

# The Short Circuit



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

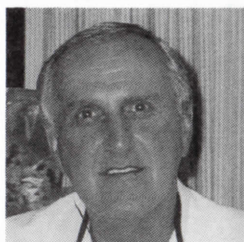


**"United We Stand . . ."**



# The Short Circuit

January 1997



## VIEWS FROM THE VICE PRESIDENT'S OFFICE

By Sam Martin

For everyone who participated in the past elections, your good work paid off. A post-election poll by **Peter D. Hart Associates** finds that 23% of all voters in this year's election was from Union households. That's up from 14% in 1994 and 19% in 1992.

Safety incentive programs are being put in place for 1997 here, at the Omaha Works. Prizes, games and guest speakers will be used to motivate good safety habits for all.

Employees in the following IBU's would be candidates for the Health Club idea that was mentioned in last month's newsletter.

### OSHA RECORDABLE ILLNESS—INJURIES CUM CASES PER 100 EMPLOYEES

1995 IBU	1996 Goal	Actual 1996
B10-10.6/100	10.3	14.9
C10-10.2/100	9.5	11.3
D10-10.0/100	9.4	11.5

Most of our OSHA recordables are of the repetitive trauma and/or sprains/strains types. Exercise would help. Most of the feedback for the exercise program came from the hard bodies; we need response from the people (like me) who don't look good in spandex. Our real goal in safety is: You came to work with a whole body; we want you to go home with the same.

A number of changes are in store for us in 1997. The cable plant is preparing to put a new plan to work concerning inventory and ways to address bottlenecks of parts, etc.

Sheet metal in the 30 building is looking into improving their processes. One such guide is a plan that the UAW (United Auto Workers) presented to the Chrysler Corporation. It saved one of their plants from closing in New Castle. It involves teamwork between two old adversaries, the Union and Management. Remember, an optimist is a person who sees a green light everywhere, while the pessimist sees only the red stop light... The truly wise person is color blind.

For students having problems filling out the forms for the Tuition Assistance programs, training is being put into place. Members of ETOP and the Employee Resource Center will be able to assist you.

## YOUR SAFETY

By Steve O'Dell

Are you ready for a safe 1997?

We can all be proud of the fact that we were below industry standard on OSHA recordable injuries in 1996! We were not even close to our goal for reducing recordables, but yet we were below industry standards. I'm not sure I'm very proud of this fact.

The Omaha Works is a VPP - "Star" site. This honor was earned three years ago when the Omaha Works proved we were much better than industry standards, and we can correct any and all safety problems we encounter. At the time we achieved a "Star" site, there were roughly only 100 sites in the United States who could hold that honor.

We have encountered a large number of safety issues over the last three years, and 99% of them have been resolved. Not all were resolved as fast as I would have liked and not all were resolved without some tempers flaring. There were some trying times on both sides before some problems were resolved.

Remember "Charlie?" **Charlie Morecraft** was the burn victim who came to speak to all of you in the auditorium. I saw a lot of tears in those sessions. Remember, he said "the accident probably would not have happened, if I'd had on my safety glasses." He blew up a refinery in New York.

This year, we will have another speaker about the time this paper comes out. I first heard this gentleman last May at the Omaha Safety Expo and after some fancy footwork, we were able to invite him to speak to you. You will not be disappointed!

One of the focus items for 1997 will be

fork truck and pedestrian safety. We have a trucker's safety subcommittee who has put forth a lot of ideas to help make this plant safe with all the truck traffic. Remember, the truck rodeo?

There are seven safety subcommittees in the plant now with the intent of adding or expanding. Without the help and ideas of these committees, I can't imagine how many more injuries we would have and how much higher the cost of the business.

Want to win a super prize? Remember, the TV's, radios and gas grills? There is something in the wind about a contest.

The Union-Management Safety Committee would like to thank you for helping to make the Omaha Works one of the top safest places to work in America.

We've come a long way to get where we are, and we **ain't** turning back!

Have a safe and happy 1997.

1st Shift

**Deb Gulizia, X-3165 Page 0984**

**Sam Martin, 895-4080, Page 0653**

**Gerald Pote, X-3078, Page 0672**

3rd Shift

**Terry Pollard, X 3464**

2nd Shift

**Steve O'Dell, X-3151, Page 0673**

## E.R.C. Conference

By Larry Cherry

The E.R.C. training was held in St. Petersburg, Florida, December 2 to December 5. The conference was very informative and interesting. Since this was my first time in attendance, I was very surprised to witness the support and dedication of the E.R.C. Staffs of both the Company and the Unions. In what I call the real conference, E.R.C. Staffs from all over Lucent Technologies were able to exchange information on how we can better serve our customers, YOU, THE EMPLOYEES.

### The winners of the 50-50 COPE DRAWINGS were

At the 8:20 p.m. meeting  
**Linda Smith — \$9.00**

At the 2:00 p.m. meeting  
**Tim Gillham — \$7.00**



Resource Center will be able to assist you.

For the cable plant 2nd shift employees, the guards should not close the exit gates until 12:20 a.m. We work right to the buzzer, so we need time to clean up.

In Job Grades, we have a lot of work ahead of us in the next year and we do welcome the challenge.

During our holiday shutdown, we had pickets around our facility from the Cement Masons Union from Omaha. The Union and Peter Kiewit Co. (they are constructing the Global Provisioning Center Building) had a meeting and it must have gone well, because the pickets were removed. Our Union was not informed this was going to happen.

Our Savings Program is going into effect the first of the year. There is a lot of material to read, but just do it! Each individual could have a different investing plan that would be the most beneficial to him/her.

#### UNION/MANAGEMENT SAFETY COMMITTEE

Steve O'Dell, 2nd Shift X-3151, Pager 0673

Deb Gulizia, 1st Shift, Pager 0984

Jerry Pote, 1st Shift, X-3078, Pager 0672

Terry Pollard, 3rd Shift, X-3474

Sam Martin, 1st Shift, Pager 0653

#### JOB GRADES COMMITTEE

Rick Palmer, 1st Shift, X-4878, Pager 0543

Jerry Pote, 1st Shift, X-3078, Pager 0672

Sam Martin, 1st Shift, Pager 0653

## UNION DUES 1996

BA Member  
\$270.72

A Member  
\$406.56

# Congratulations!

IBEW 1974's very own Cope Director, Sheila Filipiak, was invited to President Clinton's Inaugural Ball.

At the 4:15 p.m. meeting

**Jerry Rue — \$10.00**

All winners donated their winnings back to the Cope Fund.

### *The winners of the \$50 Door Prize were*

At the 8:20 a.m. meeting

**Dale Wineinger**

At the 2:00 p.m. meeting

**Steve Reandean**

At the 4:15 p.m. meeting

**Rita Kahn**

EMPLOYEES.

Three days of training on employee benefits, ats/ars; family care; etop/-alliance; and E.R.C. union workshops left little time to enjoy the sun in Florida. This conference was the first one with the Lucent family without AT&T. It seemed to offer encouragement that Lucent Technologies, together with our unions, IBEW and CWA, will continue to recognize that employee resource centers and other resources are needed to show joint concern that Lucent and the unions have for their employees.

Support your Local Union!!!

## NEW YEAR'S RESOLUTIONS

*By Deb Gulizia*

In case you were too busy or hung over to read the paper New Year's Day, these were some suggestions from Ann Landers' column in the "Omaha World-Herald" January 1, 1997:

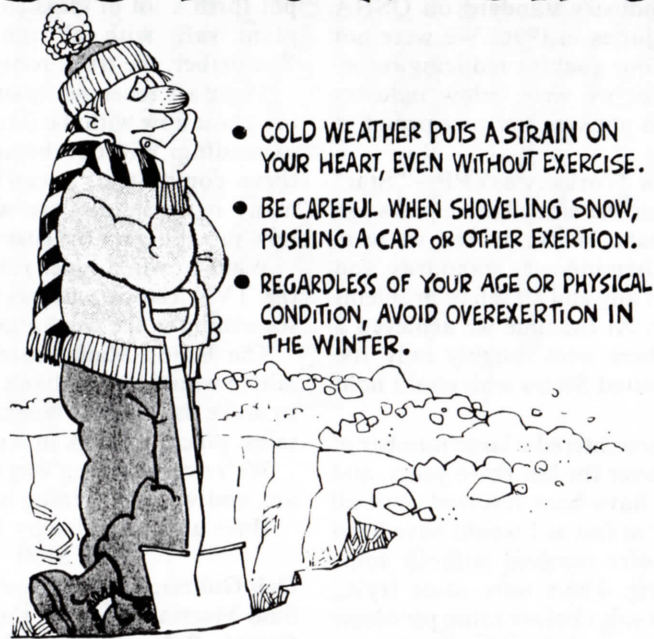
- Call up a forgotten friend.
- Drop an old grudge.
- Share a funny story with someone whose spirits are dragging.
- Free yourself of envy and malice.
- Encourage a youth to do his or her best.
- Make a genuine effort to stay in closer touch with family and good friends.
- Give a compliment.
- Forgive an injustice.
- Listen more.
- Apologize when you are wrong.
- Try to understand a point of view that is different from your own.
- Lighten up! When you feel like blowing your top, ask yourself, "Will it matter a week from today?"
- Be a good friend.
- Express your gratitude.
- Ask yourself, "If not me, who? If not now, when?"
- Take better care of yourself.
- Take those photos out of the drawer and put them in an album.
- Walk tall and smile more. You'll look 10 years younger!
- Don't be afraid to say, "I love you." Say it again. They are the sweetest words in the world.



**WISHING YOU ALL THE BEST YEAR EVER!**

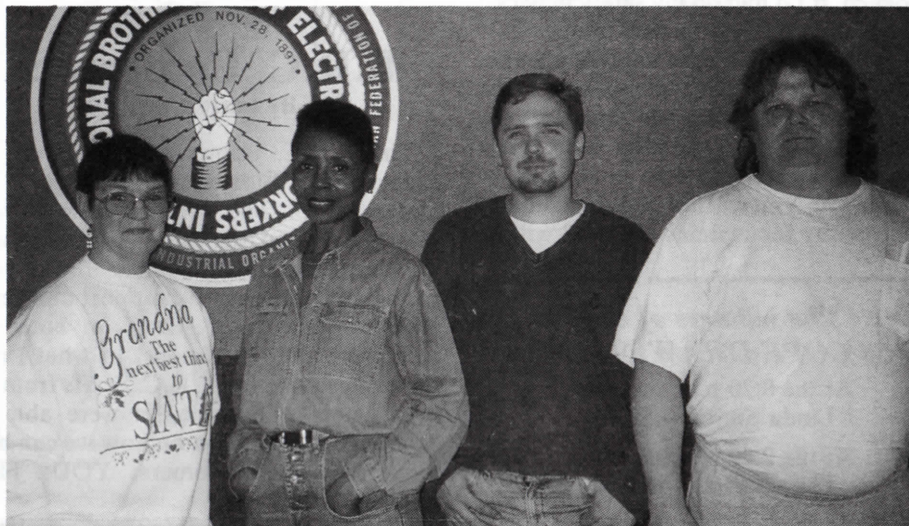


# DID YOU KNOW ?



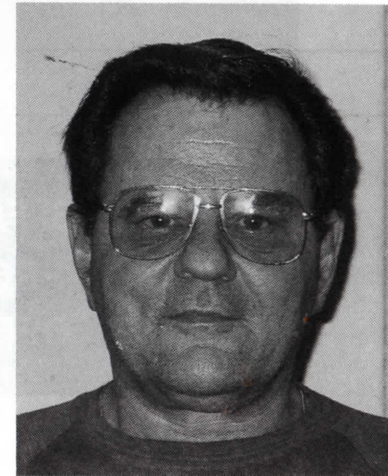
## COPE REPORT

by Sheila Filipiak, Cope Director



## A Brief Recap of the Year 1996

By Jim Filipiak, 50 Bldg. Co-Ordinator



1996 brought a lot of changes into our work environment and we are still working on some of these changes. System and guidelines were established for this change. We thought these guidelines were simple to follow. **WRONG!**

Each shift is responsible for the preceding shift's overtime sheets. Sounds simple, doesn't it? I mean, how difficult is it for the coach on 2nd shift to make up the overtime sheet for 3rd shift. Then, the employee on 3rd marks an "A" for accept and an "R" for refuse. Our biggest problem is weekend overtime. The sheets have to be posted in order for the employee to put an "A" or "R". Weekend overtime sheets also give us the responsibility to mark the hours (8-4-or 6), we are available for and can work on Saturday or Sunday. Being up front with the hours we can work, gives the Coaches time, in advance, to cover for the time we are not there. All this is very simple if the sheets are up. We must mark those sheets or we are bypassed and charged.

1996 also brought up a lot of time spent in classroom assignment. Many of us have spent many hours in class. Many of these classes are given to us by outside consultants who try to explain different manufacturing concepts that the Company would like to institute. The Company feels that we would listen to them with an open mind because they (the instructor) have no ties either way, and in many aspects, they are right. These vendors take the time to listen to our ideas, pros and cons, because they are self-employed and don't have to worry who they upset with the feedback they give the Company.

We also attended a Strategy Forum. This class was given off site at our Union Hall, but most important, it was given on our shift. Some of the presenters tried to sell us the Lucent strategy and some to explain the strategy. I attended these classes with Bud Boyles, Chief Steward, on 3rd shift. Tom Pallas, Deb Gulizia and Steve O'Dell were also in attendance on their respective shifts. We learned how people felt about the split up; about their jobs and most important, the trust and distrust they had about the forum. Some said, before they started, *another 8 hours of brain washing. They talked this talk before and nothing was done, just another waste of time.*

In many instances, this attitude changed, the gut feeling was still there, but also the



The campaign year of 1996 made it very apparent to me that the Cope Committee has a great deal of work ahead of us.

It seems as though some of our members think their dues are being spent on local politics. This could not be further from the truth. **ALL** monies directed by your Cope Committee for spending on campaign issues were received through fundraisers. The Cope Committee works very hard on these fundraisers to earn the monies we use. Some of the fundraisers we sponsored last year included: Volleyball Tournaments, organized by Deb Gulizia, for Cope; the Cookbook, comprised of recipes donated by our members and friends; the Annual Craft Fair, participated in and enjoyed by many and contributions from our conscientious members who take time from their busy schedules to attend the monthly business meetings.

The AFL-CIO was repeatedly attacked by the Republican Party. There was a tremendous amount of controversy over the Union TV ads. Conservatives depicted them as false, when in fact, one of our own local newsmen investigated and reported *"the AFL-CIO ads are correct."*

Don't be duped by the way the media reports the news. Most of our available resources for news are owned and operated by large corporations. The way the media

approaches a story can determine the public interpretation. When reading or listening to the news, keep in mind, you are only being given the portion of information the reporter wants you to know. Editorials contain opinions, not facts. Try to dispel the paradigm of accepting articles from the news media as always being accurate and factual.

Your Cope Committee will make every effort to represent the interest of the majority of our members. Anyone questioning our actions is welcome to contact a committee member and discuss your concerns. We cannot respond to letters written by people who do not have the conviction to sign their name.

Unions need to build solidarity. In a "World-Herald Public Pulse" letter on Saturday, January 4, 1997, Nebraska Republican Chuck Sigerson, said it very clearly.

***"People are free to express their opinions in America. The issue is, if you are part of a team, you support your own people, not the other side."***

#### COPE COMMITTEE

**Sheila Filipiak, Third Shift, X-3046**

**Maxine Lyons, 1st Shift, X-3499**

**Tim Johnson, 3rd Shift, X-3158**

**John Gude, 2nd Shift, X-3158**

## THE SHORT CIRCUIT

**Omaha, Nebraska**

**January, 1997**

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

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

#### Executive Board

Marlene Majeski, Chairman

Jim Filipiak, Mike Kelly, Rick Madej, Jim Pabian

In many instances, this attitude was still there, but also the feeling that if they really feel what they're preaching they felt this just might work. Jim Andry was informed that the people knew nothing about their savings program with the split. They receive all this information in the mail, but there isn't anyone to explain all this to them. Mr. Andry put together a class with an outside consultant to explain all this to us, and most important, we could bring our spouse or a family member or friend with us to this class. This lady sure opened our heads. She was great! We really have a lot to be thankful for. All those years of bargaining sure got us and our families a number of good benefits.

Now for something that isn't so pleasant to write about — the famous "No Show Policy." There isn't really much to brag about concerning this policy. It was given to us the (Cable Plant) because of the amount of overtime we work. Many different types of this policy were drawn up at first before we got what we got. The first couple, we could never lived with. One even had the wording "possible termination" in it. The first couple also had a power ego trip in it. I am God concept and my word is law; do as I say and all the other "BS". It was a policy where you were always wrong and I am always right. With the help of many understanding people, we got what we got. The biggest problem is like always, it wasn't being done consistently and that one word "consistently" is what makes anything livable or not. Remember, you can't be charged a "No Show" unless you verbally commit to the hours you say you can work. Tell them up front if you'll be late (how long), or leave early (when). Some people for some reason like to add what they like in the empty spaces of any policy. Some coaches think if you don't commit to 8 hours overtime, they can bypass and charge. Maybe, someday, they'll grow up and grow out of that dictating behavior. Lots of luck to them. That's a heavy pack to be carrying around.

I am trying to write this article with a positive attitude and many times had to stop and regroup. I work with a lot of good people in the Omaha Cable Plant. I spend more time with them, than my own family. We do a good job together and really care about each other. Yeah, we kid around a lot, but all in good fun. If someone from the outside would walk in, they would think what a violent workplace and think that a bomb was going to explode any minute. I like making wire on the insulating lines; a job I know well, but things change every day. Way down deep, I don't like change. A lot of people I work with know more than me and I've never been pushed aside if I asked for help or advice. I take my hat off to a lot of tradesmen, because of some of the calls I put in for them to answer. Some of the calls they answer is because I just forgot to do something so simple; I took it for granted it was already done. Haste makes waste, sort of thing.

For those of us who have a personal problem whether job related or family sort of thing, our department managers have an open door policy. I've never seen anyone turned away. We all have some character defects. But, it's part of their job to understand and help as much as it's their job to manage the business.

I mentioned this open door policy only because I don't want anyone to be hesitant to voice their views about their jobs or the process of their jobs. Some of our coaches, because they are new or whatever reason (you name it), just don't understand or maybe because of an ego trip, may not be willing to waste their time to listen to our views, and let things build up until they or we blow up with the problem. Remember, low performers be made accountable is for all employees from the Plant Manager to the Level I's.

We are seeing a lot of changes being made in the Cable Plant. These changes can only work with a lot of resolvable mistakes being made. We learn by our mistakes and should not be made to suffer for them. I am asking the membership to point out our mistakes that our reps and I make to help us resolve these mistakes so we can all learn together. We all need each other and I believe in that.

To close this on a positive note, I am asking you the membership, the people with whom I work, to help me and the other union reps, so we can work for one common goal and the well being of all of us. I trust you and respect your judgement.



## Pains and Strains

by Don (Whiz)

Do you have any pains or phantom strains that bothered you last year and you feel you would like to start 1997 with a pain-free slate?

Ergonomics won't magically solve your problems or cure your ills, but by talking to someone on the Ergonomic Subcommittee, you might be off to a good start and some sound preventive solutions for this year and your working years that follows.

Call your Union Ergonomic Rep today.

**Pam Amos, 50 Bldg. X-3151**

**Don Wieczorek, 30 Bldg., X-4696**

## Investing in Your Future Seminar

By Larry Cherry

Attendance at the "Investing in Your Future Seminar" was like something out of a Dickens' novel (it was the best of times; it was the worst of times.)

The "Investing in Your Future" seminar was a huge success for those who attended. We were somewhat disappointed by those who signed up, but for some reason could not attend. But, that was quickly forgotten by those who said how informative and rewarding it was.

One of the misconceptions was that this was a retirement seminar (wrong)! This was a pre-retirement financial planning seminar. If it's your first day on the job or your last day, this seminar was for you. What we heard from everybody was "I could have used this seminar twenty years ago." But, it's never too late.

Judging by the average age of the employees who did attend, there will still be a lot of employees making that same statement twenty years from now.

We, in the Employee Resource Center, would like to thank Lucent Technologies, Omaha Works, and IBEW Local 1974. Books for the seminar were paid for by ETOP. We also would like to thank Mrs. **Sylvia Monetti** from the **AYCO Company**

## New Program For The Injection Molding Shop

By Sparky Bruning

On **December 13, 1996**, President Wilson called a special meeting to inform the officers and reps on a new program for the Injection Molding Shop.

**Jerry Pote** introduced **Jerry Golmanavich, Senior Engineer** in the Molding Shop, who gave a presentation on the Production Injection Apprenticeship Program. This is a new program instituted only for the Molding Shop.

Employees will be able to bid on job posting for the Production Master Molding Technician. Testing will be used to determine the qualified employees chosen by seniority. Qualified employees will enter the apprenticeship program for approximately 30 months. The program is separated into 4 gates. A test will be given at the end of each gate. The employee must have an adequate score to pass to the next gate. Upon the successful completion of the fourth gate, the employee will become a Master Molding Technician.

When an employee bids on and is selected to enter the program, they will be given a two-day interactive program designed to learn about the job and its responsibilities. During this two-day program, the employee will decide if they wish to continue with the apprenticeship. If the employee chooses to stay in the program, they will be frozen for upgrades, laterals or voluntary downgrades during the apprenticeship program.

Information on all the criteria will be available when details are provided. **Jerry Golmanavich** did an excellent job presenting the information.

Thanks, **Jerry**, for a job well done.

## Volleyball Tournament

By Deb Gulizia



A volleyball tournament was held Janu-

## DIRECTORY OF LUCENT SERVICES

American Express Corporate Card Employee Information .....	800-528-2122
AT&T Universal Card .....	800-662-7759
Benefit Directions Enrollment Center (BDEC) .....	800-662-8439
Blue Cross/Blue Shield (Occupational) ..	800-821-7422
Dental Plan (The Prudential) .....	800-220-5470
Fidelity Investments .....	800-610-7100
Hearing Impaired .....	800-610-4015
Find ATT .....	800-346-3288
HMO Options (BDEC) .....	800-662-8439
Legal Plan Hyatt Legal Plans (Occupational) .....	800-821-6400
Midwest Legal Services (Management) .....	800-258-2889
Life Insurance (MetLife) .....	888-201-4612
Midlands Choice Benefits, Eligibility and Claims .....	800-872-7136
Precertification and Referrals .....	800-835-3666
Mental Health & Chemical dependency .....	800-314-4017
Pension Service Center .....	888-736-7700
Prescription Drug Program .....	800-336-5934
Hearing Impaired .....	800-759-1089
Reimbursement Accounts (Prudential) ...	800-628-1678
Savings Plan (Management) .....	800-410-4015
Savings Plan (Occupational) .....	800-952-0077
Vision Care Plan (MetLife) .....	800-636-7231

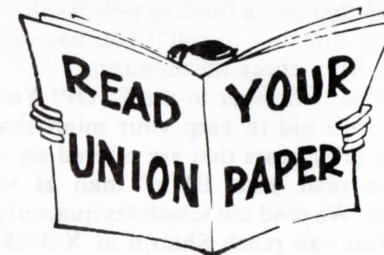


**Sylvia Moneti** from the **AYCO Company** for a splendid presentation.

Hopefully, the employees will respond and we can bring more of this type of seminars in the future.

The **AYCO Company** also offers a seminar on the financial planning part only. If interested, employees should contact the Employee Resource Center, X-3607 or X-3523.

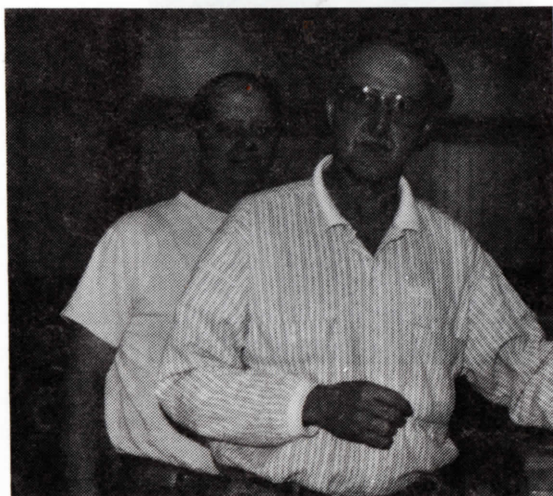
A volleyball tournament was held January 11 at our Union Hall. It was a huge success and a lot of fun. We raised over \$700 for our COPE Fund. Thanks so much to those that are **always** there to help. We'll be having another tournament in March, so plan ahead. If you would like to help your Union by helping at the concession stand, please call the Union Hall at 895-4080.



## Do You Recognize Them?



"On a bone chilling day like today any gloves will do — so we wore our wives!"



The Mayor of Council Bluffs and his driver.



*Reprinted from March of 1989 Short Circuit*





"OKAY, YOU SHOW ME HOW IT'S DONE,  
BUT REMEMBER, I'M STILL THE BOSS HERE."

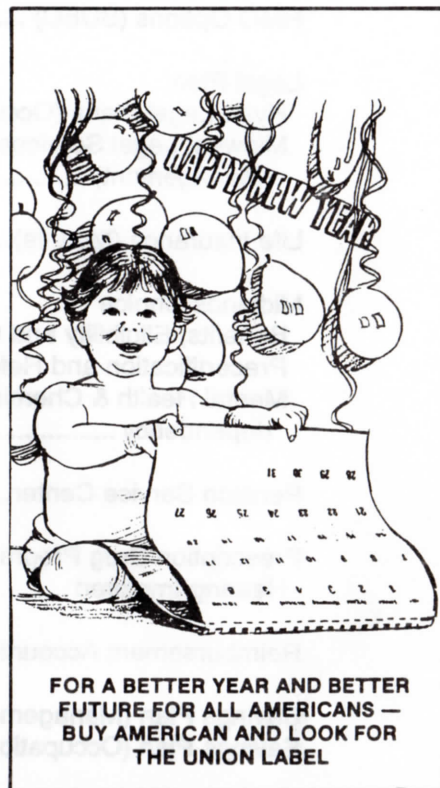
## ETOP

By Sharon Buzzell

The most recent news from ETOP is the Machine Tool Technology Program. Forty-five employees were selected by seniority and testing to begin their schooling with Southeast Community College here at the Omaha Works. Tentative start date is January 13, 1997. The classroom and lab are ready to go. The instructor is Millard Carnes and he is already working hard. Good luck to anyone who is starting. If you need help, please do not hesitate to ask the instructor or to contact us in ETOP. Remember: "The only stupid question is the one you don't ask."

Also, we would like to remind represented employees that sometimes policies change. If you were once funded for something, and then the next time you try to fund for the same thing, it may be denied. Applications for funding are looked at on an individual basis by ETOP in Chicago, and approved or denied. We will do our best here in Omaha to get as many things approved as we can, but there are times when we can only do so much. We appreciate your patience and understanding.

Look for an upcoming flier to inform



## Know Your Rep

By Deb Gulizia



**Bob Belik** has worked at Western Electric, AT&T and now Lucent Technologies for 34 1/2 years.

Bob started here as a 33 grade in the cable plant, then worked in the Die Lab for three years, and was a tester for five years. After the testing job went out in 1974, he returned to the Die Lab where he's been ever since. Bob is a charter member of our Emergency Response Team that was started at the Omaha Works twelve years ago. He also spent over twenty years as a volunteer on Yutan's Fire and Rescue Department.

Bob and his wife, Roseann, who works in Patch Cords, have two daughters and three grandchildren.

Bob used to play volleyball and softball, coached and umpired baseball and softball, but now is limited to spectator sports mainly from the chair in front on the T.V. with a beer in his hand.

If you need to get in touch with Bob, his number is X-3032.

## Movement of Personnel

by Marlene Majeski

Movement of Personnel &  
30 Bldg. Coordinator



I wish all of you a happy, healthy and prosperous New Year.

Good luck to all of our members that retired. Enjoy your retirement to the fullest.

With members retiring, there should be some level II openings that will be filled by excess or bidding. If a level III job opening occurs, there will be qualifications to get the level III job. This holds true if you are bidding or on an excess.

The middle of December, 80 type cabinet exceeded 8 Level I's and one Level II. 80 type still has members loaned out. The protector area still has members loaned to Patch Cords and as of December 6, DSX loaned out three Level I's.

#####

### TO: ALL NON-MEMBERS

The two-week shutdown you enjoyed was only because of the strong union members that believe in paying their way. If everyone felt the way you do, we all would have been working the last two weeks of December.

The Union bargained the vacation days and holidays for you.

## A UNION STEWARD'S PRAYER

*Grant me, O Lord, the genius to explain to my brothers and sisters the policies and plans of our great union even though no one explains them to me.*



ate your patience and understanding.  
Look for an upcoming flier to inform you of changes in funding policies that we have at this time or call if you have questions. Also, check the monitors.

Please remember to use ETOP! You're never too old to keep your mind sharp. There are classes that are offered on site. Please read your ETOP mail at your homes. We send out schedules quarterly or so. You can reach Sharon at X-3828 or Anniece, Local 1614, X-3894.

Have a great 1997!!

## REPORT UNSAFE CONDITIONS



## THE RECORD

Ray Harris, IBU D-17, Father  
Ron Clark, IBU A-11, Father-in-law  
Lynette Rickenbaugh, IBU D-17,  
Grandmother  
Glenn Maxwell, IBU D-13, Father  
Roger Lamb, IBU D-22,  
Mother & Father  
Martin Perteet, IBU C-15,  
Grandmother  
Joy Jones, IBU C-14, Father  
Lyle Nicholson, IBU A-2,  
Mother-in-law  
Bill Lane, IBU B-12, Father  
Jon Paulson, IBU B-12, Sister  
Peggy Carnes, IBU C-14, Mother  
Dean Timmerman, IBU B-14, Father  
Brenda Greeson, IBU B-16, Father  
Don Lamb, IBU B-14, Mother & Father  
Nick Johnson, IBU B-16, Father-in-law  
Melva Nicholson, IBU D-12, Mother  
Norma Christensen, IBU B-12,  
Grandson  
Richie Lamb, IBU D-17, Grandmother

# Stand UP



## For Good Jobs

THE MEN AND WOMEN OF THE AFL-CIO  
LEADING THE FIGHT FOR AMERICA'S WORKING FAMILIES

and plans of our great union even though no one explains them to me.

*Give to me the understanding that I may forgive the apathetic member, curb the over ambitious member and accept the views of the member who does nothing until I have done something, and then tells me how I should have done it and what I should have done.*

*Lord, make me formidable in debate, logical in argument, fearless in confrontation, a lawyer, actor, mathematician, sage, philosopher, sociologist, and economist; pleasing, cajoling, threatening, belaboring, so that I may make the best of a good case and no case at all.*

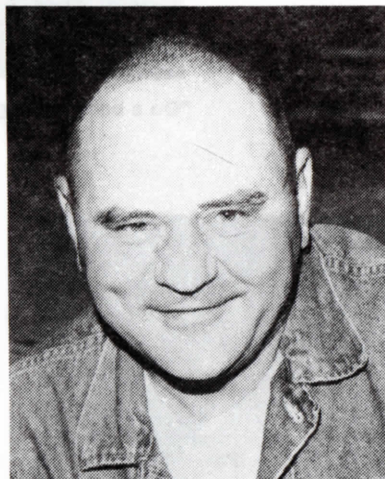
*Teach me, O Lord, to stand at all times with both feet firmly on the ground - even when I haven't got a leg to stand on.*

*Lord, I am a union steward. In your infinite wisdom, see my need for all these things in your great mercy to grand them to me.*

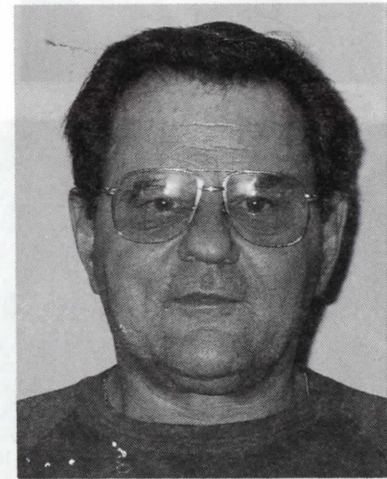
*And when I have them, Lord — MOVE OVER!  
(from "The Paperworker")*

# HAIR CLUB FOR GUYS

*You too can have great looking hair!*



**Before**



**After**

**"Remember not only am I a customer, I'm also the 50 Building Coordinator."**

**— Jim Filipiak**

**50 Building Coordinator, Hair Club for Guys**



# \$25 Gift Certificate Winners

## 1st Shift

1. Rita Kahnk — Drawer
  2. Sparky Bruning
  3. Marlene Majeski
  4. Bob Belik
  5. Cathy Williamsen
  6. Robert Wulf
  7. Jerry Peterson
  8. R.J. Volkmer
  9. Doug Johnson
  10. Rick Madej
  11. Cindy Claborn
  12. Tom Pallas
  13. Ray Sempek
  14. Les Rue
  15. Ernie Belik
  16. Sandy Barnes
  17. Don Wiczorek
  18. Virginia Hyslop
  19. Jeff Sallee
  20. Tom Blasing
  21. Lyle Kahnk
  22. Eddie Rodriguez
  23. Elmer (Pete) Petersen
  24. Ronnette Littleton
  25. Sam Davis, Jr.
  26. Ramiro Delgado
  27. Dianne Hall
  28. Joe Siracuse
  29. Jerry Rue
  30. Jessie Welker
- Sam Martin declined the certificate and asked another name to be drawn.

## 2nd Shift



## Flashback — 1975





### 2nd Shift

1. Linda Pstrong
2. Bob Keller
3. Steve O'Dell
4. John Gude
5. Ron Dye
6. Everette Peterson
7. Pat Griffen
8. Rich Griffen
9. Mike Rohr
10. Cindy Kelly
11. Joyce Stark
12. Jerry Mack
13. Deb Gulizia
14. Chuck Stanley
15. Warren Hall
16. Marv McAken
17. Harlan Clark
18. Connie Carlson
19. Marty Gillham
20. Steve Shroder

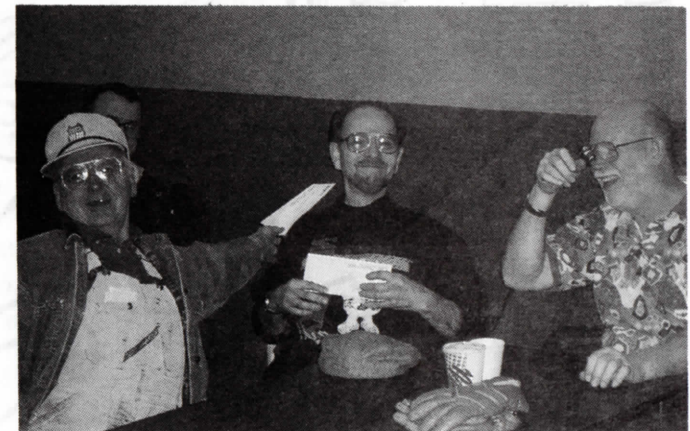


A momentary wait while ham name drawer Shirley Pankers, Dept. 422, turns name she is unable to read over to Financial Secretary Kenny Meyer. Behind them waiting to hand out a ham is Executive Board Officer Bob Alberts.

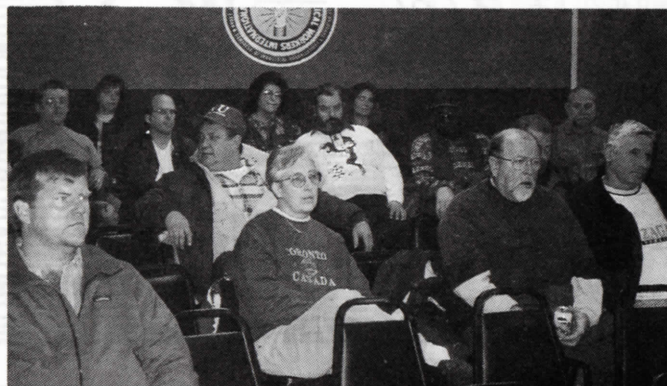
*Reprint January 1976 Short Circuit*

### 3rd Shift

1. Lela Stewart — Drawer
2. Carrie Barclay
3. Kathy Poledna
4. Barb Morehouse
5. Joe Sopcich
6. Erwin Rueschhoff
7. Ruth Dimmock
8. Marv Abramson
9. John Shimkus
10. R. Victoria
11. Ron Hodges
12. Cindy Schaecher
13. Bob Russell
14. Bill Lorenz
15. Leland Boettcher
16. Burdette Meadows
17. Sheila Filipiak
18. Donna Johnson
19. Paul Morton
20. Joe Keuter

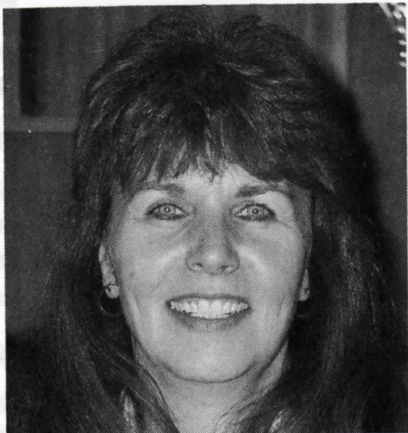


## GIFT CERTIFICATE HOPEFULS





# The Report Of The President



In an effort to keep the membership informed, we will periodically be publishing our "SHORT CIRCUIT." We hope to have articles from all committees and officers.

A reminder to help you make your vacation plans.

This schedule is in effect for 1997.

**Wednesday, January 1 — Holiday**  
**Thursday, January 2 — Vacation**  
**Friday, January 3 — Vacation**  
**Good Friday, March 28**  
**Memorial Day, May 26**  
**Independence Day, July 4**  
**Labor Day, September 1**  
**Thanksgiving Day, November 27**  
**Day after Thanksgiving, November 28**  
**Monday, December 22 — Vacation**  
**Tuesday, December 23 — Vacation**  
**Wednesday, December 24 — Holiday**  
**Thursday, December 25 — Holiday**  
**Friday, December 26 — Vacation**  
**Monday, December 29 — Floating Holiday**  
**Tuesday, December 30 — Designated EWD**  
**Wednesday, December 31 — Vacation**  
**Thursday, January 1 — Holiday**  
**1988 — Friday, January 2 — Vacation**

The Company has scheduled one vacation day from 1988 in order to have a two-week shutdown.

There will be no shutdown the week of July 4th.

The quiet period associated with the transition of the Long Term Savings and Security Plan ended **January 2, 1997**. Wellspring Resources began accepting transactions on **January 10**. Remember, 1995 bargaining got us several added investment options starting in **January, 1997**.

All savings plan participants who have a balance in the AT&T Stock Fund should have received a letter containing information about the spin-off of NCR.

*"The NCR Stock Fund is a 'temporary option.' It is anticipated that this Fund will be terminated prior to the end of 1998. Prior to termination, no contributions or transfers of investment balances may be made into the NCR Stock Fund. Any NCR Common Stock dividends received into the Fund during this period will be reinvested in the U.S. Fixed Income Fund. Participants will be permitted to transfer investment balances out of the NCR Stock Fund to other investment options, including the Lucent Stock Fund.*

*After the spin-off with NCR, the value of the AT&T Stock Fund will decrease. That decrease will reflect the value of the new NCR Stock Fund credited to your account. The combined market value of your AT&T Stock Fund and the NCR Stock Fund at spin-off will be the same as the market value of the AT&T Stock Fund immediately prior to spin-off. Of course, going forward, the future value of both Stock Funds will fluctuate along with the share prices of AT&T and NCR stock in the market."*

Nominations for Election of Officers will be held **February 16, 1997 at 1:00 p.m.** in the Auditorium. Nominees must be present or have a letter stating they will accept the nomination turned in to Sparky Bruning, Recording Secretary, prior to that meeting.

Overtime hours **will not** be zeroed out this January. The only reason this was done in 1996 was because some changes were made in 1995 bargaining and self-canvassing was starting in most areas.

So far, we have not seen any major changes since we have become Lucent Technologies. Hopefully, any future changes will be good for the membership.

*Fraternally,*  
*Marlene Wilson*  
*President, Business Manager*  
*Local Union 1974, I.B.E.W.*

## TO: ALL UNION MEMBERS

The monthly membership meeting will be held **Thursday, January 16, 1997** in the Small Meeting Room, 13306 Stevens Street, Omaha, Nebraska.

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