

September 2000



President's Message

It's kind of bittersweet seeing all the retirement notices on the walls throughout the plant. I'm sad to see so many of our friends leaving us after so many years, but still I have to say I'm happy for them too. They have put in a lot of time and worked hard to make this a good place for the young people coming in. Good luck to all the retirees and enjoy your well-deserved retirement!

With all of those retiring, it has made room for many new employees. It seems as though there are very few of us "old timers" left.

Because of the eagerness and ambition of the newly hired people, I'm confident that the Omaha Works will remain a great place to work for a long time. Welcome to all the new members. I'm looking forward to seeing you at our monthly union meetings.

This year we have two recipients of the Year 2000 U.S. Academic Awards Program that are children of Local 1974 members. Only 70 of these scholarships were awarded to sons or daughters of United States based Lucent employees.

Congratulations to **Gavin Johnson**, son of union member **Greg Johnson**, composite master machinist. He was awarded a college scholarship worth up to \$6,500. Gavin attended Waverly High School and will attend the University of Nebraska at Lincoln where he will major in economics. Good luck to you in your studies at UNL.

Congratulations to **Jessica Gulbrandson** who is the daughter of member **Michael Gulbrandson**, a facility systems engineer in the boiler house. Jessica graduated from Millard West High School and will attend the University of Nebraska at Kearney, where she plans to major in social work and minor in Spanish and Criminal Justice. Good luck to you, Jessica.

Lucent Technologies announced that it has declared a special stock dividend to Lucent shareholders of all outstanding shares of common stock of Avaya. The special stock dividend is expected to be payable on September 30, 2000 to Lucent shareowners of record on September 20, 2000. The distribution of Avaya shares on September 30 will mark the completion of Avaya's spin-off from Lucent. Lucent shareholders of record will receive one share of Avaya common stock for every 12 shares of Lucent common stock and a cash payment for any fractional shares. Lucent shareowners can expect to receive statements of their stock ownership for whole shares of Avaya on or about September 30; cash payments for fractional shares are expected to be issued by the end of October.

Just to remind you, the Lucent Founder's Grand will **not** be changed over to Avaya shares. You will still have your option to purchase or sell those shares until 2006.

There are some black out periods already in effect.

LUCENT STOCK OPTIONS, including the Global Founder's Grant will not be permitted to be exercised from 4 p.m. Eastern time Friday, September 15, through 8 a.m. Eastern time Tuesday, October 3, 2000.

LUCENT SAVINGS/401(K) PLANS - From 4 p.m. Eastern time September 27, 2000 to 8:30 a.m. Eastern time October 13, 2000, you will not be able to make investment fund changes; take loans, withdrawals or other distributions; change the investment of future contributions; or change your contribution rate. In-kind stock distributions will not be permitted from September 8 to October 13, 2000. **Continued from Page 3**

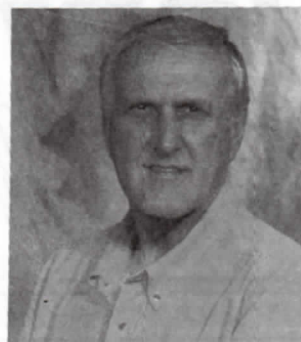
TO: ALL UNION MEMBERS:

The monthly membership meeting will be held **Thursday, September 21, 2000 in the Small Meeting Room, 13306 Stevens Street, Omaha, Nebraska. Phone: 895-4080 - FAX 895-1828.**

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

Views from the Vice President's Office

By Sam Martin



Congratulations to President Marlene Wilson for her recent appointment to the position of EM3 Council Vice President. This is very important to Local 1974 as it shows what they think of her and us on a National Level. It makes her a little bit bossier here but my sympathies go more to Al.

Why do we have so many engineers in job positions that interface with people? It's easier to find hen's teeth than an engineer with people skills. Will Rogers once said, "There is nothing so stupid as an educated man if you get off the thing he was educated in."

Attended an audio-cast August 8, 2000 in which Donald Peterson CEO of Avaya congratulated Connectivity Solutions on one of their SAP applications. I can rest easy now, I finally heard something good about SAP. Omaha's own Steve Clark stated that the Omaha works financials have increased millions of dollars from August 1999 to August 2000. I hope that is good news.

Still working on the PEC outsourcing and the problems this causes. We are getting close to a solution.

With so many new employees in the last few years our demographics have changed dramatically from an older workforce to a younger workforce. All our union officers and representatives have confidence in the younger workers and we won't let you down and hope that you don't let us down. The name change Western Electric to AT&T to Lucent to Avaya doesn't mean any-

thing, it is the people both management and union that will assure the future of the business. We have to be a **TEAM** now more than ever before.

Why do I feel Big Brother is hiding behind every corner and watching the hourly workers? I want you to know we are also watching you. Does that mean nobody is working?

So many good people both management and union are retiring that I am feeling sadness, nostalgia and fear of our future. I want to wish everyone good luck and thanks for sharing part of your lives with me. Omaha Works will miss you and I will miss you.

A YTD performance as of September 1, 2000 of Lucent 401k options:

Lucent International Equity Fund	-4.64%
Lucent Stock Fund (Gag Me)	-43.13%
Equity Index Fund	+6.18%
Fidelity Equity, Inc.	+3.75%
Fidelity Magellan Fund	+5.81%
Asset Alloc 2000	+6.33%
Asset Alloc 2010	+6.53%
Asset Alloc 2020	+6.77%
Asset Alloc 2030	+6.55%
Asset Alloc Income	+6.06%
Stable Value Fund	+3.98%
Bond Fund	+6.72%
Money Market Fund	+4.06%

Fraternally, Sam

THE SHORT CIRCUIT

Omaha, Nebraska

September 2000

Official Publication of Local Union 1974
International Brotherhood of
Electrical Workers AFL-CIO,
Omaha, Nebraska

PresidentMarlene Wilson
Vice PresidentSam Martin
Recording SecretarySparky Bruning
Financial SecretaryEdie Riester
TreasurerTom Pallas

Executive Board

Jim Filipiak, Chairman
Bernie Stopak, Rick Madej, Marlene Majeski, Jim Pabian

Newspaper Staff

EditorDeb Gulizia
ArtworkTim Cremeens

TRADE WINDS

by Rick Madej

Due to a large number of tradesmen retiring, it was recently decided to extend our apprenticeship program to second shift. This is the first time for this endeavor and was mandated by the fact that day shift was already saturated with apprentices. This is a great opportunity for more apprentices but is also a challenge for our second shift journeymen. We on the apprenticeship committee are very optimistic that these second shift journey workers will have patience with these apprentices and will share with them the vast job knowledge that they possess. We wish good luck to all parties involved and will support you in any way that we can. We also want to extend our thanks to all the people who are taking the time out of their busy schedules to help train all these apprentices. Without your help we would not have an apprenticeship program.

President's Report

Continued from Page 1

Avaya stock quotes will be listed in the paper under AV-WI beginning September 18, 2000.

As of this writing, there has been nothing finalized with the contract manufacturers on the sale of Denver, Shreveport, and Little Rock. There have been ongoing negotiations and according to the company, they were going to be able to tell us by the first week of September the outcome of these talks. This has not yet happened.

Microelectronics spin-off should be completed June 1, 2001. It looks like they will follow the same procedures as Lucent to Avaya.

The company made a proposal on Joint National Committees after the Lucent-Avaya spin-off. The Union has not yet responded.

Because there are so many new employees, I thought I would go over some of the Weingarten Rights. *If an employee has a "reasonable belief" that discipline may result from an interview, you have a right to request Union representation. If you are ordered to go to the office, you must go to the office and then request a union rep. Weingarten Rights do not go into effect until the actual interview begins.*

Effective January 1, 2001, the current Service Award Program will be redesigned for employee anniversaries that are reached on or after that date. Both Lucent and Avaya are adopting the revisions. Each anniversary level will offer fewer items for selection. Available items will be more in line with business standards of offering commemorative items. As a result of this change, most of the electronic items have been eliminated. Tiffany & Co. has been selected to administer the program. If you will be observing a service anniversary in January, you should receive the new catalog beginning in October.

Fraternally,
Marlene Wilson
President/Business Manager
IBEW Local 1974

RETIRED IN JULY

James J. Dessel

James F. Stoltenberg

PARADE NEWS

by Rick Madej

The Labor Day has come and gone once again, and this year it couldn't end fast enough. I want to thank the loyal union members who took the time to represent their union to the community. I also want to thank them for bringing along all the family members that they did because it almost gave us the look of a semi-large group.

If we expect the community to support us when things are bad, we need to show them that we support them when things are good. Unions Day was a success overall and you had to watch in awe how some of the other unions were represented. Many members, disgruntled with Lucent, stayed home in protest but this was IBEW's party, not theirs. Maybe next year after things have settled down, and with a lot bigger promotional blitz, we can have a decent showing in the 2001 parade.

MUSCULAR DYSTROPHY

by Deb Gulizia

A big **"THANK YOU"** to all the members that contributed to the Muscular Dystrophy Drive.

Jim Pabian was instrumental in organizing the drive and making it a success. Thanks to Jim and all the reps and members that actually went out to get donations from the membership.

Because of your generosity, we were able to present a check at the Telethon from the members of Local 1974 for \$1500. This money will go toward helping provide braces, crutches, M.D.A. Summer Camp and other necessities for the families of M.D. victims.

Ultimately, you the members of IBEW Local 1974 are to be congratulated for showing compassion for people you don't even know. **Thank you!**

IMPORTANT PHONE NUMBERS

Fire-Medical-Security	X3222
Benefit Room.....	X4954
ETOP	X3828
ERC.....	X3523
Tuition Assistance.....	1-800-785-6586
Legal Services	1-800-821-6400
Pension.....	1-888-736-7700
Blue Cross/Blue Shield of Nebraska.....	1-800-821-7422
Dental-Prudential (Traditional).....	1-800-220-5470
Dental (DMO).....	1-800-220-5479
Vision-Metlife	1-800-636-7231
Mental Health & Chemical Dependency	1-888-314-4017
Savings	1-800-410-4015
Shares for Growth	1-800-348-8288
Founders Grant	1-800-818-8345
Stock Purchase.....	1-888-587-8625

THE WINNERS

The winners of the 50-50 Drawing were:

At the 8:20 a.m. meeting - Lil Circo - \$13.50.
At the 2:00 p.m. meeting - Dominic Zappia - \$4.00.
At the 4:15 p.m. meeting - Bob Belik - \$19.50.

Donations were made to the COPE Fund by Lil Circo. Dominic Zappia and Bob Belik donated their entire winnings back to the COPE Fund.

The winners of the \$50 Door Prize were:

At the 8:20 a.m. meeting - Carl Soby & Monte Bednarz.
At the 2:00 p.m. meeting - John Mumford & John Asher.
At the 4:15 p.m. meeting - Steve Reandeau & Robert Volkmer.

Interested Members at Last Month's Union Meeting



**Attend
YOUR
Union Meeting!**

New Members



Roger L. Abel	Lynise Marie Cusick	Catherine F. Holbrook	Shirley J. Mattsen
Nathan A. Adams	Jenelle N. Dalton	Donnell D. Holtzclaw	Roberta L. Maynard
Delitha A. Allen	Juleen M. Davis	Patrick M. Honaker	Mark S. McAllister
Jeffrey S. Amato	Richard D. Davis, II	Derrick H. Hoover	Stuart L. McBride
Darby F. Anderson	Richard P. Davis	David E. Howard	Christopher R. McCall
Jon J. Anderson	Cassandra M. Day	Frederick J. Ivins	John P. McCarthy
Lynn M. Anderson	Marlys J. Dekkers	Georgia J. Jacobson	Douglas R. McDevitt
Scott D. Ashcraft	Michael J. DiGiorgio	Michelle E. Jankowski-	John M. McDevitt
Giles E. Banyard	Corri S. Dillenburg	Barnes	Sterling McDonald
Ryan M. Bartels	Danny J. Dominguez	John W. Jarecki	Tiffany M. McDonald
Kirk A. Bartling	Cynthia L. DuRae	Sharon L. Jenison	Matt A. McGinness
Donald M. Bazemore	Greg E. Dziurawiec	Charles C. Johnson	Chris L. McKown
Steven A. Bazemore	Denise R. Early	Nicole A. Johnson	Dana G. Meisinger
Sharene R. Beck	Richard R. Eckley	Steve M. Johnson	Mike J. Mikels
Monte J. Bednarz	Eric W. Eitzmann	Timothy E. Johnson	Gary J. Miller
William E. Bendon	Donna R. Erhart	John M. Jonas	James J. Miller
Rhonda R. Bentley	Susan K. Escamilla	Kenneth J. Jones	Susan M. Miner
Mario D. Bernal	Keith P. Everett	Lasana D. Jones	Anjanette M. Morris
Mark G. Bieler	Nancy J. Everett	Marilyn L. Julin	Lori L. Morris
Carleen D. Blankenship	Kathleen T. Feldman	Tammer D. Jurgens	Clifford J. Murray
Robert F. Bock	James A. Fleming	Steven M. Kammerer	Daniel A. Naber
Daniel L. Bowers	Dane J. Flott	Trinidad Kassen	Darren M. Naber
Steven R. Brooks	Keath N. Flott	Shannon L. Keller	Louis H. Nappolini
Keri S. Brown	Timothy T. Freis	Scott R. Kelley	Robert C. Noordam
Sonja D. Brown	Barbara R. Frostrom	Megan E. Kelly	Tammie Norville
William A. Browning	Lannette S. Gafner	Sharon A. Klein	Jason L. Novak
Tanya L. Brust	Cesar A. Garcia	David A. Klingforth	Susan B. Ohme
Craig A. Bryant, Jr.	Joseph J. Gartner	Jason A. Knudtson	Stacey J. Olson
LaKisha Bryant	Toni L. Glover	Chris J. Koelzer	Grant J. Orley
John J. Burdick	Matt J. Goldberg	Lori M. Kress	Douglas B. Parker
Joseph H. Campbell	Linda M. Golka	Mandy Kay Kritenbrink	Kimberly K. Parker
Kim J. Canterbury	Tonya R. Good-Kellner	Charity C. Kruse	Natalie D. Pechar
Vaughn R. Carpenter	Denise N. Gordon	Carol A. Lakey	Matthew E. Pelzer, III
Michelle M. Casey	Gina L. Grabher	Brianna J. Lakin	Shaun T. Perez
Christine M. Cesario	Judith K. Grell	Tracy M. Lammers	Robert R. Perkins
Michael C. Chiburis	Eric S. Grimshaw	Theresa A. Lane	Cynthia M. Peroutka
Jerry E. Christensen	Paul L. Griswold	Larry M. Lange	Shawn J. Peterson
Roy L. Christensen	William S. Grunke	William E. Lindsey, Jr.	Steven M. Peterson
Cory L. Chubb	Barbara A. Gulizia	Eric J. Lockett	Steve P. Pietanze
Darla M. Clark	Justin R. Hall	Mark D. Logsdon	Robert L. Pietramale
Valarie Y. Clark	Claire A. Hancox	Adrian P. Lovato	Matthew C. Pomernackus
Randy A. Cline	Susan D. Harrison	David A. Lowe	Jody R. Poole
Patricia Collins	Marcia A. Harvey	Jack W. Madsen	Ted Pruitt
Max C. Cooley	Nemesia P. Heavey	Michael Maher	Richard E. Puntaney, Jr.
Shannon M. Coryell	Jean M. Heider	David Mahr	Alicia Sue Rader
E. Lee Cox	Leonard K. Herrera	Angela Majestic	Kisha L. Reed
Laurie J. Croft	Brian L. Hetrick	Nina K. Malfero	Dennis M. Reuss
Judy M. Cryderman	Julie M. Hildebrand	Susan R. Martin	Terry L. Rhye
Aaron M. Cubrich	Carla K. Hiser	Christopher W. Masek	

Continued on Page 6

NEW MEMBERS

Continued from Page 5

Melissa L. Ridge
Nathan A. Riley
Gabriel C. Rivers
Allegra M. Roach
Matt W. Rodgers
Robert D. Rodgers, Jr.
Lisa R. Rodick
Edmund F. Rodriguez, II
Angela M. Romero
Angelina L. Romero
Timothy J. Rue
Anna M. Ryan
Kimberlee E. Salyards
Patricia A. Schaupp
David L. Schissel
Ron S. Schmielau
Barbara A. Sciford
Christopher D. Scott
Gene C. SeEVERS, Jr.
Michelle R. Sevener
Matthew R. Shalberg
Clarence L. Shinn
Cheryl A. Smisek
Kalvin T. Smithberg
Nick J. Smolinski
Kristine J. Sparks
Tim M. Sponsel
Casey P. Stark
Casey P. Starlin
Dennis J. Stoakes
Robert P. Stoddard
Terry H. Stork
Jean M. Stricklett
Karen S. Strong
Kenny D. Strong
Edythe E. Stukey-Yearout
Barbara M. Swigart
Nichole A. Thares
Kristian M. Thomas

Sheila M. Thomas
Clinton R. Tuccitto
Richard Vanderbeek
Eulyssa P. Vaughn
Karen K. Vinkenberg
William J. Volenec
Jamie L. Waymire
Julie K. Weberg
Jeffrey A. Wertz
Michelle E. West
Denise A. Whitcomb
James N. White, Jr.
Jason M. Widhalm
Timothy W. Widhalm
Carl B. Williams
Jason A. Williams
Roxanne L. Williams
Shaunda L. Williams
Dean D. Willson
Anthony E. Wingate
David W. Witulski
David E. Wood
Darryl G. Woodruff
M. Beth Woods
Douglas W. Wright
Dalton L. Wyatt
Timothy R. Wynn
Joe A. Young, Jr.
James M. Zelfel
Walter S. Zyla, II

2763 Members
2 Retired
11 Transferred
2 Quit
1 Deceased
1 Terminated
1 Leave Absence

THANK YOU

I want to thank everyone for taking a minute or an hour to stop by at the big multi-person retirement party on August 12. It was good seeing so many of the people I know. I want to also thank LU 1974 for making the hall available and the cooperation of all the officers.

Don "Whiz" Wieczorek

To all my friends in IBEW 1974 - after being in the union for my whole career (37+ years) I want to tell you how much I enjoyed all who I worked with and appreciate all that the Union has done for me. I'll miss you all alot. Thanks for the memories. We need the Union. Keep up the good work. Thanks for the gift.

Shari Parks

Safety Contest

by Deb Gulizia

Phase III of the Safety Contest is now complete and we will begin the last phase of the contest September 24, 2000. There will be new questions and answers handed out and extras will be left at the entrances. Make sure you have the Q&A's close at hand when a committee member tries to make you a winner. Post them at your work positions or memorize it. If you're in the cafeteria or break areas, you can also read the monitors. Do whatever it takes to be ready. This phase of the contest is worth \$100 and a T-shirt to the winners. Make sure you are wearing your personal safety equipment in all work areas whether or not it's break time. If you drive a vehicle or ride a bike, remember safety glasses with side shields are required. Don't miss out on this great prize!

SAFETY CONTEST WINNERS

Week 6

Ruth Barnett
Francis Kennedy, Jr.
Don McKinney
Linda Ackland
Karen Legler

Week 7

Biagio Stuto
Kenneth Novak
Stacy Erickson
Joan Knudtson
Larry Fast

Week 8

Brian Hetrick
Elaine Rahde
Martha Gillham
Jessica Day
Charles Stanley

Week 9

Daniel Koenig
Sandra Riepl
Daniel Dziurawiec
David Ewing
Robert Schimonitz



Jason Novak, Daughter - LeLyn Marie

Ron Novak, AB-2, Granddaughter - LeLyn Marie

Barb Novak, AB-15, Granddaughter - LeLyn Marie

Bob Belik, ABA-1, Grandson - Cameryn Joseph Corliss

Rosann Belik, AG15, Grandson -

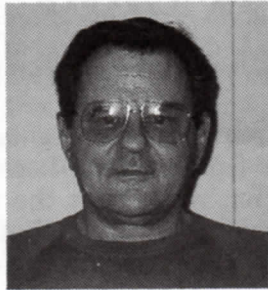
Cameryn Joseph Corliss

Greg Tunink, A11-1, Twin Daughter & Son -

Katelyn Danielle & Devin James

Rick Madej, A17, Grandson - Darien Richard Harroun

ASK WHY



BY JIM FILIATAK

E-BOARD OFFICER & 50 BUILDING COORDINATOR

There is nothing new to brag about this month, except I would like to take this time to wish those that are leaving us the best of luck and a long and happy retirement and most of all, thank you for all those years. We will miss you. At the same time, I would like to welcome those new people that joined last month.

A lot of things are happening in the Works and that's why I started out by saying **nothing new to brag about**. The management in the cable plant are really enforcing factory rules. Officer Tom Pallas and I had a meeting with them August 31st and we discussed some of their expectations. They said, "factory rules were in fact factory rules." Breaks and lunches would be at a certain time; quitting early would not be tolerated; safety equipment would be worn and all the rest, as the list goes on.

The one thing we asked was when they see something they don't like to "stop and ask why." You know there are a lot of jobs that can't take breaks and lunches when they would like because of the way the job is set up. To be consistent is great, but to be fair is far more important. There should be a reason for everything. All you have to do is ask why.

There are jobs in the plant that work on a buddy system (jacketing and some of insulate) and some of those people take their breaks and lunches in the area so what's wrong if they read in their area while they are on break? Some of your level III's stay in the area especially on the day shift so they are close to the phone in case production control or the coach needs something changed.

What's the big hang up on this? That's why I said consistency is good but being fair is far more important. There's a reason for everything, even breaking a rule.

What's Happening?



By Marlene Majeski

E-Board Officer & 30 Building Coordinator

Once again, I would like to welcome all the new members.

We have had a large number of moves. One of the main problems we have had is the misunderstanding that when you are called for a job you are only being called for that particular job. The person calling you is not going to tell you that you are on other lists. If you are a Level II, you either say yes or no for that job and you are charged a 12 month penalty if you refuse. A Level I can turn a Level II job down with no penalties. The solution is, if you do not want a job, please don't bid on it. It really slows down the process of filling the jobs.

We also have had vacancy numbers left off the bid sheets and the vacancy number a completely different number than the one on the posting. If the vacancy number is "D-7", that is the number that has to fill the vacancy number on your bid sheet.

Most of the moves have gone smooth with just a few problems.

Here we are into the fall season. How quickly the time seems to go. The old quote "stop and smell the roses" seems to really hold a lot of truth to it when we get into the busy times of working, raising children and trying to get some quality time with our families. There never seems to be enough hours in the day. Hug your children and smile; it'll make you feel better and it's still free.

**Be Informed
Attend
YOUR
Union Meeting!!!**



The Importance of Being A Lion

by Joe Sliva, Level II 700 Series

To IBEW 1974:

Thank you all for your kind expression of sympathy at the loss of my father, Verne Bishop. It was greatly appreciated. A specak thanks to Bob Belik and Tom Pallas for attending the funeral.

Sincerely,
Robyn and Paul Clark & Family
Randy and Patti Bishop & Family

~~~~~

Brothers and Sisters,  
Thanks to everyone for their donations, flowers and cards. My brother is at peace.

Your thoughts, prayers and phone calls were greatly appreciated.

*Fraternally,*  
**Sparky Bruning**

~~~~~

I would like to thank all the members for the support they have given my family and me during the most difficult time of our lives. For 15 months we watched as my son, Jason, suffered with bone cancer and tragically lost his fight on 7/29/00. I am very grateful to all of you for such strong support and encouragement. It has helped just knowing there are so many people who really care.

Sincerely,
Kathy Light & Family

~~~~~

We would like to thank the IBEW for the beautiful flowers they sent to our Mother's funeral. Also, we would like to thank Jim Pabian for coming to her funeral.

**Bonnie Chelboun**  
**Karen Push**  
**Babe Sebastian**

~~~~~

I would like to thank everyone who sent out their prayers, sent flowers and cards, gave me a call, or stopped by the house to see me when I really needed it. Thank you so much.

Rea Sayers

~~~~~

I had the opportunity the other day to talk with a Union member from another Local. The subject of the conversation was about the new company and IBEW Local 1974. Immediately, he mentioned that IBEW Local 1974 was not strong, and well, kind of a joke.

After this conversation, I was a little mad at him, and embarrassed for me. Why *does* he feel that our Union is weak? Why *does* he think of our Union as a joke? How strong are we? How strong could we become? I have only three years of service. My experience cannot hold a candle to the experience of the senior members of our Union. I am concerned, however, about the state of our Union.

A coworker of mine told me that back in the "good old days" Union meetings were standing room only and that was in the Gymnasium, not the meeting room. Why are current meetings so small? Are our children less hungry, do they not fall ill? Are our bills less than what they had to pay in the "good old days?" Is our dignity and quality of life at work less important? No matter what your length of service, we all know the answers to these questions. So how do we fix this problem, how do we strengthen our voice in the work place?

Here are a few ideas: We could involve ourselves by going down to the Union Hall more for functions and meetings. We could educate ourselves as to the mission of our Union. Now, I am as guilty as anyone else for lack of involvement, but it is not too late for us to bind together and become stronger. I really don't think that those of us with lower service know what is at stake if we are not united and strong.

As I attend the many retirement coffees, I am amazed at how much knowledge and leadership is leaving. A grave disservice would be done to all of those who have worked their whole life building The Omaha Works if we do not stand together as lions. Lions are proud, lions are protective, and when they stand together in a pride, they are undefeatable. Think of yourself, and your family. Do you work for your family as a lamb or a lion? I will close by quoting a famous Marine Corps Major when I say, "On your deathbed, will you be able to say you were a lion?"



## One More Time....

by Rick Madej

Over the last several years I have asked and pleaded for production members not to do trades work and for tradespeople to stay within their job descriptions, with minor results. Today I will approach this differently because it is more than just protecting trades jobs. Judging by past practice here at Lucent, and I'm sure that Avaya will follow suit, I would like to remind you that if you should get seriously injured while doing a task not directly related to your job, the company will deny you workman's compensation benefits. Attorney Tom Dowd has assured us that they are liable for all injuries incurred on the company property, but you may need to hire an attorney to get a settlement which will cost you some dollars. Another scenario may be that your actions could cause damage or even worse, cause injury to another employee. If you believe that management will stand behind you and take the blame, you are living in a fantasy world. While I hope that these things never happen, you can take the initiative and work within your job description and we will all be happier, and safer, in the long run. Thank you.

## Thank You



Tyler Skupa and his family would like to thank all the wonderful people at Lucent for all the prayers and generosity. It was a very rough time but Tyler is doing fine. He is in rehab now and making progress daily. We are hoping to get him back in school in the next week.

*Sincerely,  
Joe, Lori, Tyler & Tara Skupa*

## Co-Workers That Don't Pay Fair Share

by Edie Riester

Dear IBEW Local 1974 Members:

Your dues pay for the collective bargaining, contract administration and grievance system that provides you with the wage, benefits and working conditions you now enjoy. Under the law, all of your co-workers enjoy the exact same wages, benefits and working conditions whether or not they help to pay for them through union dues.

The following Lucent/Avaya employees benefit from the contract you paid for, and are not paying their fair share toward negotiations and administering that contract. Please ask them to join the Union and pay their fair share! This is the list as of August 29, 2000. For your information, we have 2,763 dues paying members.

|                    |                     |                     |
|--------------------|---------------------|---------------------|
| Cathy Anderson     | Gary D. Jackson     | Judy R. Riggle      |
| James W. Andrews   | Deborah A. Johnson  | Kazumi W. Russell   |
| Douglas C. Arnburg | Keith D. Johnson    | Robert L. Sadil     |
| Joseph W. Baker    | Brian E. Jones      | Mary F. Sanchez     |
| Donna S. Barnes    | Ruth A. Jones       | Robert F. Schmidt   |
| James T. Beverly   | Jean D. Kennedy     | Robert F. Siedlik   |
| Michael P. Black   | Annette L. Knight   | Robert C. Stanzel   |
| Connie I. Boardman | Donald D. Knoell    | William R. Storm    |
| Dennis M. Brown    | Marlene G. Knuth    | Melvin Stubblefield |
| Earlene I. Brown   | Donovan C. Kohls    | Jean G. Sullivan    |
| Paul R. Brzezinski | Charles F. Kriesel  | Melton L. Swillie   |
| Sharon B.          | Ernest J. Kubr      | Barbara J.          |
| Brezekinski        | Delores A. Kunze    | Tangeman            |
| Verl W. Burkart    | Thomas H. Kusek     | Verdell Temple      |
| James Butler, Jr.  | Kathy J. Landrum    | Darlene S.          |
| Chris Casey        | Leon R. Landrum     | Tesnohldek          |
| William D. Casey,  | Donnie R. Lee       | James Tolston       |
| Jr.                | Thomas L. Lutz      | Jan S. Tomes        |
| Ronald Carter      | George J.           | Annie C. Toney      |
| Melvin Clement     | Macrander           | Gail M. Torson      |
| Ben T. Collins     | Steve W. Mathis     | Gary J. Updegraff   |
| Susan L. Deats     | James A.            | Emilie J.           |
| Kenneth W. Drake   | McManigal           | Volquartsen         |
| John S. Elvers     | Nancy S. Mentzer    | David Wiggins, Jr.  |
| Susan E. Escamilla | Linda S. Metzler    | Elizabeth S.        |
| Connie L. Fletcher | Sandy S. Olsen      | Williams            |
| Don W. George      | Patricia H. Perez   | John W. Wilson      |
| Jody G. Gorden     | Richard C. Peterson | Samuel A. Wright    |
| Anthony Hall       | Tim J. Porter       | Lillian P. Wyatt    |
| Lee A. Hollbrook   | Beverly B. Prather  | William A. York     |
| George W. Huffaker | Regena C. Ricapito  |                     |



## BENEFIT UPDATE



by Edie Riester

What do you want and need most in health care benefits plan? The answer to that question depends on your own personal and family situation. Each individual is different, and people's needs change over time. You may be single or have a family. You may be perfectly healthy today but might need medical care down the road. That's why it's important to have a health care program that gives you access to the medical services you and your family are likely to need at any given time - plus a choice of doctors you can have confidence in - right in your own area - all at a cost you can afford.

That's the idea behind the Point-of-Service program we have bargained for you.

### The Advantages of Point-of-Service (POS)

#### Access to the Care you need

POS gives you access to affordable care from a select network of doctors, hospitals and other medical facilities - conveniently located in the area where you live. The network includes family practitioners, pediatricians, specialists and hospitals, along with a broad range of essential medical services to meet your needs.

#### Preventive care

- Routine physical exams when approved by your Primary Care Physician (PCP)

- Well-child care

- Well-woman care

Annual, self-referred gynecological exam by a network of gynecologists; includes a Pap smear and mammogram (frequency depending on age).

- Immunization - Adult

Immunizations, such as a tetanus-diphtheria booster.

Preventive care services are greatly provided on an in-network basis only.

You and each family member must choose a primary care physician (PCP) from the POS network. You may choose a different PCP for each family member if you choose. Your PCP provides most of your routine and preventive care, and arranges referrals for your specialist care in the network.

And what is good about the POS you always have the option to seek medical care on your own and go to any eligible doctor or hospital you like, without getting a referral from your PCP. When you do, you'll receive a lower out-of-network level of benefits and pay more out of your pocket for medical services. And you may have to obtain precertification for certain medical services.

## THE RECORD

**DON LAIR, AD7J, MEMBER**

**SCOTT MEINHARDT, AC-4, MEMBER**

**ROBERT ELLEDGE, AB47, MEMBER**

**EILEEN WAGNER, AD-7, MEMBER**

**JERRY GREEN, RETIRED MEMBER**

**BETTY KUNCE, RETIRED MEMBER**

Butch Colanino, F-23, Mother

Bonnie Chleboun, F-22, Mother

Joe Fiala, AB-6, Mother

Randy Armbrust, Grandmother

Mark Sobania, A-11, Father-in-Law

Robyn Allen, AB-24, Father

Dennis Cook, Father

Jerry Purnell, ABAF, Brother

Don Kadereit, F-22, Father-in-Law

Jim Parys, AC-21, Father

Larry Arp, ABA-3, Grandmother

Karen Push, AC-41, Mother

Gary Neal, AD-33, Father-in-Law

Bernadette Armbrust, AD-33, Mother-in-Law

Guadalupe Chagolla, F-23, Father

Rebecca Kingham, AD-74, Mother

Paul Clark, F-26, Father-in-Law

Rick Casebeer, AD, Mother

Judy Janousek, F-26, Father

Harry Spangler, ACA2, Mother-in-Law

Jim Murphy, F-26, Mother

## Correction

Last month's Short Circuit incorrectly listed Bonnie Ernst as losing her Mother-in-Law. It should have read Father-in-Law. Sorry, Bonnie.