



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

September 19, 1996

TO: ALL UNION MEMBERS

The monthly membership meeting will be held **Thursday, September 19, 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 MEETING

Several of the officers will be absent from the September Monthly Business Meeting. Marlene Majeski, Sparky Bruning and I will be attending the 35th International Convention which will convene in Philadelphia. Also in attendance representing our Local will be Jerry Peterson; Mary Ellen Newell; Charlie Newell; Sheila Filipiak and Ed Betzer. The convention runs from September 14 through the 20th.

During that same week, a Safety Meeting will be taking place in Orlando, Florida with Sam Martin; Steve O'Dell; Jerry Pote; Bernie Stopak and Deb Gulizia in attendance.

I would like to thank Jim and Sheila Filipiak for organizing the display booth at Septemberfest and thanks to everyone that helped man the booth and walked in the parade.

Deb Gulizia again did a great job of putting together a Volleyball Tournament fundraiser. Members of the Cope Committee that helped were: Sheila Filipiak; John Gude, Tim Johnson and Maxine Lyons. E-Board Officer, Jim Filipiak, helped Deb sell concessions that Saturday to raise money for COPE.

Shift realignment seems to have gone pretty smooth. I have not received any complaints. If anyone thinks they were not given their shift preference according to their seniority, please contact the rep in their area or call the Union Hall.

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There have been several discussions on the Pension Service Center (the 800 number you have to call for some of your employee benefits.) It sounds like these numbers are here to stay. The Company, at corporate level, is unwilling to go back to assigning a person at each location to help with pensions, leaves of absence and death benefits. I have been told there have been teams put together to address problems from the factories and also work on improving the process.

There is more training being done for the people answering the calls; additional people to cover the peak calling times so you are not left on hold for long periods of time and a new system is being installed to take care of leaves of absence and death benefits.

Anyone having problems calling this pension benefit number, let us know so your problems can be corrected.

Is everyone aware, you can only have your pension numbers figures once in a 12-month period? If you call the 800 number to get your exact pension figures and decide not to retire for several months, you cannot call and ask for more recent figures.

A reps' meeting was held a couple of weeks ago to discuss the overtime policy and to see how self canvassing is going. The molding area in the 30 Building will be starting self canvassing soon.

A few new reps have been added to the roll. Connie Carlson, 2nd Shift, IBU D13; Rod Petersen, Days, IBU D17 and Jim Rush, Days, IBU B14.

There has been no recent news on the lawsuit against AT&T dealing with the distribution of pension money.

October 1, 1996 is the beginning of the "Change Over Period" also known as the "Black out Period" for the Long Term Savings and Security Plan. This change over period gives the new record keepers, **Wellspring Resources**, time to convert balances and records from American Transtech. Your balances will remain in their current investment funds during this period. Payroll deductions will continue during this time. No financial transactions will be accepted by the Plan for any participant during this period. **There will be no exception!**

Again, a big thank you to **Deb Gulizia**, for once again organizing the Muscular Dystrophy drive, together with the help of our reps and officers!

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VIEWS FROM THE VICE PRESIDENT'S OFFICE

By: Sam Martin

The House of Representatives continued the attack on the forty-hour work week July 30, 1996 when it passed a Bill to replace overtime with compensatory time. Like most Republican initiatives, the Bill carries a deceptive worker friendly title, "The Worker Family Flexibility Act."

How many employees here at Omaha would like to trade their overtime pay for comp time?

Recently, we have had a significant increase in OSHA Reportable Injuries and illnesses here at the Omaha Works. We presented this message at our last monthly Union Meeting and asked the membership if they could help with the root cause. Some ideas thrown out were: Machines are running faster; carelessness; a slack time, so people are reporting problems that they had put off, etc.

Tim Gillham, a former Chairman of our Safety team, volunteered to help us find an answer or causes. Thanks, Tim!

One of the biggest increases is in the ergonomics of our work. Simply put, "Ergonomics considers the fit of the job to the anatomy of the worker." Poorly designed jobs and equipment cause problems that are on the rise here. We are also getting older as a group and maybe physical conditioning could play a part.

Anyway, take care of yourself and if you are on a job that causes a problem, and you know a way to alleviate it, contact your supervisor to get a hold of our ergonomics team that is in place here.

About our GPC (Global Provisioning Center) Building as of August 19, 1996:

1. We're told Lucent employees will be stocking the shelves.
2. Anixter is not getting office space in 20 Building.
3. The door is not shut on partnering with other companies but no deals have been made yet.
4. Other telephone companies are being driven to partner with MBE'S (Minority Business Enterprises) for distribution; that is still on the table here. Before any of that happens, the Union was told that they would be brought on board and our concerns would be heard.
5. The main reasons for this building is there is a drive across Lucent Technologies to complete all of an order at one time. Omaha will be a one place shopping center. Presently, for a customer to order a cabinet, they have to coordinate several facilities such as, one for the electronics, and another for the cabinet, etc.

Number one reason for the CPC Building is for warehousing and distribution. It will reduce inventory.

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Now, you know as much as I do about the building; as for the parking, I know even less. One question about parking is that management was moved out of the normal 30 building parking lot to the North side, but unless there are just a few, it seems like they could be parking in the wrong places. Thanks, K.M.!

From our last month's newsletter, "Why we can't get more members to our Monthly Union Meeting," the following are some answers provided by Ron Hodges, IBU B14, from about 18 people on all 3 shifts:

- (4) Complete opposite political opinions;
- (2) Too burnt out;
- (2) Lack of leadership;
- (5) Bad previous experiences with reps and officers. Bias defend their friends better than other members. Lost faith and trust in our local.
- (3) Other commitments;
- (4) The times of our meetings.

Some positives are that we could have different or more times, (4);

A week's warning in our paper to tell you the day, (5);

If we would provide refreshments and make it more social (9).

In answering some of the members about their legitimate concerns or our political views, take the following numbers as to why most of us feel the way we do:

DELEGATE DEMOGRAPHICS

Democrats

4,320

50%

50%

67%

20%

3%

9%

28%

Total Delegates

Male

Female

White

Black

Asian

Hispanic

Union Members

Republicans

1,990

66%

34%

92%

2%

1%

2%

2%

How come the Cable Plant has all these barbecues; gifts, awards and the 30 building is left wanting. If you are an Assistant Manager whose last name starts with a "S" it seems the human operational procedure might not be user friendly.

INVESTING IN YOUR FUTURE

By: Marlene Majeski

At this time, many of you have taken a Saturday out of your busy lives to attend the "Investing in your Future" Seminar.

This seminar is not only for the senior employees that are getting ready to retire; it is also for the newer employees. It will help you to put your numbers together that will enable you to plan your financial future. A workbook is given out that will help you figure the financial side of your retirement.

The speaker, Sylvia Moneti, is probably the most knowledgeable individual about all of the up-to-date benefits we have. She is an attorney from Atlanta and has answered every question our members have asked. It is very important for your spouse to know what will be available to them upon your death. I would encourage you to bring your spouse, with that opportunity being made available to us.

These seminars will be available as long as our members want to attend. Your supervisor has the sign up sheets and attendance is on a first come, first serve basis.

If you have any questions about Savings Plan Investments or any other questions relating to retirement at the present time or later, don't hesitate to ask them at the Seminar.

SAVINGS PLAN

If you have changed your marital status or for some other reason, your life has changed and you are changing beneficiaries, remember to also change your savings plan beneficiary. Several members told me that they didn't think about the Savings Plan.

MOVEMENT OF PERSONNEL

JUST A REMINDER: If you are planning to change jobs and have restrictions that maybe you don't think you should still have, see about getting them removed or changed before you bid.

Once you bid on a job and are disqualified, it is **TOO LATE** to get the job in question. You have to have the restriction removed first.

STRATEGY FORUMS

The Strategy Forums are almost complete. If this is the type of meetings you would like to keep you informed on what is going on, please let your managers know.

TRUCKER'S SAFETY SUB-COMMITTEE

By: Deb Gulizia

This Committee has been active since March, 1996. Pedestrian awareness is their main concern. Both buildings have several very dangerous egresses to main trucking aisles, which have had way too many close calls.

The Committee asked to have sensors installed to trigger a flashing light above the doorway. So far, two of these have been installed in the 50 building. The lights flash for approximately 5 seconds to warn the trucker that someone is near the exit. I'm told that the truckers are grateful for the extra set of eyes.

Because of this Committee, we also have a "hands-on" certified truck trainer, **Sharon Swingholm**. After the classroom portion of your training, she will take you to your department and train you with the truck you will be using and the products you will be moving. There are some individuals who have had a license for a long time, but rarely drive a truck. If you are uncomfortable driving a truck and would like to go through the "hands-on" portion of training, please tell your supervisor to sign you up for a refresher.

The mirrors in the 50 building were so dirty, that at one intersection, it looked like someone was around the corner, but it was only a smudge. All the mirrors have been cleaned.

Two committee members were sent to a Fork Lift Rodeo at Nebraska Lift Systems back in May. They found it to not only be fun, but also thought it was an eye opener on some safety procedures. Because of this, the Union/Management Safety Committee has given them the go ahead to organize a rodeo for all Lucent employees. Nebraska Lift Systems will come in to set up our obstacle courses and help with judging and timing.

The Safety Organization will give t-shirts to the top 50 contestants and Nebraska Lift Systems and Caterpillar will donate prizes to the quickest and safest drivers. The course will consist of driving forward, backward, turning, going around cones (like pedestrians), picking up and setting loads, picking up a basketball, raising it to a hoop and making a basket. It'll be fun! So, watch for the flyers and sign up. We'll have one for 50 building and one for 30 building in early October. Come out and join in the fun!

Daryl Mandel

Sue Davis

Linda Lloyd

Mark Liekhus

Art Huerta

Linda Sellin

Bill Husk

Irene Palma

Don Martin

Dale Plambeck

MUSCULAR DYSTROPHY DRIVE

By: Deb Gulizia

I would like to thank all of you that contributed to the Muscular Dystrophy Telethon. Because of your generosity, we were able to present a check for \$1,300. The volunteers did a great job! Thank You! Thanks to those of you that helped to coordinate this effort.

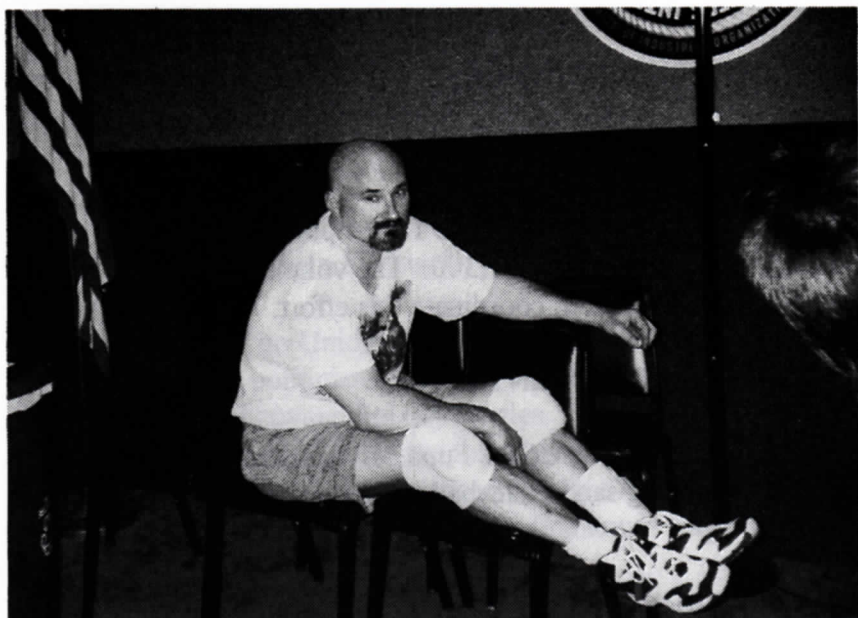
VOLLEYBALL TOURNAMENT

We held a Volleyball Tournament August 24th for the COPE Fund. It was a small tournament due to the time of the season and conflicting sand volleyball tournaments. We still all had a great time!

Boni's Team took first place this time and Rich's Team, with franchise player (Terry Pollard), came in second.

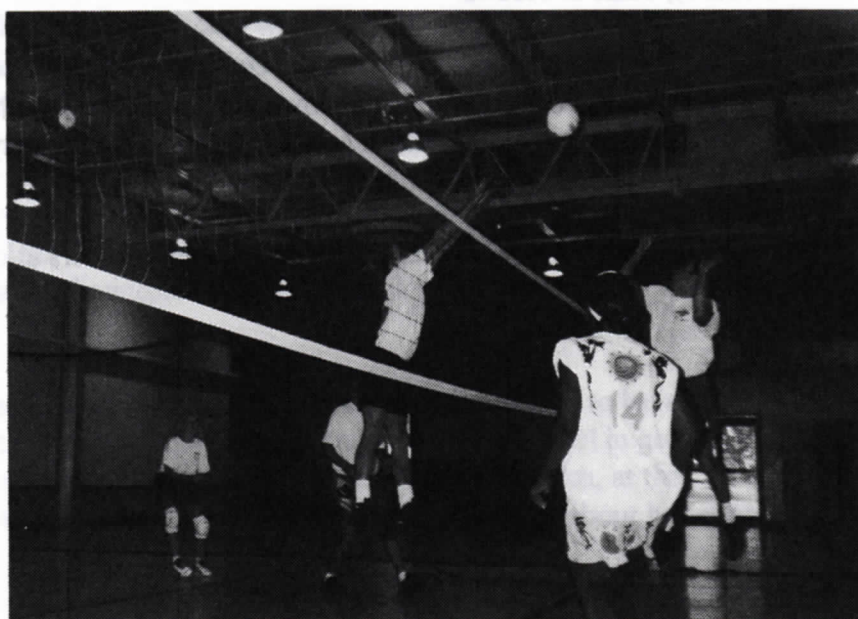
The Tournament along with the concession stand raised \$504 for our COPE Fund. Thanks to those of you who came down just to eat and watch for awhile. Thanks also to the Cope Committee for providing a concession stand for the players. Andy Lewis was busy slinging hot dogs and pop for a while, too. Thanks, A.J.!

Hope to see more teams with our Union members at our next tournament.



This is all the energy Larry Strazdas had BEFORE the tournament!

Terry Pollard is flying high for the block.



**Rick Klahn & Terry Pollard.
TIME TO
CELEBRATE!**

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COPE CHECK OFF

By: Sheila Filipiak

Several years ago, your bargaining team acquired the Cope Check Off. This is a payroll deduction used for political education. It is sent directly to the International Cope Fund.

In return, when we need financial assistance for labor endorsed candidates from any party, we have this fund to rely on. Your Union Representative will be asking you to participate. Please take this opportunity to help educate the American Public about issues affecting you and your coworkers in organized labor. If you are not asked to sign up, and you are interested or have any questions concerning the Cope Check Off, please call me or a member of the Cope Committee.

THANKS FOR BEING A GOOD UNION MEMBER!

HEAR YE! HEAR YE!

THE COOKBOOKS ARE HERE!!!!!!!

The cookbooks have arrived. We will be selling them for \$7. The first 400 books sold to union members will come with a bonus cookie cookbook. The cookie cookbook contains recipes from all the different states.

Get your cookbooks early. They will make great Christmas gifts. See your Cope Committee member or call one of us. We will be happy to get the books to you, or you can call the Union Hall at 895-4080 and ask to be contacted about the books.

Sheila Filipiak, Cope Director

3rd Shift - X-3838

Home No.: 334-2671

COPE COMMITTEE:

John Gude	2nd Shift	X-3158
Tim Johnson	3rd Shift	X-3158
Maxine Lyons	1st Shift	X-3434

POLITICALLY CORRECT

By: Rick Madej

"The Unions have done so well over the years that we have turned some of our own members into Republicans." Terry Moore, President - Omaha Federation of Labor

Why do Unions typically support Democrats? Mainly, it's because of what the Democratic politicians stand for and their voting records on labor issues. Just look at the main differences between the two parties. Republicans favor corporate America while the Democrats favor the working class people. Democrats place middle income between \$35,000 and \$90,000 annually while Republicans tend to place middle income between \$65,000 and \$200,000 annually. Democrats fight for a living wage (minimum wage bill) while Republicans favor businesses and corporations.

Democrats fight for safe and healthy working conditions, while Republicans fight for corporations. Democrats fight for affordable health care while Republicans fight for the insurance companies. Finally, both parties favor welfare except the Democrats fight for the less fortunate while the Republicans favor corporate welfare.

As Terry's quote states in the beginning of this article, most Union members make good wages, are in profit sharing plans, invest in the stock market, and now think they are Republicans forgetting where their **ROOTS** are. They forget that with the wrong administration, all of their gains can be taken away. Ronald Reagan diminished the right to strike with his striker replacement bill.

Republicans in Congress have been fighting for years to allow corporations to have access to pension monies which they currently hold, and they have been partially successful in getting it. Republicans in Congress have been and will continue to fight for corporate America, at the expense of the working class, with **Jon Christensen** being the champion. (More about him next month.)

One last observation! Are you aware that less than twelve percent of our nations' work force is unionized? Ross Perot had more support than that and the Republican Party just laughed at him, so why are the Republicans so afraid of the AFL-CIO? It's probably because the Republicans know that if unions ever got an organizing movement started across the nation that they would be in big trouble. That is why they are working ferociously to weaken labor laws and establish company unions through their **TEAM ACT**. There are a number of people out there that would like to organize a union at their locations, just to acquire decent working conditions and wages, but know that by doing so they would lose their jobs. It is for these people, as well as ourselves, that we must keep the Democratic Party in office.

ETOP NEWS!!!ETOP NEWS!!!ETOP NEWS!!!

By: Sharon Buzzell

The Education Fair held in the Enhanced Learning Center on August 16, 1996 was a **SUCCESS!**

We had over 400 employees attend. We had 23 vendors present. A number of the vendors contributed gifts and prizes. A drawing was held on Monday, August 19, 1996, for the following items: T-shirts; sweatshirts; tote bags; coffee cups; pencil cups and paper weights.

We would like to say thank you to all the employees who attended and hope that they will continue to visit the Learning Center and take advantage of the educational benefits located right here at work.

Thanks, also, to the ETOP Committee, the Enhanced Learning Center Instructors, and the ERC Staff for helping set up the Center, arrange refreshments, man the registration table and make things run smooth.

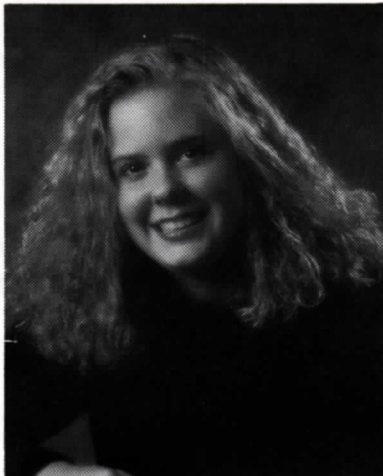
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THANK YOU

Thank you for selecting me to receive an AT&T and Lucent Technologies Academic Award.

I will be attending the University of Nebraska at Lincoln in the fall and I will be majoring in Speech Pathology.

Again, thank you for selecting me for this highly competitive award.



KATHERINE SIEVERS

DO WE EVEN CARE**Submitted by: John H. Spencer, IBU B12**

The time is ticking,
we must wake up,
Do we think of tomorrow
or just live today.
The ozone layer is crumbling,
The air is not fit to breathe
But do we even care,
do we even care.

The time is ticking
Judgment Day draws near
The wrath of the Lord must be feared
the Lord must be feared.
Haven't you noticed the revelation
mothers, fathers, sons and daughters
killing each other,
But do we even care,
do we even care.

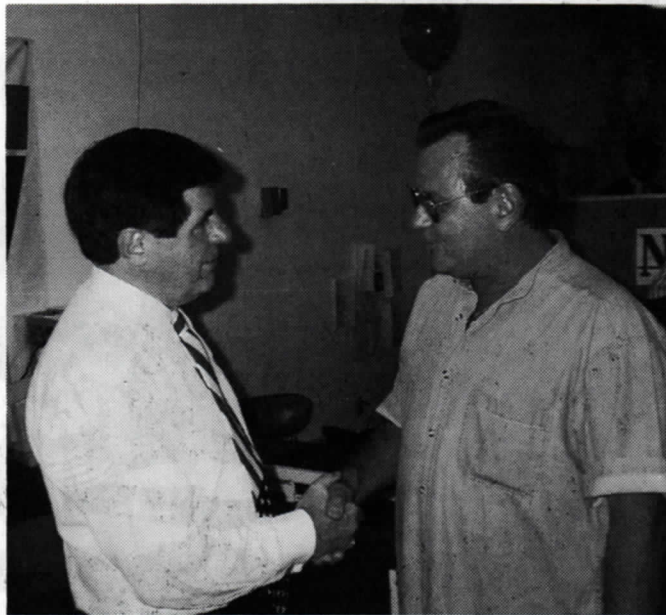
Do we even care
that our schools have become war zones,
and the parks controlled by gangs.
How many of our kids must die
before we realize the American dream
is just a dream.
But do we even care,
do we even care.

The time is ticking,
it won't be long now.
Today has ended and tomorrow is in view,
but what are you going to do
about the situation.
We've all turned our heads
and looked the other way.
But now the trouble has reached into our homes.
But, do we even care,
do we even care.

The time is ticking,
but do we even care,
do we even care.



**Sam Martin & Edie Riester.
Picketing against
Jon Christensen.**



**Jim Filipiak
with
Ben Nelson.**

**Picketing at the Omaha
World-Herald 8/21/96.
Back row: Edie Riester,
Linda Lloyd, Marlene
Wilson, Jim Pabian, John
Gude, Cindy Claborn, Pam
Mareno. Front row: Deb
Gulizia, Maxine Lyons.**



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REP'S MEETING — August 23rd



The winners of the 50-50 Cope Drawings were:

At the 8:20 a.m. meeting - **Betty Farris** \$ 7.50
 At the 2:00 p.m. meeting - **Tim Gillham** 6.00
 At the 4:15 p.m. meeting - **Jim Pabian** 10.50

All winners donated their winnings back to the Cope Fund.

The winners of the \$50 door prize were:

At the 8:20 a.m. meeting - **Donna Johnson.**
 At the 2:00 p.m. meeting - **Shawn Fiala.**
 At the 4:15 p.m. meeting - **Elmer Peterson.**

THE RECORD

Ruby Stiers, IBU B12

Mother

Richard Wagner, IBU B14

Grandmother

Dan Grimshaw, IBU A13

Grandmother

EARL MALONE,

RETIRED MEMBER

Geneva Farris, IBU C14

Brother

Louise Carlson, IBU D17

Father

Rahn Chubick, IBU D13

Grandmother

Don Scott, IBU B14

Grandmother

Randy Martin, IBU B16

Father-in-law

Mary Turner, IBU D17

Sister

Leo Scollard, D13

Sister

Sam Conzoneri, IBU C17

Father

Ron Welsh, IBU B12

Father

Jim Norgard, IBU 241

Sister

Karen Mussack, IBU 282

Mother

Fraternally,

Marlene Wilson

Marlene Wilson

President-Business Manager

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

MW:mw
 opeiu #53

The winners of the 20-30 Cape Drawings were as follows: 1st prize - \$10,000 - Betty Davis; 2nd prize - \$5,000 - Betty Davis; 3rd prize - \$2,500 - Betty Davis; 4th prize - \$1,000 - Betty Davis; 5th prize - \$500 - Betty Davis; 6th prize - \$250 - Betty Davis; 7th prize - \$100 - Betty Davis; 8th prize - \$50 - Betty Davis; 9th prize - \$25 - Betty Davis; 10th prize - \$10 - Betty Davis.

All winners donated their drawings back to the Cape Fund. The winners of the 20-30 Cape Drawings were as follows: 1st prize - \$10,000 - Betty Davis; 2nd prize - \$5,000 - Betty Davis; 3rd prize - \$2,500 - Betty Davis; 4th prize - \$1,000 - Betty Davis; 5th prize - \$500 - Betty Davis; 6th prize - \$250 - Betty Davis; 7th prize - \$100 - Betty Davis; 8th prize - \$50 - Betty Davis; 9th prize - \$25 - Betty Davis; 10th prize - \$10 - Betty Davis.

At the 2:30 p.m. meeting - Sharon Finkel. At the 4:15 p.m. meeting - Elmer Peterson. At the 6:30 p.m. meeting - Sharon Finkel.

THE RECORD - The record for the 20-30 Cape Drawings was as follows: 1st prize - \$10,000 - Betty Davis; 2nd prize - \$5,000 - Betty Davis; 3rd prize - \$2,500 - Betty Davis; 4th prize - \$1,000 - Betty Davis; 5th prize - \$500 - Betty Davis; 6th prize - \$250 - Betty Davis; 7th prize - \$100 - Betty Davis; 8th prize - \$50 - Betty Davis; 9th prize - \$25 - Betty Davis; 10th prize - \$10 - Betty Davis.

Richard Wagner, IBU B14, 1st prize - \$10,000. Richard Wagner, IBU B14, 2nd prize - \$5,000. Richard Wagner, IBU B14, 3rd prize - \$2,500. Richard Wagner, IBU B14, 4th prize - \$1,000. Richard Wagner, IBU B14, 5th prize - \$500. Richard Wagner, IBU B14, 6th prize - \$250. Richard Wagner, IBU B14, 7th prize - \$100. Richard Wagner, IBU B14, 8th prize - \$50. Richard Wagner, IBU B14, 9th prize - \$25. Richard Wagner, IBU B14, 10th prize - \$10.

EARL MALONE, RETIRED MEMBER. Earl Malone, IBU B14, 1st prize - \$10,000. Earl Malone, IBU B14, 2nd prize - \$5,000. Earl Malone, IBU B14, 3rd prize - \$2,500. Earl Malone, IBU B14, 4th prize - \$1,000. Earl Malone, IBU B14, 5th prize - \$500. Earl Malone, IBU B14, 6th prize - \$250. Earl Malone, IBU B14, 7th prize - \$100. Earl Malone, IBU B14, 8th prize - \$50. Earl Malone, IBU B14, 9th prize - \$25. Earl Malone, IBU B14, 10th prize - \$10.

Louise Carlson, IBU D17, 1st prize - \$10,000. Louise Carlson, IBU D17, 2nd prize - \$5,000. Louise Carlson, IBU D17, 3rd prize - \$2,500. Louise Carlson, IBU D17, 4th prize - \$1,000. Louise Carlson, IBU D17, 5th prize - \$500. Louise Carlson, IBU D17, 6th prize - \$250. Louise Carlson, IBU D17, 7th prize - \$100. Louise Carlson, IBU D17, 8th prize - \$50. Louise Carlson, IBU D17, 9th prize - \$25. Louise Carlson, IBU D17, 10th prize - \$10.

John Carlson, IBU D17, 1st prize - \$10,000. John Carlson, IBU D17, 2nd prize - \$5,000. John Carlson, IBU D17, 3rd prize - \$2,500. John Carlson, IBU D17, 4th prize - \$1,000. John Carlson, IBU D17, 5th prize - \$500. John Carlson, IBU D17, 6th prize - \$250. John Carlson, IBU D17, 7th prize - \$100. John Carlson, IBU D17, 8th prize - \$50. John Carlson, IBU D17, 9th prize - \$25. John Carlson, IBU D17, 10th prize - \$10.

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