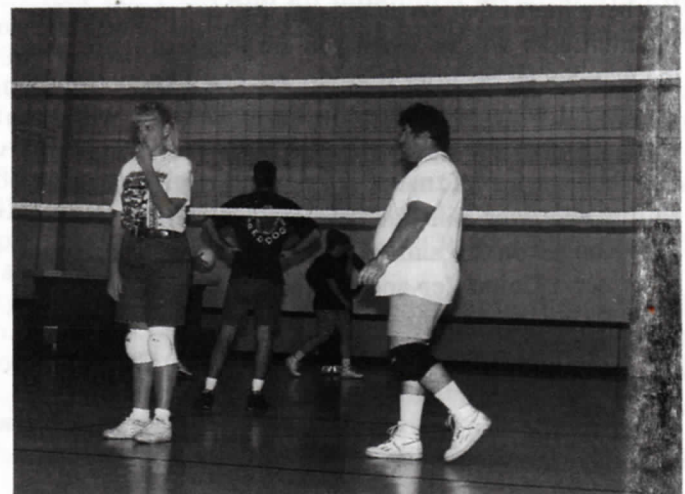
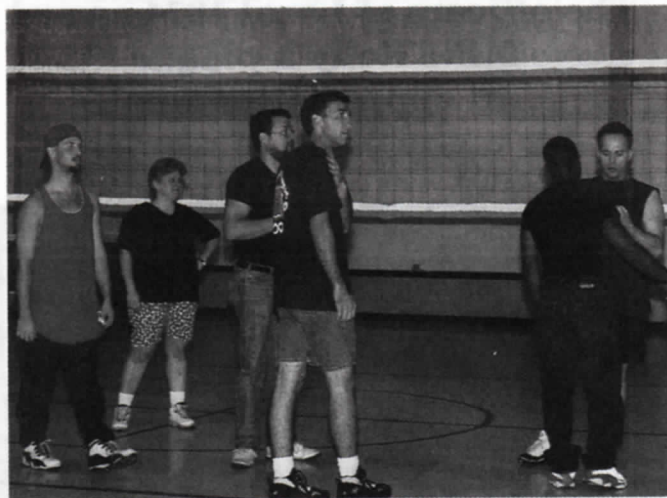
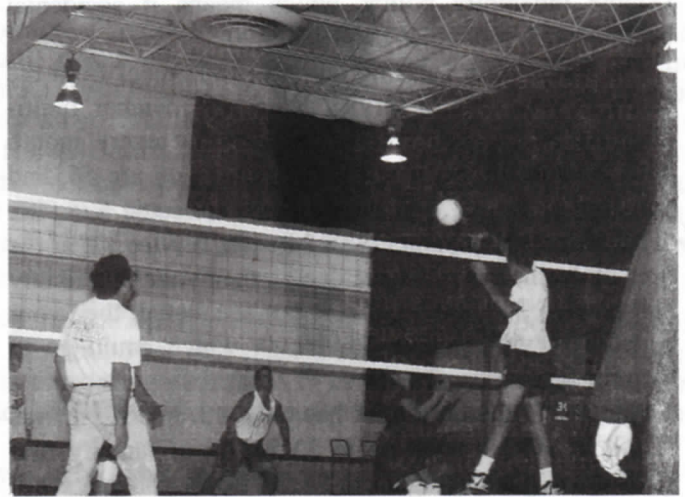
The other night I had the pleasure of visiting the new midnight UNION volleyball league. It was nice to see a lot of new (and used) brothers and sisters at the hall having fun after work. Usually, when 2nd shift gets off work, there's not a whole lot of things to do. The bars and casinos are open, but if you want to have some fun that won't cost you much or possibly get you in trouble, your options are limited. Whether you're a skilled volleyball player, a beginner, or would just like to check out the action, it's an opportunity to use your hall and get to know your fellow union members.

Jim Garza and Phil Filarecki put in a lot of time and effort in forming this league. You guys did a great job and made a lot of people happy! I'm sure that this league will grow from the current 5 teams you have this season.

Most of the new folks were hired because of the upturn in business in 50 building. We all need to make 7-day coverage work. We all need the jobs, the work and last but not least...the money.

Thanks again Phil and Jim!!

See the pictures below!!



**Nebraska State AFL-CIO is hosting a Pancake Breakfast**

(Pancakes, French Toast, Eggs, Sausage, Coffee and Orange Juice)

**Sunday, October 25, 1998 • 8:00 A.M. - NOON**

**Nebraska State AFL-CIO Building • 5418 S. 27th Street, Omaha**

**Donation: \$3.00 per Person • \$10.00 Per Family**



## The Benefits of Being an "A" Member

Submitted by Bill Vaughn and Rod Hodges

We would like to welcome all the new hires to the Lucent family, especially all of you that joined the union as "BA" members. Without you, there would be no union. Now we would like you to become "A" members. The biggest advantage of "A" membership is that after 20 years (minimum) you will also receive a retirement from the union. Right now "A" members pay \$36.56 a month, and "BA" members pay \$24.40 a month. so for the extra \$12.16 a month here is what you receive. Lets say you have been a member for 24 years and you are 65 years old. You would receive a pension from the Union in the amount of \$108.00 per month. You also receive a Life Insurance Policy in the amount of \$5,000.00. It is a Double Indemnity policy, which means if accidental death occurs, it doubles to \$10,000.00.

The formula for figuring out your retirement from the union, is your time of service as an "A" member, multiplied by \$4.50. You receive this amount every month until your death. So if you retire when you are 65, and you live to be 85, you would have collected \$25,920. (That is for "A" member with 24 years service.) If at the time of death, it is ruled accidental, then your beneficiary will receive \$10,000.00, if it is not accidental, then your beneficiary will receive \$5,000.00, which could go to help for funeral expenses.

Since 1991 the multiplier has gone up. In 1991 it was \$2.00. In 1993 it went up to \$3.50. As of January first 1998 it has gone up again to \$4.50. So as you can see it has been increasing, so there is no way to know how high the multiplier will be when you are ready to retire. Also the way Social Security is going, we don't know if it will be around when we retire. So every little bit will help when it comes our turn to retire.

To become an "A" member, contact Edie Riester on 1st shift at 4635, or Bill Vaughan on 2nd shift at 3561, or Ron Hodges on 3rd shift at 3458. If you can't reach any of us, see a Union Rep and ask them to get you a sign-up card. So in closing, remember if it wasn't for your Union, we wouldn't be enjoying the benefits and pay that we have now. **You are the Union!!!**

**Attend Your  
Union Meetings  
and Be  
Informed!!!**

## Nebraska State AFL-CIO 1999 Raffle/Lottery Calendars *Calendars are \$20 each*

The 441 drawings are as follows:

365 daily prizes - \$25 each

52 weekly prizes - \$50 each

12 monthly prizes - \$100 each

12 special day prizes - \$500 each

Anyone who purchases a calendar can win more than once; after each drawing the winner's stub goes back into the drum.

Calendars can be purchased until Sunday, November 29, 1998. The drawings for the prizes will be on Monday, November 30, 1998. The winners will be mailed their prize at the end of each month in 1999.

The winner's names will be published in the Nebraska State AFL-CIO quarterly newsletter.

Local unions, their members (retired and/or active) their families, neighbors and friends may purchase a calendar.

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

Contact your local Union, the Central Labor Council in your area or the Nebraska State AFL-CIO for calendars or additional information.

## The officers of Local 1974 award Mike Kelly a plaque in appreciation for his many years of service.

