



International Brotherhood of Electrical Workers

LOCAL UNION NO. 1974



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

Officers

Frank P. Possinger President
Marlene Wilson Vice-President
Sparky Bruning Recording Secretary
Mary Ellen Maxwell ... Financial Secretary
Donnie Trimble Treasurer

Union Meetings

Third Friday of Each Month
Dayshift — 8:00 p.m.
Nightshift — 12:30 a.m.

Executive Board

Marlene Majeski, Chairman
Mike Kelly Dan Lubash
Charlie Newell Jim W. Perryman

Newspaper Editor

Dennis Fleming



September Meeting September 20, 1991

This Month:

On Friday the 13th AT&T announced that 125 Omaha Workers would be offered early retirement.

Don't listen to the rumors, find out the facts.

Attend this month's meeting and find out what the real scoop is. You could also walk away with one of two seventy-five dollar door prizes.

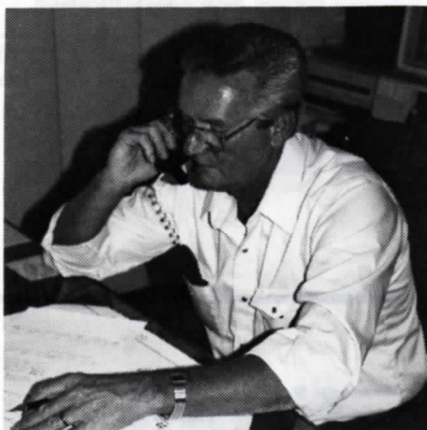
We'll see you there.

President's Message

by

Frank Possinger

Local 1974 President



Performance Award

Based on second quarter results, the performance award would be \$687.00. This is what represented employees would get next March, if earnings for the third and fourth quarter were of the same value.

This past March, all represented received a check for \$587.00 based against earnings for 1990.

Upcoming "Pre-Bargaining" Meetings

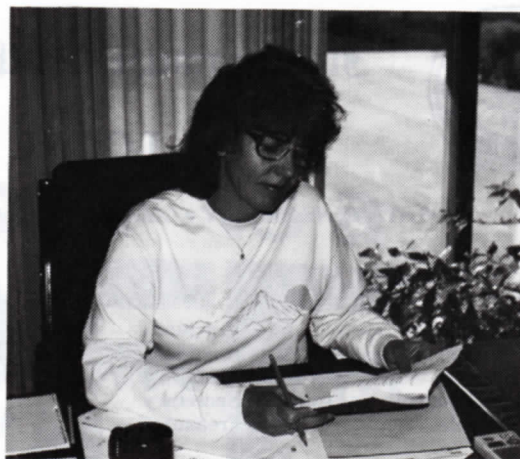
On July 1, 1991, the Unions, IBEW and CWA, jointly signed an agreement for "National Bargaining" in '92. The EM-3 Council of the IBEW will be represented by President Ed Keller; Vice President, Jim Walls; Secretary-Treasurer, Charlie Bigrigg and International Representative, Mike Quinlan.

A series of meetings are to be scheduled for late October and early November for local union Presidents to meet in pre-bargaining meetings with the different SBU managers. The Company is still talking about National Bargaining by SBU's on money issues and Movement of Personnel.

Union Meeting Notice

The monthly membership meeting will be held Friday, September 20, 1991 at the Union Hall, 13306 Stevens Street.

Second Shift Meeting: 12:30 a.m. First and Third Shift Meeting 8:00 p.m. \$100 Drawing.



Report Of The Vice-President

By Marlene Wilson

Vice-President and Grievance Coordinator

Grievance Report

- 88-11 Level II's in Dept. 281 doing Level III work with temporary upgrade. Job should be Level III. Pote/-Job Grades Committee. Submitted to National on 5-15-90. (The National Grievance was held in Washington, D.C. on 7-18-90). Denied at National Level. Arbitration demand submitted. Waiting Arbitrator's decision.
- 91-07 Employee - Dept. 084 - denied upgrade. Majeski/-Pote. Settled Satisfactory.
- 91-09 Employee - Dept. 592 - Level I assigning work. Majeski/Newell/Sims.
- 91-24 Employee - Dept. 592 - violation of overtime agreement. Bruning. Sent to 5th step.
- 91-25 Dept. 581 - insubordination writeup. Newell. Sent to 5th step.
- 91-26 Dept. 581 - insubordination writeup. Newell. Sent to 5th step.
- 91-27 Employee paid vacation in place of sick benefits. Majeski/Betzer. Sent to 5th step.
- 91-28 Employee Dept. 559 - assignment of work. Lubash-/Armbrust. Sent to 5th step.
- 91-29 Employee Dept. 583 - working out of pay grade. Pote/Gillham/Ohme. Sent to 5th step.

The Record

Maxine Munch, Dept. 593, Mother.
Joe Jech, Dept. 704, Mother.
Ed Snawerdt, Dept. 583, Father.
Lyle Kahnk, Dept. 581, Father.
Rita Kahnk, Dept. 581, Father-in-law.
Tom Ross, Dept. 584, Father.
C.P. Burns, Dept. 552, Mother-in-law.
Gladys Miller, Dept. 597, Mother-in-law.
Robert O'Connell, Dept. 551, Father.
Chris Garrett, Dept. 584, Father-in-law.
Ron Horn, Dept. 584, Step Dad.
Dorothy Gordon, Dept. 593, Mother-in-law.
Leroy Prochaska, Dept. 551, Father.
Linda Jurgens, Dept. 581, Father.
Bob Pilus, Dept. 596, Father.
Mary Ann Pilus, Dept. 581, Father-in-law.
Loretta Thimgan, Dept. 581, Father-in-law.

Skills Assessment Evaluations

Submitted by Frank Possinger

The **Skills Assessments** were established for the sole purpose of determining the level of training that will be required for trades personnel at the Omaha Works, and will not be used for job qualifications associated with upgrading, downgrading, surplus determination or shift realignment.

The assessment results are confidential and are only accessible to the trainers and the individual.

Pension Plan Benefits

As of July 1, 1989, employees who retired on and after May 28, 1989, the following benefit amounts were effective:

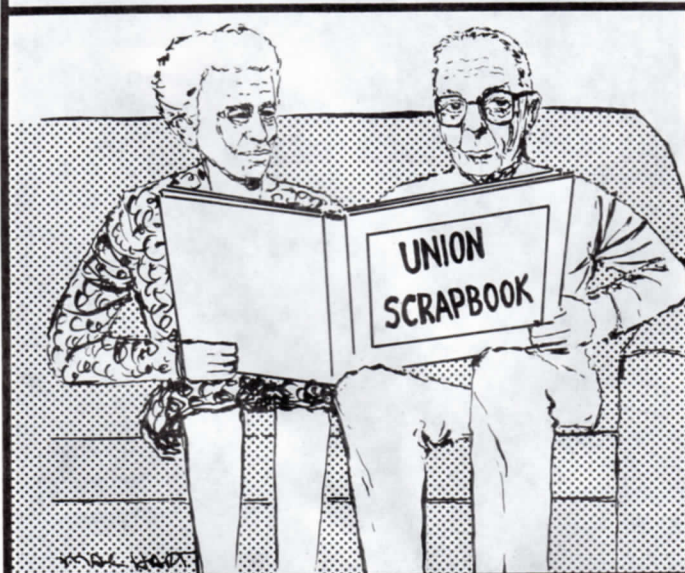
Production Level	Pension Band	
I	105	\$22.41
II	109	\$25.67
III	113	\$28.90

Trades Group		
1	120	\$34.56
2	122	\$36.18

Effective June 1, 1989, special payments shall be made to employees who are involuntarily terminated under a force adjustment program on or after June 1, 1989, who are service pension eligible as of the date of termination, and whose pension under the terms of the AT&T Pension Plan are subject to an early retirement reduction.

The amount of each payment shall equal the amount of the early retirement reduction in the employee's pension for each month. Such payments shall continue for the period which ends on the first to occur of the employee's reaching the attainment of the unreduced Social Security retirement age or twelve years. The payments shall not be subject to any increased granted to retirees.

REMEMBER OUR RETIREES:



THEY HELPED PAVE THE WAY!

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ETOP Changes

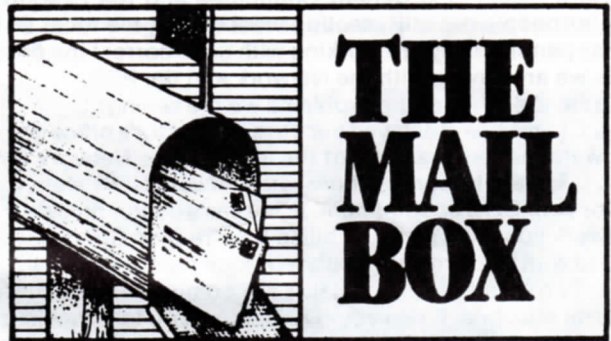
By John Schwenck

Recently, several changes were made in the rules regarding ETOP funding. First, the yearly limit has been increased to \$2,000 per person. Along with this, the limit per course has increased to \$250. A new directive also allows an employee to use up to \$300 a year for hobby or personal growth courses. This means if you wish to take courses, such as Lawn Care; Sewing; Flower Arranging and/or Small Engine Repair through a school like Metro Tech, we can now pay for this through ETOP.

In addition to this, ETOP will still pay for courses that Tuition Assistance won't fund. ETOP will, upon approval, also refund employees for books that aren't allowed through Tuition Assistance.

If interested in any of these programs, contact Tom Van Dyke on X-3937 or John Schwenck, in the Employee Resource Center Room on X-3523.

Remember, ETOP is a benefit bargained for you by the IBEW. The more you use it, the more **YOU** benefit.



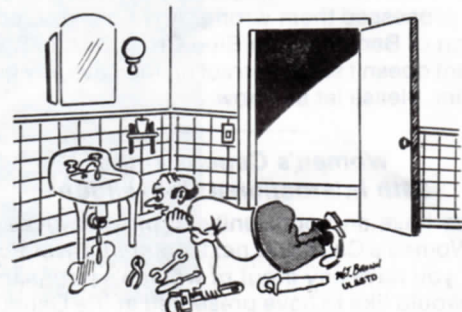
Thank You

I would like to thank everyone in and outside of the Union membership of Local 1974 for continuing to give to Jerry's Kids and Muscular Dystrophy in 1991.

Every year, even when our own economic futures are somewhat cloudy, the generosity of the Omaha Works doesn't stop. When I'm asked to help collect for Muscular Dystrophy I'm proud to because I know that I'm collecting from the most unselfish people in the world.

I also want to give a special thanks to all of the reps that helped once again this year to make this collection so special. Because of their help and the generosity of all of you we were able to collect \$1310.00 this year.

Thanks again,
Debbie Gulizia



DO IT RIGHT THE FIRST TIME—
CALL A UNION PLUMBER



Benefit News

By Mary Ellen Maxwell

We are now into the third month of the new Health Care Network program and are still experiencing problems.

One of the biggest problems is with Empire Blue Cross & Blue Shield with our prescriptions. By now they should have corrected their problems within the system and started making payment on claims. If you are still waiting for payment on prescriptions or other claims that were sent to Empire several weeks ago, you might want to call Empire at 1-800-545-3661 and have them check on the status of your claims.

Here locally, the Benefit Committee and the Resource Center people are still meeting weekly with the local Blue Cross people. They are working with us to correct the problems we are having with the Network and the PPP.

Here are a few of the problems we are seeing:

1. Claims being delayed because the doctor's office didn't know the patient was part of the Health Care Network thru AT&T. **Always be sure to show your Network Card** when you go for your DOC appointment. If you see a doctor outside the Network you must send the bill to Empire Blue Cross & Blue Shield with the form we have used since the first of the year.

2. The bills for the specialist are coming in without the referral attached. When your DOC refers you to a specialist, be sure to show your Network Card and remind the specialist's office that you have the referral from your DOC that they need to send to the insurance company.

3. Some of the DOC's are still requiring you to come back and pick up the referral forms for the specialist after you have left the office or made a phone call to the DOC. We have discussed this again with the local Blues and they are sending out a letter to the DOCs explaining the process on the referrals.

4. The local Blues are telling us that the Helpline, 1-800-545-3661 isn't being used when there are problems. It will make it easier for us to get action on the problems if you have first called the Helpline. It is usually the first thing they ask us is if the employee has called the Helpline first. The Helpline can handle problems you are having with your DOC, referral problems, Network claim problems, card problems, and any changes in your DOC selections. If you are not happy with the results from your call to the Helpline, please be sure to contact one of the Committee members or one of the Resource Center people, we will be glad to help you.

Currently Empire Blue Cross & Blue Shield have been sent some of the Network claims by physicians in error and they have processed them wrong. Any time you receive the Explanation of Benefits from Blue Cross & Blue Shield and the payment doesn't seem correct or you have any questions on the claim, please let us know.

Women's Caucus at the 34th International Convention

We have an opportunity to provide ideas to the Women's Caucus at next month's convention.

If you have any input of women's issues that you would like to have presented at the Caucus, please contact Mary Ellen Maxwell at 895-4080 with your ideas. Please call by September 30th.

The "Mother of all Fireworks"

By Dennis Fleming

Last month I reported on four Local 1974 members who make up one of the select teams across the United States whose hobby it is to plan, set up, and fire off fireworks displays for the enjoyment of everyone.

Calling themselves the "PYRO FOUR", Pat McAcy, retired; Tim Gillham, Dept. 583; Jimmy Mack, Dept. 551; and Barry O'Donnell, Dept. 557 described how they went about setting up various displays of fireworks.

Since most large aerial shells are only six to eight inches across, when they approached me with pictures of a shell almost 24 inches across I decided that a follow up article was definitely needed.

It seems that this Super Shell was manufactured for the ultimate one shot display. The only problem was that no one was willing to give a permit for its firing. After being turned down by the state of New York and North Dakota, (two states with liberal fireworks policies), the shell was boxed up and put in storage for almost two years.

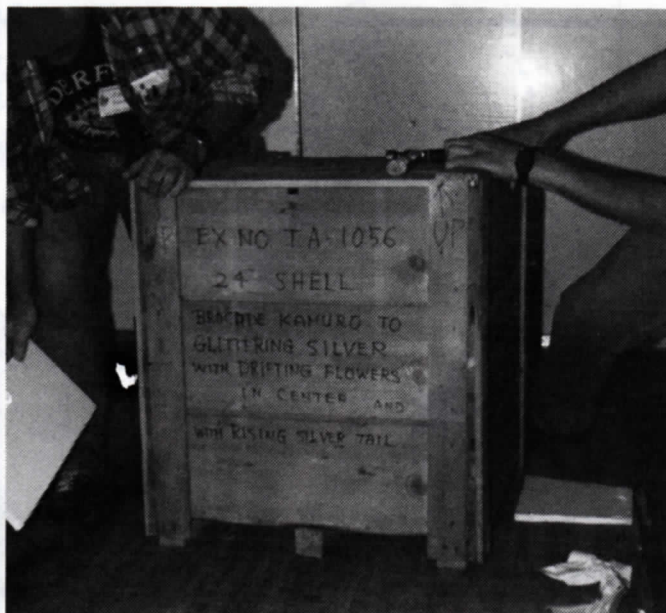
The first part of August the state of Wisconsin gave permission to fire the shell at a fireworks convention in LaCross. Since working on such a project could be a once in a lifetime opportunity, Barry, Pat and Jimmy quickly agreed to help.

Planning the event was no easy task. First the Super Shell was quite heavy. To get the shell up to the estimated 1100' height needed to open, it was decided that almost ten pounds of powder would be needed just to blast the shell from the launcher.

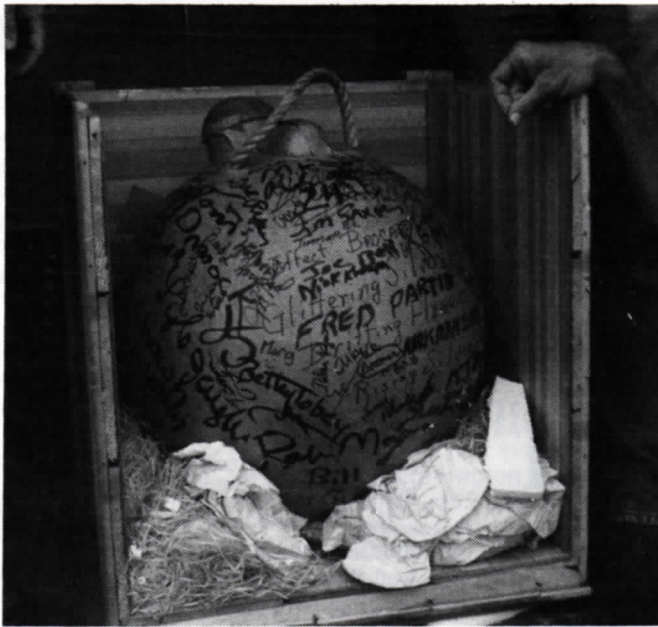
On August 8th the \$3500.00 shell was fired high into the dark Wisconsin sky where its multiple internal effects were unleashed for thousands of onlookers on the ground below.

The shot was perfect, the effect was right and the shell lived up to the expectations of all those who had taken part in its launch.

To the members of the PYRO FOUR they knew they had been part of a special project that might never happen again, but if Nebraska ever gives permission for one of these Super Shells to be fired around here I'm sure that Pat, Jimmy, Tim, and Barry will be right in there helping.



Finally after 2 years in storage its ready to unpack.



Everybody involved took part in autographing the one of a kind Super Shell.



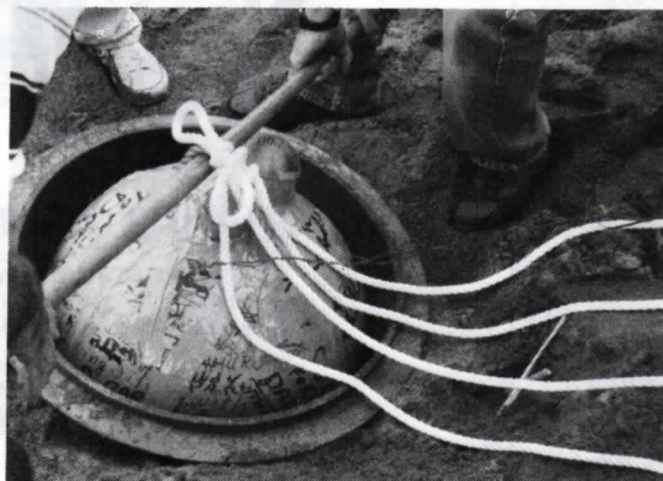
The launching container is carefully attached to the main shell.



Barry O'Donnell helps workers check and re-check the shell prior to launch.



The launching tube is buried 8 feet into the ground.



The shell is carefully lowered into the launching tube, "Hey fellas if the knot slips run like heck."

ECONOMY

Unions warn of fallout from free trade proposal

By John R. Oravec

A bad trade agreement with Mexico would further undercut the U.S. industrial base, wipe out more American jobs and worsen social conditions on both sides of the border, the AFL-CIO warned.

Testifying at hearings on the North American Free Trade Agreement (NAFTA), union witnesses told the Bush administration's Trade Policy Staff Committee that economic distress would result unless an agreement is carefully structured.

In Washington, AFL-CIO economist Mark A. Anderson voiced labor's persisting concerns that a faulty accord would prompt a greater outflow of U.S. capital, increase imports from Mexico and drain American employment.

At the same time, Anderson said, an ill-conceived agreement would do little to spur Mexico's economic development or improve the standard of living for the majority of its people.

"A bad trade agreement for the United States would result in less job creation, less productivity increases and regression in environmental and other social standards," he cautioned.

Similar concerns were raised by union witnesses at hearings in San Diego, Houston and Atlanta. And while U.S., Canadian and Mexican government officials opened NAFTA talks in Seattle, concerned groups underlined the point that labor and environmental safeguards must be part of the actual trade agreement, not separate items.

"The United States will stand to lose in the competition for world markets if the economic relationship emerging with Mexico contributes to the further deindustrialization of the American economy and the erosion of the skill base of this country," Anderson said.

"For Mexico," he said, "it could well reduce that country's comparative

advantage to simply cheap labor, turning its economy into one large export platform, sacrificing balanced and equitable economic development."

Anderson, an assistant director of the federation's Department of Economic Research, said the maquiladora program that emerged during the 1980s, which failed to bring economic development on both sides of the border, is a vivid illustration of what can go wrong.

"The exodus of manufacturing facilities from the United States to Mexico has left hundreds of thousands of American workers jobless and their communities in disarray," he observed. "Meanwhile, some 500,000 Mexicans work for substandard wages and under

substandard working conditions, producing products destined almost entirely for the U.S. market."

Further, he said, the dumping of toxic wastes by the maquiladoras poses serious health hazards to people living on both sides of the border.

Anderson said any new trade accord with Mexico must provide for labor rights and workplace standards, environmental safeguards, rules to assure the origin of products are North American, government procurement checks, coverage of agricultural products, as well as specified conditions on services, investment, tariff rules and nontariff barriers.

It's also essential that the Bush administration establish an effective and well-finance trade adjustment assistance program with income maintenance and retraining for workers displaced directly and indirectly by the trade arrangement, Anderson said.

"Workers have been promised such a program many times in the past, only to find that the reality of assistance has fallen short of the rhetoric," he said.

The agreement should provide for additional debt relief for Mexico so it can begin investing at home to improve the standard of living, Anderson added.

Also testifying at the trade hearings were representatives of the UAW, Clothing and Textile Workers, Electrical Workers, Food and Commercial Workers, Ladies' Garment Workers, Communications Workers and Paperworkers.



August Winners

COPE 50-50 Drawing

Mike Kelly — A.M. Meeting
Jim Perryman — P.M. Meeting

Winners of Door Prize

\$75 — Howard Clark — A.M. Meeting
\$75 — Nancy Gudios — P.M. Meeting

"Right-to-Work" Has Nothing to do with Your Right to a Job

"Right-to-work" might sound like a guarantee from the Bill of Rights. In fact, it has nothing to do with full employment and the right that everyone should have a job. It's a misleading term intended to deceive people. It was coined by the National Right to Work Committee, a big business front organization that has been fighting unions for more than 30 years.

Their primary goal is to outlaw the union shop which they call compulsory union membership. They are promoting state laws that outlaw union shop clauses in collective bargaining contracts. A union shop clause requires everyone in the shop to join the union after a certain period of time -- usually 30 or 60 days. The National Right to Work Committee has been successful in getting 21 states to pass "right-to-work" laws which make it very difficult to develop strong unions in those states. Free riders can accept all the benefits won by the union while refusing to join the union because the union shop is illegal in these states.

The National Right to Work Committee portrays unions as corrupt, undemocratic organizations and paints a rosy picture of life without unions in the 21 "right-to-work" states.

However, a look at this chart will show you that weekly earnings in "right-to-work" states are usually much lower than average weekly wages in the 29 states without "right-to-work" laws.

"You will find some people saying that they are for the so-called 'right-to-work' law, but they also believe in unions. This is absurd -- it's like saying you are for motherhood but against children." Harry Truman, 1947

Statistics for California not available.

**"Right-to-Work" States, 1988

U.S. Average = \$ 418.40

Average Weekly Earnings of Production Workers in
Manufacturing, 1988

Rank	State	Avg. Weekly Earnings
1	Michigan	\$ 581.52
2	Alaska	518.22
3	Ohio	516.00
4	Indiana	475.68
5	Washington	474.38
6	*Louisiana	462.58
7	Illinois	459.95
8	Connecticut	451.86
9	New Jersey	446.08
10	Wisconsin	443.69
11	*Iowa	443.69
12	Washington, D.C.	442.13
13	West Virginia	439.52
14	Maryland	434.51
15	Minnesota	429.79
16	Oklahoma	425.39
17	Massachusetts	423.74
18	Pennsylvania	421.07
19	Oregon	419.22
20	Montana	417.76
21	New York	416.16
22	Delaware	416.06
23	Missouri	415.95
24	*Texas	415.75
25	*Kansas	414.73
26	Kentucky	411.08
27	Colorado	410.40
28	*Arizona	406.48
29	*Utah	401.17
30	*Nevada	400.18
31	New Hampshire	394.07
32	Hawaii	392.58
33	Vermont	386.51
34	*Nebraska	384.35
35	*Virginia	383.35
36	Maine	381.71
37	*Idaho	376.35
38	*Wyoming	375.44
39	*Alabama	374.67
40	*Tennessee	372.74
41	*Georgia	360.22
42	New Mexico	355.59
43	*South Carolina	343.62
44	*Florida	342.72
45	Rhode Island	337.73
46	*South Dakota	332.44
47	*Arkansas	330.06
48	*North Carolina	329.27
49	*North Dakota	324.76
50	*Mississippi	315.55

Source: U.S. Department of Labor, Employment and Earnings, May 1989

"Right-to-Work" Is a **RIP OFF**

