

The Short Circuit

September, 1980



Vol. 20, No. 43



President's Message

Now that our 1980 negotiations are history, I would like to thank each member for your patience and support throughout bargaining. Without that support, there would not have been a successful conclusion to the recent negotiations.

I also have a message for the few of you who will read this paper who are not members of Local 1974. Surely, these past negotiations have demonstrated the effectiveness of the Union by securing the best wages and benefit package in our history even during the *hardest* of economic times.

I would like to further point out to you that your fellow employees' dues money made these greatly increased wages and benefits available. As a matter of fact, the more workers who do not financially support the Union which represents them, the *less* employee future benefits will be.

In light of these facts, I ask that you reevaluate your

Union Picnic

By Ken Mass

The 2nd Annual Local Union 1974 Picnic again will be held at Sokol Park, LaPlatte, Nebr., Saturday, September 27, 1980 from 12:00 noon to 6:00 p.m. for all union members and their families.

The picnic basket meal will kick the afternoon off, to be followed by games and events for all ages, free rides for the smaller children, a doubles horseshoe tournament where 1st, 2nd, and 3rd place trophies will be awarded.

The pop refreshment will be furnished by the local union and the beer garden will be serving the beer for 25c a cup.

So load up your picnic basket and your families and come on down to Sokol Park Sept. 27, 1980 for an afternoon of fun and relaxation with your fellow union members and their families.

Union Dance

Get ready for another block busting, barn burning union dance. The date for this excitement will be Saturday night November 1.

Back by popular demand to soothe your ears and burn your feet is the music you can't refuse—The Mob.

It'll be toe popping time in November—see the rep in your

New Agreement Ratified

— Members Approve Overwhelmingly —

OMAHA—At a specially called meeting held Sunday, August 17 for the expressed purpose of ratifying a new three year agreement; the membership of Local Union 1974 overwhelmingly approved the new 3 year contract.

Of the approximate 600 members in attendance; 96 per cent voiced strong approval to the proposed local and national agreement. The national vote carried by a similar margin with over 15 thousand members voting.



Quinlan: "At the negotiating bargaining table your negotiators were seriously concerned that the company was misjudging the attitude of the employees on just what they would accept in these negotiations." "The absence of militancy on the part of the membership made the company much bolder and more difficult to deal with."

After calling the meeting to order, Local Union President Michael D. Quinlan addressed the question of alleged "poor communication" during bargaining.

"I think that we should review just what kind of communication we had in bargaining, particularly the last 2 weeks," Quinlan said to the assembled members.

"As a point of interest," Quinlan noted, "Let's back up to when the tape recording machine was installed June 19. The very first message to the membership was

morning, negotiations resumed and continued non-stop through the entire day until 7 a.m. Sunday morning, August 10."

"The company didn't make one single move until 8 p.m. Saturday evening. In fact we didn't have the issue of wage increase resolved until 4 a.m. Sunday morning." (For highlights of the 1980 contract see Pages 4 & 5).

While explaining his concern over the lack of progress in bargaining preceding Saturday evening, President Quinlan drew a

employees' dues money made these greatly increased wages and benefits available. As a matter of fact, the more workers who do not financially support the Union which represents them, the less employee future benefits will be.

In light of these facts, I ask that you reevaluate your position as a non-member and while you are doing so, keep in mind your fellow employee who is financially supporting your "welfare." You will shortly be contacted by the Union representative designated for your area to join or rejoin the Union that provided for greatly improved wages and benefits.

As you know, the work of your elected Union officials doesn't stop with the signing of the contract. With your continued support, we look forward to the challenges of the next 2½ years.



Executive Board Officer Ken Mass presents Mel Wilson of Dept. 253 his 200 dollar check for being at the August union meeting.

Wilson Win Wallet Walloper

Melvin Wilson of Dept. 253 said he knew that one of these days attending the monthly union meeting would pay off in extra dividends. Last month was one of those occasions when attending the monthly business meeting was interesting because of the new contract and the added dividends came 24 hours later when he was informed that he won 200 dollars.

"The money will help pay some bills," said Melvin, "I can't believe how lucky August has been for me. I get a big 10 percent raise and a 200 dollar kicker to add to it."

August Losers:

- | | |
|-----------------------|-------------------------|
| 1. J. Wilk | 10. P. Y. Olson |
| 2. D. L. Rumph | 11. R. A. Roxburgh |
| 3. V. E. Kull | 12. K. E. Wild |
| 4. M. L. Mainelli | 13. M. U. Nowak |
| 5. K. W. Novak | 14. B. R. Douglas |
| 6. D. J. Haluza | 15. B. T. Kinsella |
| 7. E. L. Waldron, Jr. | 16. E. S. Zimmerman |
| 8. F. W. Iliff | 17. N. C. Longgear |
| 9. R. E. Shafer | 18. M. E. Wilson—Winner |

soothe your ears and burn your foot is the music you can't refuse—The Mob.

It'll be toe popping time in November—see the rep in your area for tickets. Or if you want to wait there will be more details on these pages next month.

COPE Drive

The dates for the 1980 COPE Drive has been set for September 15 until the 22.

Your dollar contribution will be used to elect congressional candidates and local candidates favorable to organized labor and its goals.

Remember COPE is labor's hope.

You'll be contacted by a union rep in your area in the near future.

New Provisions

Under new provisions of the Fair Labor Standards Act, any retail, service or agricultural employer may hire up to four full-time students at a subminimum wage by notifying the Secretary of Labor.

NOTICE

The Monthly Meeting
of the Membership
will be held

Friday
September 19, 1980
at the Union Hall,
13306 Stevens Street,
Millard.

Second Shift Meeting:
12:30 A.M.

First and third shift meeting:
8:00 P.M.

\$100.00 Drawing

NOTICE

Absolute Deadline for
Articles is the
1st of Each Month

"As a point of interest," Quinlan noted, "Let's back up to when the tape recording machine was installed June 19. The very first message to the membership was on the tape the next day June 20."

"On June 20 a handbill was also distributed to the membership stating the company's initial response to union demands and the handbill also included a future tentative bargaining schedule."

"From June 20 to July 28," Quinlan went on, "12 different tape messages were recorded for your information and very, very few of the membership called during that period!"

"We monitored the number of calls that came in and the tape was hardly ever in use. It almost seemed that nobody cared what happened during negotiations at that time!"

"In the 2 weeks that preceded the August 10 contract expiration date," Quinlan went on, "There were 9 separate taped messages recorded and 2 handbills distributed most of which reported the absolute lack of any progress at the bargaining table."

"The fact of the matter is," Quinlan stated, "The company made their initial wage offer on Wednesday, July 31 and refused to move off that position until 8 p.m. Saturday August 9."

"The company was very apparently testing the membership of the EM-3 Council and gauging the members' reaction to the July 31 offer which had been rejected earlier by union negotiators as being inadequate."

"When they became convinced the members would support their union negotiators and that their 7 per cent offer wouldn't fly; they finally began to engage in meaningful negotiations late Saturday evening."

"Both Thursday and Friday bargaining sessions were marathons," Quinlan acknowledged, "lasting well into the following mornings. At 8 a.m. Saturday

1980 contract see Pages 4 & 5). While explaining his concern over the lack of progress in bargaining preceding Saturday evening, President Quinlan drew a laugh from the crowd when he stated that on August 7, 8, and 9, I would have bet my house that a strike was imminent."

Continuing President Quinlan went on to say he arrived back in Omaha, Monday August 11 and met promptly with the local union bargaining committee and began to compose a handbill presenting the highlights of the 1980 contract settlement.

On Tuesday after a meeting with all the officers of Local Union 1974, he finished writing the handbill which was delivered to the printer later that evening.

"We paid the printer for a rush job," Quinlan said pausing, "And were able to begin distribution the following day, Wednesday August 13 to the 2nd shift."

"I think it's fair to say," Quinlan went on, "that it wasn't a lack of communications that upset the membership but rather a lack of progress or movement by the company. Almost every taped message or handbill passed out to the membership contained the message—no progress—no movement—no change in company position. And I'm sure you'll agree that no progress must be reported just the same as if we were reporting major gains."

Quinlan chided some members in the plant for preferring to believe a supervisory newsletter which supposedly stated that all members would not get at least 10½ percent wage increase while all the time the union tape recorder was explaining that at least 10½ percent was applicable to all grades.

"In reality," Quinlan reviewed, "the supervisor's newsletter was referring to the telephone company contract which differs substantially from ours."

Quinlan finally summed up his feeling toward the recent negotia-

(Continued on Page 3)

American Jobs Continue in Peril as Trade Act Approaches 20th Anniversary

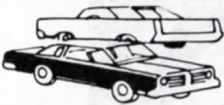

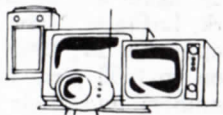
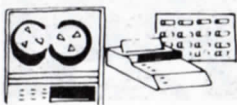
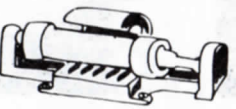

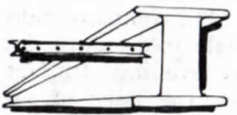

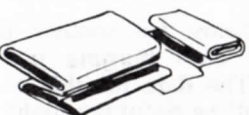
Alarming as they were in 1962 when the Trade Act was passed, imports have accelerated to a near disaster point as far as jobs for Americans are concerned.

A tabulation of imports, based on 1962-78 figures from the U.S.

Department of Commerce, further accentuates the challenges to American Workers and consumers. Auto imports alone have soared almost 4,700%. Radio and TV imports rose nearly 2,500%. As a result of this staggering rise,

the domestic black and white television industry has been totally eliminated, and American color TV is in a life and death struggle with foreign competitors.

HOW IMPORTS AFFECT US ALL

 <p>AUTOS</p> <p>1962: \$433 MILLION 1978: \$20.6 BILLION (est.)</p> <p>UP 4,658% SINCE 1962</p>	 <p>TRANSPORTATION EQUIPMENT</p> <p>1962: \$719 MILLION 1978: \$22.9 BILLION (est.)</p> <p>UP 3,085% SINCE 1962</p>	 <p>RADIO & TV SETS</p> <p>1962: \$86 MILLION 1978: \$2.2 BILLION (est.)</p> <p>UP 2,458% SINCE 1962</p>
 <p>COMPUTERS, OFFICE MACHINERY</p> <p>1962: \$84 MILLION 1978: \$2.3 BILLION (est.)</p> <p>UP 2,638% SINCE 1962</p>	 <p>MACHINERY (non-electrical)</p> <p>1962: \$537 MILLION 1978: \$12.1 BILLION (est.)</p> <p>UP 2,153% SINCE 1962</p>	 <p>FOOTWEAR</p> <p>1962: \$134 MILLION 1978: \$2.6 BILLION (est.)</p> <p>UP 1,840% SINCE 1962</p>
 <p>IRON AND STEEL</p> <p>1962: \$512 MILLION 1978: \$7.6 BILLION (est.)</p> <p>UP 1,384% SINCE 1962</p>	 <p>CLOTHING</p> <p>1962: \$364 MILLION 1978: \$5.7 BILLION (est.)</p> <p>UP 1,466% SINCE 1962</p>	 <p>TEXTILES</p> <p>1962: \$410 MILLION 1978: \$2.2 BILLION (est.)</p> <p>UP 437% SINCE 1962</p>

I.B.E.W. Vice President

Jack F. Moore

Some people watch things happen. Some people help things happen. But Jack Moore, vice president of the International Brotherhood of Electrical Workers makes things happen.

Born in the depression era of the 20's, Moore can relate to the poor. And working his way up the ladder from a wireman to the vice presidency of one of the most powerful unions in the nation, he can also relate to the prosperous. The 30's were happy times and unless you have had money and



JACK F. MOORE

lost it you really didn't know that you were poor, Moore said. It was just a way of life.

In his teens Moore joined the U. S. Navy and became interested in Electrical work leaving the navy after his hitch as an Electrician Mate.

Back in Springfield, Moore began his career in labor by joining IBEW in 1948 and worked for Aton-Luce-Leidy. Taking interest in the union, attending its meetings and learning from those responsible for making Local 453

Unit and was again rewarded by about 80 new members.

Then other workers at Lily, after seeing the contract negotiated by Moore for the Maintenance Unit decided they needed him for their spokesman. But it was not until Thursday, March 23, 1972, almost 3 years later that their wishes were granted and more than 1000 new members were added to IBEW Local 453, making it now the largest IBEW local in the state of Missouri.

Moore persuaded his members to buy land and build a union hall that could accommodate a union of this size for not only their business offices but as their meeting place as well. With approximate cost of \$250,000 when it was built about 10 years ago and interest at less than 6% then, its replacement today would undoubtedly be in excess of \$1,000,000.

Now the IBEW International Union began to take special notice of this modest labor leader. In 18 years, under his leadership, his union had multiplied 20-fold and from his small 350 members, Local 453 was now well in excess of 6,000 members.

In 1976, Moore became International Vice-President, Eleventh District and for the first time in 18 years it was necessary for Local 453 to find a new Business Manager. Jack Moore had served them well and was still on his way up.

Now from his office on the 3rd floor of the Bank of Springfield Building at 300 S. Jefferson, Suite 300, Moore supervises the activities of 87 local unions and a membership of approximately 60,000 operating in five states — Missouri, Iowa, Nebraska, North and South Dakota.

As a representative of these members, Moore is an economy-watcher, and when you mention "recession" his mind automatically thinks "paycheck."

"We're under some pretty trying times right now with presidential guidelines saying we're supposed to settle within certain guidelines, and yet inflation is in the double digit figure."

1962: \$512 MILLION
1978: \$7.6 BILLION (est.)

UP 1,384%
SINCE 1962

1962: \$364 MILLION
1978: \$5.7 BILLION (est.)

UP 1,466%
SINCE 1962

1962: \$410 MILLION
1978: \$2.2 BILLION (est.)

UP 437%
SINCE 1962

Buffalo Club of Omaha

Vacations are over and everyone is back to work and school with new vim, vigor, and vitality. The Buffalo Club of Omaha didn't take a vacation though, as its members have been very busy all summer. We have had a very successful garage sale, thanks to the efforts of all, especially those who were in charge.

All work and no play does not apply to us though because we also had a very enjoyable pool party with all the trimmings. Our family picnic is Sunday, September 14, with plenty of food, games, prizes, and good times.

Plans are now underway for a scotch-doubles bowling party, and also for a night at a dinner theater. In addition, a hallowe'en party will be held in conjunction with our October meeting.

We'd like to extend a special welcome to our most recent new members: Bill and Sandy Minor;

Bill and Juanita Barry; Jim and Marylynn Plevniak; Leo and Juanita Reading; formerly of Detroit. Our doors are always open to more new members. Come join us at our October meeting. Contact any club member for more information.

Grinding Halt

—IN HOUSTON, TEX., you can be pretty sure that this is an idea that's not going to catch on . . . particularly among wives of union construction workers. But Bill Downey's wife wanted to give him a real surprise for his birthday, and she succeeded beyond her wildest dreams in surprising not only her husband but all the other construction workers on a downtown building job. Mrs. Downey's gift was a belly-dancer, a real gyrating hip-swiveling belly-dancer who performed for Bill at the construc-

tion site. What Mrs. Downey hadn't figured on was that every bit of construction work came to a grinding halt.

Pioneer Notes

Omaha—For all the Pioneer members who might have been on vacation and not received a list of upcoming social events the following are:

October 25—Bingo, Lincoln, Neb.
November 6 and 7 — Pioneer Week—In plant.
January 23 — Nostalgia Nite—Club 89.
Febr. 13 — Men's stag—German American Club.
March ? — Falstaff Tour—Falstaff.
March ? — Life Member luncheon—In plant.
April ? — Car rally—Omaha area.
May ? — Senior Golf Outing.
June 11—Life Member luncheon—In plant.
June 12—Meeting and Induction Banquet.
? Date not confirmed.

gan his career in labor by joining IBEW in 1948 and worked for Aton-Luce-Leidy. Taking interest in the union, attending its meetings and learning from those responsible for making Local 453 function, Moore's interest became apparent when he was selected to serve on the Local Executive Board. From there he began his rise, from the Executive Board to Vice-President and from Vice President to President and then in 1958, after ten years of learning all parts of the Union from the inside he was chosen to guide Local 453 as their Business Manager.

Although his own local recognized the potential leadership abilities of Moore by selecting him as their Business Manager in 1958, the Springfield Labor Council two years previous had made him president of that body where he helped guide and plan with other leaders in labor both here and state wide. But it was in the position of Business Manager that the star qualities of Jack Moore has shown the brightest. He led with a light but firm hand as his local began to grow, expand and prosper.

In 1960 he began to assume added responsibilities as he was elected Business Manager of the Springfield Building and Trades and held that post for six years.

In 1962 he became president of the Missouri State Electrical Workers, holding that position through 1978. He has been for many years and is still a member of the Executive Board of the Missouri State AFL-CIO.

In 1966, Moore was elected to his International Executive Council, Fifth District, where he served for ten years.

In 1967, Moore, after talking to many workers employed at Zenith Corporation, took the biggest step he had yet taken. He believed that the approximately 4,000 workers employed there needed a spokesman and he agreed to be it. On April 26, 1968, the workers at Zenith rewarded his efforts by voting to join IBEW Local 453.

Two years later on July 24, 1969, Moore agreed to work for a part of the workers employed at Lily-Tulip, the Maintenance

"We're under some pretty trying times right now with presidential guidelines saying we're supposed to settle within certain guidelines, and yet inflation is in the double-digit figure.

Asked if the IBEW Business Managers under his guidance were attempting to stay within 7½ percent annual wage hike, Moore shakes his head.

"Labor is not the one that causes inflation to rise. They're the victims of it. It's awful hard to go back to the membership and say we've got to live within this and to see inflation go higher and higher and to see management profits spiraling.

"We go to the bargaining table trying to keep people abreast of the times, and it's very difficult to do when you have the pressures you are up against.

The contract IBEW has with City Utilities has a cost-of-living (clause) in it. That cost-of-living is a true cost-of-living.

"All the cost-of-living does is to guarantee you that you have the same amount of spending power that you had at the beginning of the year. If you don't have the same cost-of-living you are falling backward.

As he talks his mind remembers the victories of the past and his hopes for the future of labor.

All that has been accomplished is only the tuning up for the overtures already began. Jack F. Moore sat down in his headquarters with his score before him.

Midlands Dental Association

For Your Dental Needs

DR. J. D. HEZEL, Dentist

635 So. Washington

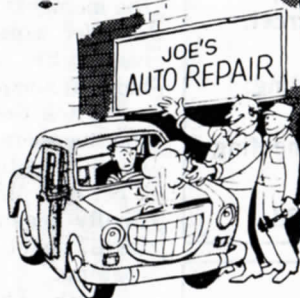
Papillion

20% Discount To All

IBEW, LU 1974 Members

BUYING A CAR?

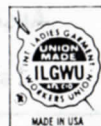
BE SURE TO CHECK THE LEGALLY-REQUIRED STICKER ON THE CAR. IT SHOWS LIST PRICE OF CAR AND ACCESSORIES. ALL DEALERS NOW GIVE DISCOUNTS FROM LIST. FIGURE A TYPICAL DISCOUNT IS 10-12 PER CENT ON SMALLER CARS AND 14-15 ON FULL-SIZE MODELS.



USED CARS CAN BE THE WORST TRAP, LEADING OFTEN TO BIG REPAIR BILLS, REPOSSESSION AND GARNISHEE FOR THE BALANCE. DON'T BUY UNLESS THE DEALER LETS YOU TRY OUT THE CAR. BEWARE OF DEALERS WHO ADVERTISE NO OR LITTLE MONEY DOWN, THEN GET YOU TO BORROW THE DOWN PAYMENT FROM A LOAN COMPANY.

GIVE YOUR DOLLAR MORE POWER

WHEN YOU SHOP FOR WOMEN'S AND CHILDREN'S APPAREL INSIST ON THE LABEL AT THE RIGHT. AT THE LEFT IS THE LABEL OF THE BROTHERHOOD OF PAINTERS, DECORATORS AND PAPERHANGERS OF AMERICA.



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New Agreement Ratified

(Continued from Page 1)

tions as the "toughest, most difficult, I've ever been part of. And that takes in the last 6."

Quinlan cited several reasons for the 1980 negotiations as being the roughest:

"Reason One is because of the large amount of lay-offs at several I.B.E.W. locations."

"Reason Two was the natural militancy of the membership was a far cry from other negotiations. Many people throughout the plant were talking that this was not the time to strike or you'll never get the people to go out because of a breakdown in negotiations."

"And if you're honest with yourselves, you'll admit you heard these comments several times. But you have to realize the company was reading our lack of

militancy and that made them very much tougher to deal with."

"Reason Number Three is we had many serious problems with the Carter Administration's so called Wage Guide Lines."

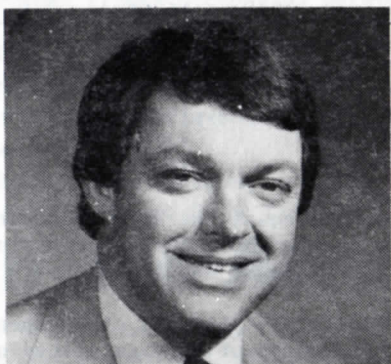
President Quinlan then proceeded to explain the National package in detail.

Following the presentation of the National contract package, Vice-President Clark took over and explained the local agreement.

President Quinlan then advised the members that the bargaining committees both locally and nationally were recommending the proposed 3 year agreement.

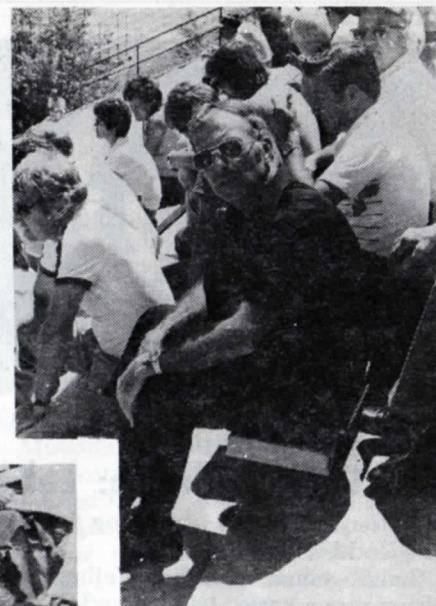
"It's not everything that we wanted," Quinlan concluded, "But over all it's a good acceptable contract."

Union Attorney, Thomas F. Dowd, Seeks Re-election To MUD Board



Thomas F. Dowd, 42, married, four children, lifelong resident of Omaha, received his undergraduate and law school degrees at Creighton University.

He has worked as a trial attorney for the National Labor



Special Dues Notice

In accordance with Article IX, Section 7(c) of the Local Union Bylaws, the Local Union portion of the monthly dues, \$7.18 shall be increased on the same percentage basis as any negotiated wage increase received by the members.

Effective with the October deduction, dues will be increased by 10% of \$7.18, or .10 x \$7.18 equals 70 cents.

Therefore the Local Union portion of the dues effective with the October deduction shall be \$7.88 per month. This increase coupled with the I.O. portion of the dues (\$3.50) brings the monthly union dues up to \$11.38 per month.

Retiring?

Thinking of retiring? Before retiring contact the rep in your area and ask to pick you up a free booklet on your social security and retiring benefits. It is an informative booklet and we are sure you'll think so to.

Thomas F. Dowd, 42, married, four children, lifelong resident of Omaha, received his undergraduate and law school degrees at Creighton University.

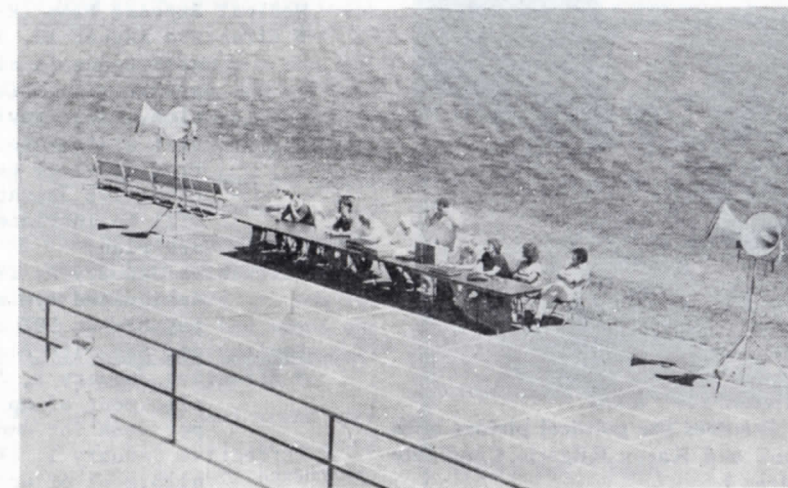
He has worked as a trial attorney for the National Labor Relations Board, a Deputy U.S. District Attorney for Nebraska, and a Deputy City Attorney for Omaha.

He returned to private practice in 1974. He has specialized in representing Unions in labor relations, as well as employees in personal injury and Workmen's Comp matters.

He currently is Chairman of the Board of Metropolitan Utilities District and subscribes to the philosophy of keeping close tabs on District expenditures in order to provide water and gas service at the lowest possible rates, recognizing the increased costs faced by the District.

For example, he led the fight against MUD contributing rate payers' monies to the Chamber of Commerce. He also has been the advocate of charging the Omaha School District and the City for water so rate payers don't have to subsidize uncontrolled usage, which is not consistent with conservation.

We urge Union Members to support and vote for him in the forthcoming election.



free booklet on your social security and retiring benefits. It is an informative booklet and we are sure you'll think so to.

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"Small Town"
Bank
in the City



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MEMBER FDIC

Did You Know...

**80,000 Nebraskans ARE
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(50 & 60's Music)



2nd Congressional District

Dick Fellman: Labor's Friend

A friend of Labor is running for the 2nd Congressional District. That friend is Dick Fellman.

Congressional candidate Fellman's political background in Nebraska covers a varied background.

Candidate Fellman was appointed to the Nebraska Senate by former Governor James Exon in December of 1972 where he served 2 years until 1974.

Dick Fellman then ran for election to the Douglas County Board of Commisisoners in 1976. For the last 2 years Candidate Fellman has served as Chairman of the Board.

—Congressional candidate Fellman is opposed to higher interest rates.

—He is opposed to the Schwikert-Williams Bill to eliminate the inspection of OSHA in 90% of the work places in America.

—He supports the Davis Bacon Act to maintain the prevailing wage rates in all federally funded construction projects.

—He supports legislation that would be beneficial to workers affected by manufacturing plant closings.

—He supports legislation that would guarantee works transfer rights to another plant in the event of a closing.

—He supports increases in workers compensation.

A look at the Fellman attitude and political record proves he is a friend of Labor.

Vote for Dick Fellman for Congress.



1980 Contract Agreement

Effective August 10, 1980, wages will be increased accordingly:

	Increase	New Job/Trade Rate	Underwood MMC	Increase	Top Rate
Gr. 32	-.63	\$ 6.50 per hr.	Warehouse Op.	.77	\$7.09
Gr. 33	-.66	6.88	Maint. Rep. Op.	.77	7.09
Gr. 34	-.69	7.22	Maint. Mechanic	.86	9.01
Gr. 35	-.73	7.61	Maint. Specialist	.92	9.75
Gr. 36	-.76	7.99			
Gr. 37	-.81	8.41			
Gr. 38	-.85	8.85			
Grp. I	1.13	10.96			
Grp. II	1.18	11.45			

*Effective for both Omaha Works and Underwood MMC.

On August, 1981 - approximately 3% productivity increase.

On August, 1982 - approximately 2 1/2% productivity increase.

*COLA

Effective August of 1981 and August of 1982.

An improved COLA will pay for each 1% increase in the CPI - \$.01375/hr. + .65% Job Rate. (Old formula \$.0125/hr + .60% Job Rate)

PENSIONS:

*Change from wage related pension plan to dollars per month plan resulting in an increase in pension benefits for those who retire during the life of this Agreement. Each grade or Trade is assigned a Band and they are as follows:

Grade	Pension Band	On or After August 10, 1980	On or After August 9, 1981	On or After August 8, 1982
32	102	\$12.63	\$13.92	\$15.40
33	103	13.15	14.49	16.03
34	105	14.20	15.63	17.27
35	106	14.72	16.20	17.90
36	108	15.76	17.34	19.16
37	109	16.28	17.91	19.78
38	111	17.33	19.05	21.02
Grp. I	119	21.50	23.61	26.01
Grp. II	120	22.02	24.18	26.63

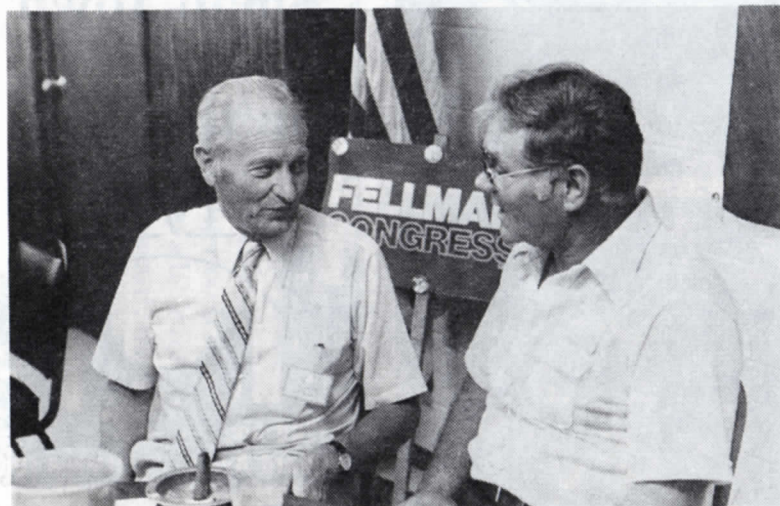
The basic monthly retirement benefit shall equal the dollar amount shown for the appropriate pension Band for that employee in the table above, according to the year of retirement, multiplied by such employee's years of service.

Differential, wage incentives/productivity pay plan and other special payments included in an employee's pay in the last 36 months of service preceding retirement, shall earn a monthly pension benefit equal to .001 multiplied by the average annual amount of such differentials, wage incentives/productivity pay plan or other special payments for the 36 month period. Such amounts will be multiplied by the employee's years of service and added to the basic monthly benefit provided in the above table.

*Effective August 10th unreduced pension for employees with 30 years service - 30 and out.



Executive Board Officer Ken Mass exchanges pleasantries with Mrs. Dick Fellman wife of candidate for 2nd Congressional District.



State Senator Orville Keyes District 3 Candidate talks to COPE Director John Sutej about the upcoming 1981 Nebraska Legislative Session.



State COPE Chairman Vic Meyers discusses the political picture with Executive Board Officer Marie Cook and Karen Kilgarin Candidate for District 7.

payments for the 36 month period. Such amounts will be multiplied by the employee's years of service and added to the basic monthly benefit provided in the above table.

*Effective August 10th unreduced pension for employees with 30 years service - 30 and out.

*Retiree's Benefits:

Effective July 1, 1981 - 9% increase in monthly pension benefits.

Effective January 1, 1983 - 7.5% increase in monthly pension benefits.

Employees retiring since December 1, 1979 will receive a commensurate proportion of those amounts depending on the date of retirement.

Dental Expense Plan:

*Effective January 1, 1981:

- Increase "Predetermination of Benefits" from \$100 to \$200.
- Increase maximum annual benefits from \$500 to \$750.
- Increase maximum lifetime benefits for Orthodontia from \$500 to \$1,000 applicable to expenses incurred on or after January 1, 1981.
- Remove maximum age requirement for employee and spouse.

*Effective January 1, 1982:

- Update fee schedules.
- Increase benefit from 50% to 75% reasonable and customary.

Group Life:

*Effective January 1, 1981, employee may purchase additional supplemental group life coverage in either 1/2 or 1 times their basic insurance.

*Effective July, 1981, employees may purchase life insurance coverage for spouses and dependent children in the amount of \$5,000 and \$1,500, respectively, total cost per month \$1.80 regardless of persons covered.

Anticipated Disability Plan:

*Effective August 10, 1980:

- Add coverage for successive disabilities, both anticipated and unanticipated.
- Reimburse insurance premiums paid by employee during disability.

Major Medical Plan:

*Effective January 1, 1981 increase maximum benefit for retired employees and dependents over age 65 from \$15,000 to \$50,000 and maximum annual benefit from \$3,000 to \$3,500.

- Increase income limit from class II dependent from \$4,200 to \$6,000.

*Effective January 1, 1982:

- Add coverage for ambulatory surgical facility.
- Provide for automatic enrollment after six month's service.
- Extend coverage for surviving spouse and dependent to 6 months from date of death of employee.

Medical Expense Plan (HSM):

* Effective August 10, 1980, each location shall provide as a benefit service active assistance in claims administration. This will include: (a) Aid in form preparation. (b) Provide mailing service for claims filing at each location. (c) Provide reproductive service (copies) for Doctors' statements, bill statements, etc.

Provide these services upon appointment during working hours.

- Effective January 1, 1982, payment for reasonable and customary surgical fees will be increased from 90% to 95%.

Vision Care Plan:

*Effective January 1, 1983, a vision care plan shall be established to provide for designated eye examinations every two years and lenses, frames, contacts, payable at 50% of the reasonable and customary charges.

Savings and Security Plan:

* Effective January 1, 1981, add an additional band which provides for employee allotment of up to \$25 per week with company contribution of up to \$12.50 per week for employees whose weekly rate is \$400 or more.

*Effective January 1, 1982, add an additional band which provides for employee allotment of up to \$30 per week with company contribution of up to \$15 per week for employees whose weekly rate is \$500 or more.

Supplemental Income Protection Plan:

*Effective August 10, 1980, the monthly payment will increase \$3 per month to \$8. The maximum will be increased from \$250 to \$375 per month and eligibility has been improved to employees who have at least 20 years of service and whose age and years of service in sum total 75.

Vacation and Holiday and Excused Work Day:

*Effective January 1, 1981, each employee with six months service as of January 1, 1981, 1982 and 1983 will be eligible to 4 EWD days with pay and 1 EWD day without pay.

*December 26, 1980 will be observed as a paid holiday on a one time only basis.

*Effective January 1, 1981, three weeks vacation for seven years service.

Job Security:

*Effective August 10, 1980, employees with 15 years of service will suffer no reduction in job rate as a result of being downgraded due to lack of work. This special rate protection shall be applicable for the duration of this collective bargaining agreement.

Job Posting and Bidding:

*Effective January 1, 1981, job posting and bidding to fill vacancies will take place. The exact procedure to be followed will be explained several times in future Union publications before January 1st.

Scheduling Time Off:

*Effective January 1, 1981:

- Employees may carry over scheduled time off (vacation, EWD, Floating Holiday) three months into the calendar year if for reasons beyond their control, they are unable to take it during the year in which scheduled.

Shift Realignment:

- Provide for a shift realignment by seniority once a year in September.
- Provide for an employee who is transferred as a result of lack of work, shift bumping right on his/her new assignment; a one time only option during the life of the 3-year agreement.

Also effective August 10, 1980:

- Increase MMC coordinator pay by .50 per day.
- Reduce MMC minimum time between purchase payment offers from 12 months to 6 months.
- Shorter progression steps for MMC employees from 18 months to 12 months.
- Improvements in cushioning provisions.
- Establishment of a National Grievance Procedure.
- All journeyman trades occupation between locations to be standardized.

The editorial staff of this paper readily acknowledges that this year's Presidential Race offers a poor selection for the most prestigious electoral office in the world.

The Carter Administration certainly couldn't be compared to that of the Roosevelts or Trumans.

Reagan and Accuracy Seldom Meet

Ronald Reagan, who could become our President, suffers from an acute case of imprecision. So much so, that he is already the hands-down winner of the 1980 "Facts-Shmacts-As-Long-As-It-Sounds-Good" Award for candidates for public office.

This award is presented annually to the candidate or office-holder who best exemplifies a healthy spirit of indifference to accuracy. It was won, for example,

President Carter has bumbled or failed to produce many times what he promised. We have all been made acutely aware of this through the news media.

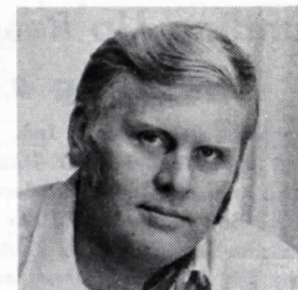
But in order to make an intelligent decision at the polls this November 4 we should take a closer look at the alternative.

posthumous approval of the plan by the late President John F. Kennedy.

Reagan: "I didn't always agree with President Kennedy, but when his 30 percent federal tax cut became law, the economy did so well that every group in the country came out ahead. Even the government gained \$54 billion in unexpected revenue. If I become President, we're going to try that again."

A Message From the

Vice- President's Desk



By Harlan "Whitey" Clark

Omaha—"I want to say thanks to all the hourly and salaried employees at the Omaha Works for opening their hearts and unselfishly giving to Muscular Dystrophy," said Nebraska State Muscular Dystrophy Chairman for Labor, Whitey Clark in September, "When you consider the way inflation and the high cost of living has been going; you people keep me believing in miracles. With your support the miracle of your contribution makes my job as Labor Chairman for Muscular Dystrophy a lot easier."

"This year's miracle is 1500 dollars worth of large and small contributions from the working people at Western Electric. Keep up the good work Omaha you make me feel special because I know each dollar contributed will put us closer to conquering this dreaded disease, and I know your contribution was given with that thought in mind."

United Way Drive 1980

The United Way Drive for 1980 begins on Monday, October 6. For the employees of Western Electric and members of Local Union 1974 that anticipated date is less than two weeks away.

Co-Chairmen for the hourly-rated personnel at the Omaha Works during the 1980 United Way Drive is Financial Secretary of Local Union 1974 Jim Hardick and Superjock Terry Moore. Both Jim and Terry spearheaded the in-plant drive in 1979 and were given recognition for their superlative job by receiving awards from United Way Headquarters.

Chairmen of the overall in-plant and out-of-plant drive and representing the salaried personnel of the Omaha Works are Gene Saab and Ed Arnone.

The check presented to United Way in 1979 exceeded all expectations with a whopping \$314,443. Let's top that figure Omaha—Let's start the 80's off with a Bigger Bang!

YOU CAN STOP WORRYING ABOUT YOUR KID... WE'RE SCHEDULING YOU FOR OVERTIME...



for candidates for public office.

This award is presented annually to the candidate or office-holder who best exemplifies a healthy spirit of indifference to accuracy. It was won, for example, by Richard Nixon when he characterized the Watergate break-in in 1972 as "just another third-rate robbery attempt."

The instances of misstatements of fact abound in Reagan's speeches and responses to questions. They are serious because they demonstrate (1) a carelessness in his own and his staff's research; (2) a stubborn insistence often to continue to use material already discredited just because it makes a point he wants to make and (3) a weakness that might be undamaging to the nation in a presidential candidate but could be devastating in a sitting President.

Following are some recent examples of Reaganitis (statements are direct quotes from Reagan):

Reagan: "It costs HEW (formerly Department of Health, Education and Welfare, now Department of Health and Human Services) three dollars in overhead to deliver one dollar to a needy person in this country."

Fact: Even in their wildest flights of fancy, other ultra-conservatives have never accused welfare programs of being **that** messed up. The fact is, it costs the agency **12 cents** to deliver one dollar of welfare. (Reagan explains this one away by saying he's been clipping and filing items for years and sometimes he can't remember where they came from.)

Reagan: "... In the last three years, the federal government has increased by 131,000 of those (federal employees)."

Fact: In the three years January 1977-80 the number of federal government employees increased by 6,000. That's 125,000 fewer than Reagan's figure. Reagan claims he got his figure from a member of Congress but that he doesn't recall exactly who.

Reagan: "Up in Bellingham, Washington, HEW was threatening to take away the federal funds from the school district there, because they are spanking boys and girls in unequal numbers."

Fact: The school district in Bellevue, Washington—not Bellingham—was charged four years ago with discriminating against women in its athletic and vocational programs. One of the complainants noted that there had been far more cases of corporal punishment against boys than girls—but no one demanded equality in getting rapped on the butt. In any case, punishment was not the issue, and HEW never threatened to cut off its funds on its account.

On an issue as important as taxation, Reagan is almost inspired in his disregard for accuracy. Himself a backer of the Kemp-Roth tax scheme to cut income taxes 30 percent across-the-board (a plan heavily loaded for high-income earners), he implies

law, the economy did so well that every group in the country came out ahead. Even the government gained \$54 billion in unexpected revenue. If I become President, we're going to try that again."

Reagan (after being challenged on his figures): "What Congress, when they finished, gave him was 30 percent at the bottom levels of the income earners and 23 percent at the top levels, and it averaged out to 27 percent. So . . . Kemp-Roth is asking for exactly what, in amount, Kennedy asked for."

Fact: Kennedy in 1963 requested a tax cut of 18 percent, heavily weighted for lower- and middle-income families. Congress, after his death, enacted a cut of 19 percent.

Reagan: Similar effects (to Kennedy-proposed tax cut) were seen when major tax cuts were put into effect by the Harding and Coolidge administrations in the Twenties."

Fact: Not too many folks are willing anymore to point to the Harding and Coolidge administrations as role models. They did, after all, help pave the way for the crash of 1929 and the worst economic depression in our history. The facts of their tax cuts are these: At the time, fewer than 15 percent of Americans filed tax returns. They paid from four percent at the lowest levels of taxable income to 58 percent at \$200,000 a year and up. These rates were rolled back to 1½ percent and 25 percent respectively under Harding.

At the time, too, government spending accounted for only 3-4 percent of the Gross National Product, for at the time there was no such thing as Social Security, health care programs, aid to education and housing, job-creating and job-training programs, aid to depressed economic areas, food stamps for the poor and for workers on strike, other people-helping programs.

Reagan: The minimum wage "has caused more misery and unemployment than anything since the Great Depression."

Fact: The minimum wage at least assures that millions of Americans working full time will get paid enough to subsist. Virtually every Secretary of Labor in the past 30 years—Democrat and Republican alike—has testified that the minimum wage **does not** create unemployment and is healthy for the economy.

Reagan: (Assailing what he calls President Carter's "cheap food" policy—has he been to market lately?) "At a moment when the cattle industry . . . was beginning to recover from a drop that had wiped out many cattle growers . . . they (the administration) opened the floodgates" on imported beef.

Fact: In June 1978, when retail beef prices were soaring, the President increased the limits on imported beef approximately 13 percent. A cattle industry executive said this was hardly "opening the floodgates."



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Rounding Up Reaganisms:

Muffing a Source and Being Wrong, Anyway

Speaking in Lafayette, Ind., Ronald Reagan asserted that National COPE Director Al Barkan had written in an article for *Readers Digest* that COPE had put \$68 million into Hubert Humphrey's 1968 presidential campaign. Al Barkan never wrote an article for *Readers Digest*, nor did he ever say what Reagan attributed to him—nor is the figure accurate, anyway. That's three counts on which Reagan was wrong in one brief sentence.

There was an article in the June 1971 *Readers Digest*. The writer, George Denison, quoted col-

umnist Victor Reisel as saying, "America's labor leaders poured out well over \$60 million for Hubert H. Humphrey."

Reisel himself apparently arrived at his \$60 million figure by dreaming up an average \$1,000 contribution from each of the approximately 60,000 local unions in the U.S. The multiplication is accurate. It's just the assumption that's far-fetched.

But you wouldn't know it from Reagan, who cited one uninformed writer quoting another who manufactured a number, then attributed it wrongly.

And Then He Said . . .

In a speech in South Bend, Ind., April 22, 1980, candidate Reagan said of COPE check-off of voluntary political contributions by union members: "This is something we have a right to look at if unions are trying to force industry to collect contributions for political committees."

Again, Reagan and accuracy are strangers.

The check-off for COPE is perfectly legal under the election laws. Furthermore, unions cannot "force" employers to collect such funds. Unions can, and do, try to negotiate check-off. They are automatically entitled to check-off if the corporation's PAC has such an arrangement for management personnel.

While he was at it, Reagan didn't breathe a word about corporate PACs and their check-off, or about their incredible proliferation—or about sums of money the corporations will be contributing to candidates that far surpass what unions will be able to contribute.

Even Oil Industry Turns Green

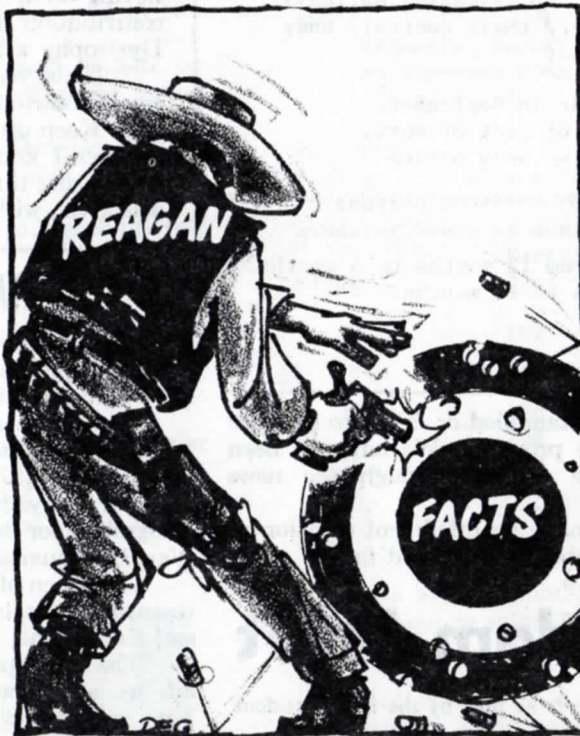
Here's one of Reagan's better ones:

Americans can "have cheap gasoline again by lifting government restrictions" on the oil industry.

Even the oil industry turned green around the gills on that one. The last thing the industry has promised is ever again to provide cheap energy.

The industry is in the catbird seat and exploiting it to the hilt, as a trip to the gas pump demonstrates. If oil leaders thought Reagan really meant what he said they'd bring back Norman Thomas or Gene Debs as presidential candidates

SHOOTING, AND MISSING, FROM THE HIP



From Way Off the Wall . . .

"History shows that when the taxes of a nation approach about 20 percent of the people's income, there

Negotiation News

Unions Average 8.5%

Wage increases in major collective bargaining agreements negotiated during the first six months of 1980 averaged 8.5 percent in the first year, up from 7.4 percent in 1979, the Bureau of Labor Statistics reported.

Over the life of the 290 contracts covering 1.3 million workers in bargaining units of 1,000 or more, the increases averaged 6.7 percent, up from 6 percent for 1979.

The average duration of the contracts signed in the first half of 1980 was 33.3 months, compared with 32.9 months when the contracts were settled previously.

The settlements in the BLS report covered workers in equipment manufacturing, primary metals, construction, retail food stores, and public utilities.

Cost-of-Living adjustments payable to workers during the first six months of the year averaged 4.1 percent, returning about 53 percent of the rise in the Consumer Price Index for that period, the BLS reported. COLA clauses covered 778,000 workers or 58 percent of those under the first-half settlements.

In manufacturing negotiated wage increases average 6.8 percent in the first year and 5.2 percent over the term of the contract.

Contract duration in manufacturing averaged 35.1 months, and in non-manufacturing industries the average was 30.6 months. For

settlements with COLA provisions, the average duration of the contract was 36.6 months compared to 28.7 months for those without such clauses.

During the first half of 1980, 6.1 million workers in major collective bargaining units received increases averaging 6.2 percent. This represented a combination of new settlements, COLA adjustments and deferred wage increases.

Hamburgers Quiet

—IN BROOKLYN, N. Y., maybe the country is going "survey silly"—everywhere you turn somebody's coming up with the results of a new survey about which nobody really cares. A psychiatrist here, for example, claims after studying thousands of fast-food eaters that he can tell what kind of personality you are by what you eat on-the-run. If you eat hotdogs, you're "outgoing, aggressive, ambitious." If you munch hamburgers, you're likely to be quieter, introverted, more conservative, and executive material.

Senator Newell Champions Labor's Bill

Omaha—Young and aggressive, Senator David Newell of the 13th District has proven himself to be a champion of the cause of organized labor. A former labor leader himself, he knows of the problems of working people, according to labor lobbyists in Lincoln.

At the last legislative session Senator Newell introduced L.B. 492, which would have allowed those on a strike who were striking because of unfair labor practices on the part of the employer, to collect unemployment compensation. Under present law, the victims of unfair labor practices



Omaha



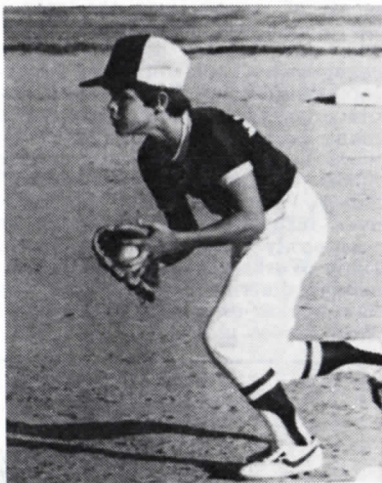
Front Row L to R—Mike Chaney, Harold Davis, Scott Lee, Jeff Ewing, Donnie Anson, Chris Kelly.

2nd Row L to R—Scott McGranahan, Scott Larson, Mike Martin, Todd Grevey, Matt Powers.

3rd Row Coaches L to R—Mr. Lee, Mr. Grevey, Mr. Powers.



Buddy Davis of Dept. 441 watches his boy, Harold, field the ball at 3rd base.



Jeff Ewing digs a grounder out at first base and fires home.

Baseball

IBEW Team Earns Play-Offs

The first time in the history of a IBEW-LU 1974 sponsored team we made the play-offs.

Finishing in 3rd place with a 7 win 6 loss record in the Millard 11-12 year old Bronco Baseball League the boys moved on to finish 2 win 1 loss in tourney play and earned 2nd place.

Members Proud Of Local, Natl. Contract

By Ron Hamlett, Rep. Dept. 445

Now that all the rumors have subsided and all threats and counter-threats are over, I believe we all as members can be proud of the gains that have been reached in local and national contract talks.

I personally believe this is one of the best contracts we have ever received. Being in contract with our local bargaining unit, I know the items we received were very hard fought for with many long hours of discussions.

Nationally our EM3 council bargained long into the nights, sometimes with no more gains than when they started in the morning. But with determination and with local unions support, they brought back a contract that will be very tough to top. The membership for standing behind our officers and would like to thank very much the officers for their endeavors.

Again Thanks.

1980 Pigskin Resolution

Whiz Plans To Win This Decade

"I'm going to try a new format for the 80's," said our resident tout and steam teamer Arnie — Win It All Now! Whiznuts, "I'm going to pass along five key teams to bet with all year and if I'm lucky — our reading public will clean house."

"My resolution for the eighties is "Own Your Own Bookie." I've won and lost a few dollars in the last forty years but I never had any goals. I'd win and I'd lose but now I'm aiming for the top. This decade I plan on owning my own bookie, and in the 90's we start working on Las Vegas!"

Good Luck and Good Hunting . . .

Florida—This team was winless in 1979 and Coach Charlie Pell didn't like it. The morale and the outlook for 1980 is high and it should be with 18 starters back. This club will be one tough team to beat.

Indiana—Finished 1979 strong by beating the best offensive club in the nation BYU. This team has matured and have patterned their program after Nebraska. They'll be tough to beat all year.

SMU—In 1979 this club was decimated by injuries including super quarterback Mike Ford. Besides good quarterbacking the offense has some real backfield burners. Watch SMU roll.

Notre Dame—Consistently tough and top drawer club year in and year out. Notre Dame played 6 clubs in 1979 that went to major bowls. They look like a 9 and 2 club once again. Get on the Good By Dan Devine bandwagon and watch Notre Dame win big every week.

Stanford—One of those Pac-10 clubs that play big play football. Without a doubt Stanford will be in the Rose Bowl. Stanford is the best in the West. Good possibility for a 10-1 record.

September Specials College

Nebraska over Iowa by 10

Purdue over UCLA by 20

Florida over Georgia Tech by 2

Notre Dame over Michigan by 7

September 27

Miami over Florida State by 3

Rice over LSU by 10

Iowa over Iowa State by 4

Illinois over Air Force by 6

October 4

Indiana over Duke by 15

Missouri over Penn State by 5

Ohio State over UCLA by 2

Baylor over Houston by 1

September Pro Package

September 21

Atlanta over Miami by 3

Cleveland over K.C. by 5

Oakland over Washington by 2

New England over Seattle by 1

September 28

Baltimore over N.Y. Jets by 3

N. England over Denver by 20

St. Louis over Philly by 1

N.Y. Giants over L.A. by 2

October 5

Tampa Bay over Chicago by 1

N. Orleans over St. Louis by 7

Philly over Washington by 5

Minnesota over Pittsburgh by 3

Whiz-Pro-Lock: Oct. 12, N. Y. Giants over Philly by 4.

grievance guide

HOT PANTS

An employee was properly denied permission to wear short pants on the job, arbiter Clair V. Duff holds.

In his job, the employee was required to drive to

threatened to kill the foreman. The foreman left the market, continued on to work, and reported the incident to his own supervisor. Management then decided to discharge the employee. Denying that he had threatened the supervisor, the employee argued

Jim's

Callen



SHORT PANTS

An employee was properly denied permission to wear short pants on the job, arbiter Clair V. Duff holds.

In his job, the employee was required to drive to several public and private buildings daily in order to replace filled coin boxes with empty receptacles. Although the employer had a rule requiring workers to wear long pants on the job, the employee requested permission to wear shorts. Management refused to grant the request, contending that it had the right to require its employees to maintain a neat and clean appearance during working hours. Protesting management's "absolute prohibition against the wearing of short pants" on the job, the employee argued that the rule was not reasonable when applied during the "sultry summer months." Pointing out that the van he drove was not air-conditioned and that he was required to shut and lock the vehicle when he left it, the employee claimed that he "suffered from the excessive heat" in the vehicle, which was "uncomfortably warm" due to the "minimal amount of fresh air" entering it.

"There is no rule of dress that does not inhibit the personal freedom" of employees, the arbiter points out, stressing that "the key question is whether a clothing restriction is reasonably appropriate to serve a legitimate business interest of the employer." "Where any employee is frequently in direct contact with the public," the arbiter says, "he represents the corporate entity in that business relationship" and is the "personification" of the employer to "those persons who observe him." The arbiter decides that the employee's "minor inconvenience" in being "less comfortable than he desires is over-balanced by his duty to his employer to project an acceptable appearance by not wearing shorts while on duty." (*Southern Bell Telephone and Communications Workers*, 74 LA 1115)

CURBSIDE CONFRONTATION

An employee who followed his foreman's car early one morning, swerved his vehicle in front of the manager's, and threatened to kill the supervisor was properly discharged, arbiter Bernard H. Cantor decides.

The supervisor contended that one morning on his way to work, a car tailgated him, swerved around him and pulled off the road, and then resumed tailgating his vehicle. According to the foreman, he turned into a roadside market and the other car pulled up alongside him. At this point, the foreman recognized the employee, who leaned down, picked up a stick, "began beating it in his hand," and

threatened to kill the foreman. The foreman left the market, continued on to work, and reported the incident to his own supervisor. Management then decided to discharge the employee. Denying that he had threatened the supervisor, the employee argued that the discharge was improper. Management, however, pointed out that the employee had a history of encounters with various supervisory personnel and attributed the current incident to the employee's "hostility" about a recent suspension for absenteeism.

Agreeing with management's decision to discharge the employee, the arbiter concludes that the employer had "just cause" for the termination. Although the employee denied swerving around the supervisor's car and threatening the manager, the arbiter says, his denials do not carry the same "weight" as the supervisor's "positive testimony." Saying that the employee's testimony during the hearing indicated that he was either "pathologically oversensitive" or motivated by a "fervor of dislike that is not reasonable," the arbiter upholds the discharge. (*Central Soya Company, Inc. and Teamsters*, 74 LA 1084)

PLUMMETING PRODUCTIVITY

An employer properly determined that an employee with a heart problem was unable to perform his job duties competently, arbitrator William P. Daniel decides.

Upon returning to work following a heart operation, the employee was demoted to a lower job classification because his productivity gradually declined. After protesting the demotion, the union agreed with the employer that the employee would be reassigned to his former job on a probationary basis. At the end of the probationary period, the employer evaluated the worker's progress and determined that he was unable to perform satisfactorily in the job. Consequently, the employee again was demoted. Contending that the demotion was improper, the union charged that the employee had not been given a fair opportunity in his probationary period. Insisting, however, that the employee had had ample time to demonstrate his abilities but was unable to do so, the employer maintained that the evaluation process was conducted fairly.

Finding that the employer's decision to demote the worker was based upon observations of supervisors and production reports that indicated that other workers were outperforming the employee by as much as two to one, the arbitrator upholds management's action. (*Haven-Busch Co. and Ironworkers*, 74 LA 1205)

Jim's Galley



This is a superb cheese dip with a very fine flavor.
 2 Lbs. Velveeta Cheese (Cut into cubes)
 2 Small cans hot green chili peppers (chopped fine)
 1 Medium onion (chopped very fine)
 1 Can Campbell's Tomato Soup
 Put all ingredients in double boiler and mix as cheese melts. Serve Hot.
 I use a small crock pot on low to keep it hot.

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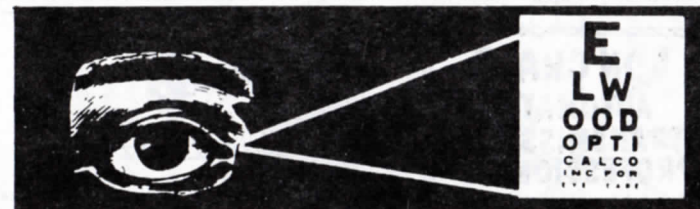
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Editor's Note:

Editor's Note: According to the AFL-CIO computerized list, approximately 40% of our members at the plant are not registered to vote.

Your Local 1974 COPE Committee urges each and every one of you to take time out and register. Check your local newspaper listings for times and places to register.

Voting Is Freedom

Our unity and strength is the means for a progressive union. Our goals today have changed very little from the goals which motivated the founders of our First Constitutional Convention of the Brotherhood in 1891, which is as follows:

"The objects of the International Brotherhood of Electrical Workers are: to organize all workers in the entire electrical industry in the United States and Canada, including all those in public utilities and electrical manufacturing, into local unions; to promote reasonable methods of work; to cultivate feelings of friendship among those of our industry; to settle all disputes between employers and employees by arbitration (if possible); to assist each other in sickness or distress; to secure employment; to reduce the hours of daily labor; to secure

adequate pay for our work; to seek a higher and higher standard of living; to seek security for the individual; and, by legal and proper means, to elevate the moral, intellectual, and social conditions of our members, their families, and dependents in the interest of a higher standard of citizenship."

As these goals are accomplished they must be maintained and protected thru the political process. It is therefore vitally important to look at the voting records of our Senators and Representatives on issues affecting working people when voting at the polls in November.

Our unity and strength can elect the people who share our concerns and will actively work in our behalf. But *we must vote* and not allow someone else to make our choice.



Money To Make Money

—IN DALLAS, it takes a recession to prove all over again the truth of the old axiom, "the rich get richer and the poor get poorer." The Hunt brothers, Herbert, 51, and Nelson, 54, admitted to Fortune Magazine that they're worth at least \$8 billion—not millions, billions! What does anyone do with \$8 billion? Well, for one thing Nelson has bought 700 expensive racehorses. What does one do with 700 racehorses? "Well, they make high-grade pedigreed fertilizer," said a Hunt employee.

Employee Owned

—IN WATERLOO, IOWA, the 3,000 employees of the Rath Packing Co. became sole owners of the company, one of the country's largest meat processors and now one of the largest worker-owned enterprises in the U.S. Mismanagement, of course, was the reason the employees took over. There was one humor aspect to the changeover. You'd think the American Communist Party would approve worker-ownership of a large plant, because after all they're always boasting that plants in the Soviet Union are "worker-owned." But you'd guess wrong. The take-over infuriated the comrades so thoroughly that the Communist Daily Worker devoted a full four-column diatribe to denouncing the new worker-ownership as a vicious Wall Street plot!

The Record

Vera Epler, Dept. 723	.....Mother
Donna Gallagher, Dept. 435	.....Mother
Pat Siderewicz, Dept. 445	.....Sister
Rita Sobczak, Dept. 361	.....Father
Ron L. Coleman, Dept. 282	.....Father
Vera Epler, Dept. 723	.....Sister
David Wells, Dept. 435	.....Father
George Simonson, Dept. 745	.....Mother
Lloyd Ellsworth, Dept. 437	.....Sister
* Correction — in the last issue of the Short Circuit, we should have listed:	
John Fuller, Dept. 746	.....Mother
Emma Epperson, Dept. 435	.....Father
Ron Lawrence, 1974-1	.....Father
Mary Malone, Dept. 439	.....Brother
Earl Malone, Dept. 745	.....Brother-in-law
Ruth Crawford, Dept. 435	.....Brother
Joseph Sternad, Dept. 282	.....Mother
Etta Peck, Dept. 725	.....Sister
Steve Bothwell, Dept. 725	.....Mother
Terry Latimer, Dept. 253	.....Brother-in-law
Marlene Majeski, Dept. 725	.....Brother-in-law
Judy Banner, Dept. 443	.....Daughter
Betty Gantt, Dept. 725	.....Daughter
Raymond Schwarte, Dept. 725	.....Brother
Claire Kern, Dept. 723	.....Husband
Connie DeBord, Dept. 725	.....Father
Joan S. White, Dept. 287	.....Father
G. T. Logan, Dept. 289	.....Sister
A. H. Young, Dept. 444	.....Father
Alma B. Scott, Dept. 728	.....Father-in-law
Clyde Thinnies, Dept. 282	.....Mother
Claire Kern, Dept. 723	.....Husband
Dale Thurman, Dept. 441	.....Mother
Charlie Ferguson, Dept. 251	.....Father
Carl Colofiore, Dept. 746	.....Sister
Jessie Kyles, Dept. 725	.....Father-in-law
Anna Ormond, Dept. 439	.....Husband
Shelly Sekera, Dept. 445	.....Brother
Ben Garcia, Dept. 437	.....Mother
Charles Hanzlik, Dept. 361	.....Mother
M. E. Gerch, Dept. 439	.....Brother

Cost of Living.... Isn't It SWELL!





- Not when it runs away from your take-home pay.
- Not when you leave the supermarket wondering how you spent so much and got so little.
- Not when buying gas for your car or heat for your home leaves you reeling.
- Not when an ordinary office visit to a doctor sets you back \$25 . . . or a stay in the hospital hits \$250 a day.
- Not when your hard-earned dollars turn into funny-money.

Cost of Living.... Get a Handle on it!

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