MAY - 73

# The Short Circuit

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

# The Short Circuit

MAY, 1973 — 8 — Vol. 15, No. 10

# LIVING COST RISE HIGHEST SINCE '51

## WORLD-HERALD LOCKS OUT UNION

Omaha, Nebr.—Wednesday, May 9, Wayne Crisman, President of the Omaha Typographical Union, Local 190 held a press conference to present the union's side of the conflict at the World-Herald.

Local 190 has been negotiating with the World-Herald since November 1 of last year. The contract expired last December 31, but due to numerous extensions, negotiations have continued up until the Company terminated the contract on April 16.

The Union has agreed to set in with meetings between Company representatives and federal mediators and in fact asked for the last two mediation meetings.

On May 4, the Union received letters ordering the workers to remove their property and themselves from the premises. —A lockout!

President Crisman reported "The World-Herald has said the main disagreement during negotiations was one concerning installation of electronic equipment in the composing room. On this we agree. But, we don't agree that we opposed such installation. We feel that we, as long-time loyal employees of the World-Herald, we should have first chance of operating the new equipment. We have not been offered that opportunity."

Crisman went on to state that "new personnel has been training to reproduce material prepared by other publishers and bypass a century old agreement between printers and publishers, Crisman stated.

Concluding, he went on to say, "The World-Herald continues to publish, mainly through the use of inexperienced personnel. However, we have been informed by what we consider reliable sources that professional strikebreakers either have been, or are being imported for employment in the World-Herald composing room. One of these reports came from a current employee of the World-Herald who says he can identify one professional strike-breaking printer who had been seen in Omaha recently. The other report came from fellow union printers in South Carolina who say that non-union printers had been flown out of that state—destination Omaha."

## Union Enters Parade Again

Local 1974, I.B.E.W. will once again enter a float in the Millard Days Parade.

Last year's theme was "Pride in Unionism" and consisted of a float with a huge scroll depicting the names of great labor leaders.

The entry was headed by a hand

'H-H-H- (Cough) - ELP!'

## Insurance To Members

Just a reminder that Group Auto Insurance is still available to Local 1974 Members at a reduced rate.

Reports of savings are still coming in from the Members who have applied for this Group Plan.

Dwight Robinson of the Charles

## Spouses Get A Week C.C. Time

President Michael D. Quinlan announced at the April Monthly Meeting that the Company has agreed to offer time off without pay for husbands and wifes with conflicting vacation schedules.

## C.P.I. Soars To 129.8 = 15¢ C.O.L. Adder

Food prices climbed in March for the third straight month, reaching the highest rate of increase in 22 years.

The Labor Department's Bureau of Labor Statistics reported that the cost of living jumped nine-tenths of one per cent, the sharpest increase since the February, 1951 Korean War recession.

Not wanting to bore the Members with history or statistics, let us say the 12 cent increase we told you about in April is three more cents in May. Bringing our figures to 15 cents an hour in wages.

Don't be surprised if these figures don't soar higher before next month's publication.

Inflation is not a static subject and time lags between published government figures and our computations is turning a penny's worth of statistics into valuable information for informed Members.

Our unstable economy in the inflation cycle is governed by people's propensity to spend. The prices of durable goods (new autos, homes, and machinery) has remained constant where perishables (meat, poultry and vegetables) have soared. Example is simple: We as consumers will regress from purchasing new autos or homes. But food is basic. We need food to live.

Perishables (or food prices) are the source of the problem. President Nixon's economic advisors

Committee this year.

The parade will be held June 9.

## Jerry Williams Made New Chief

Quitting the Company in April was former Chief Steward, Elden C. Carter. Elden was with Western Electric seven years. During his tenure, he was a Union Representative for five years, three years of which he served as Chief Steward on 3rd shift in the cable shop.

Elden's reason for leaving the Company was to help his semi-retired dad operate the dairy farm owned by the family near Dallas, South Dakota. Eldon said he was looking forward to the change that farm and rural life offered.

Replacing Carter at the 3rd shift, Chief Stewards post in cable is Jerry Williams of Department 253. Jerry comes to the job an employee and Union Member of 15 years. Jerry has been a Union Representative for the last two years. His cable shop experience will be a tremendous asset to the Union in regards to the many dynamic changes that has taken place or will possibly take place in the cable shop in the future. As with all cable representatives, Jerry is attuned to the needs of the members in the cable shop.

## Member Risks Life To Save Another

Due to his prompt action last April 9, Local 1974 Member, Joseph T. Sternad, Jr., department 257, was responsible for saving a human life.

As a result of a three car accident at 42 & "L" Street, one of the cars was pushed into an Otto-Shine Car Wash; against a gas pump and it burst into flames.

Sternad, seeing what had happened, stopped his car and ran to rescue the driver of the burning car. Failing to open the crushed door on the driver's side, Sternad rushed to

Joseph T. Sternad Jr.

the passenger side, gained access, and dragged the half-conscious, shock ridden driver from the flaming car.

Police and fire units arrived shortly after and prevented a major explosion and fire.

Joseph Sternad's prompt action, at great risk to his own life, not only saved another life, but showed his great concern for another human being in need.

Robinson is available at the Union Hall from 8 a.m. to 5 p.m. each day to furnish quotes and answer any questions you might have.

Anyone needing his service, can reach him on his own special phone number 333-9229.

You are not obligated to purchase, if you obtain a quote. The decision is your own.

If you have any questions or need any information, please call Mr. Robinson at 333-9229.

## Half Day Vacations

The Company has announced that ten year's service and over employees may now take their vacation one half day at a time.

Any employee wanting to take advantage of this new policy must notify his supervisor at least 24 hours in advance to schedule his half day of vacation.

**NOTICE**

**The Monthly Meeting of the Membership will be held**
**Friday,**
**May 18, 1973**
**at the Union Hall,**
**13306 Stevens Street,**
**Millard.**

**Second shift meeting:**
**12:30 A.M.**
**First and third shift meeting:**
**8:00 P.M.**

**$200 Drawing**

**NOTICE**
**Absolute Deadline for Articles is the 1st of Each Month**

Now in an off bargaining year, the Company has finally agreed to try it for one year on a trial basis.

Quinlan presented the following example: If a husband, working in cable plant, and the wife working in crossbar, wanted to plan their vacation together—one would be allowed a week's Company Convenience Time without it being charged against his or her attendance record.

Prior scheduling and approval of the supervisor is required.

## "Practice" Picketing

Production unions at the Kansas City Star recently learned that supervisory personnel was making monthly practice runs into the plant to be prepared in the event of a strike. So about 100 union members showed up for last month's training session-parading outside with signs that read: "Practice Picketing."

have accounted for two-thirds of the jump.

Clothing, used cars, rent and other household services accounted for the other one-third increase.

Additional changes in the cost-of-living index will be reported as they incur.

## Tickets Will Be Given Away

Local Union 1974, I.B.E.W. has arranged for 50 free tickets to the Omaha Royals Baseball Games.

The tickets are good for any home game through May 30 at Rosenblatt Stadium.

The first ten members asking for the tickets at the door when they sign in to the 12:30 a.m. regular May Meeting will receive two free $1.50 tickets.

The first 15 members asking at the 8 p.m. meeting will also receive two free tickets.

The tickets are general admission, but can be exchanged for reserved seats for 50 cents or for box seats with a dollar.

## $200 JACKPOT

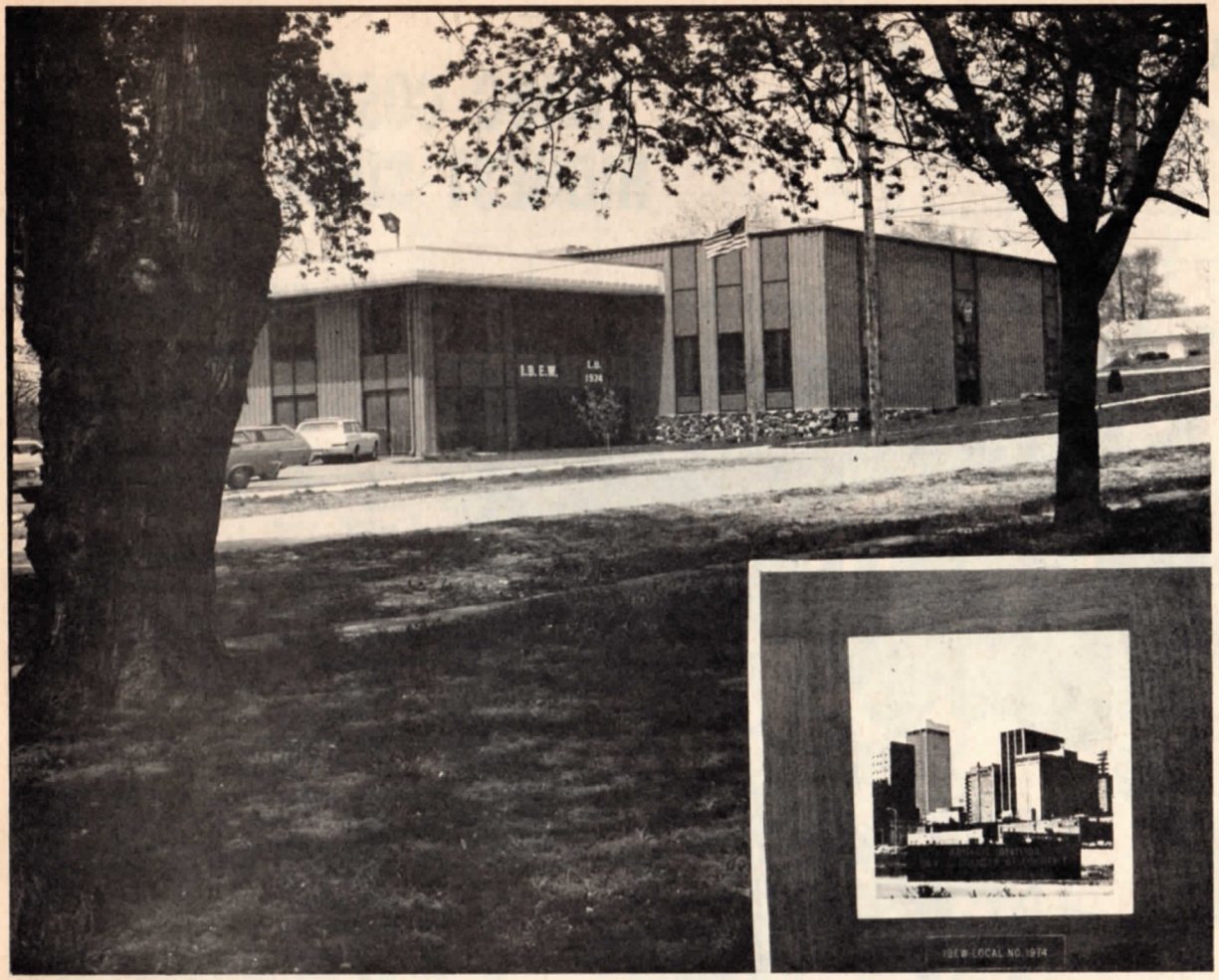
Since the inception of the $100 Drawing, the suspense at the end of the Monthly Business Meeting is enough to drive a bingo veteran bananas.

May's meeting looks like it will be a barnburner because NO WINNERS were present in april. This means if your name is drawn this month, and you attend the meeting, you will be $200 richer.

Below is a list of the people whose name was drawn last month, but did not attend the April Business Meeting:

*Asterisk denotes non-member

| | | | |
|---|---|---|---|
| 1. W. N. Shields | 262 | 11. L. T. Baker | 252 |
| 2. J. E. Sutton | 246 | 12. R. F. Montag, Jr. | 142 |
| 3. M. G. Tomsu | 135 | 13. D. W. Hunt | 253 |
| 4. D. A. Mares | 141 | 14. M. W. Nye | |
| 5. L. B. Jones | 142 | 15. R. D. Reitan | 431 |
| *6. D. Wiggins, Jr. | 434 | 16. C. N. McDowell | 142 |
| 7. T. J. Piccolo | 422 | 17. L. B. Pekarek | 146 |
| 8. D. C. O'Neal | 141 | 18. A. G. Almquist | 252 |
| 9. D. B. Shobe | 134 | 19. R. E. Young | 422 |
| 10. R. A. Schwainger | 344 | 20. M. R. Rich | 134 |





**Local Union 1974's Union Building was selected from a list of more than 50 as one of the winners of a city beautification award.**

**The Women's Division of the Chamber of Commerce of Omaha presented the awards to the owners, architects and contractors at an awards banquet April 18.**

**Accepting for our Local were Jack Thraen, Secretary-Treasurer of the Building Corporation and Elmer Johnson, Editor of the Short Circuit.**

## Member's Son Saves Lives

Because of the alert actions of Joe Ritonya, a serious fire was averted last month at the residence of Sophie Krmpotic, age 65, of 5801 South 19 Street.

Fourteen-year-old Ritonya was on his way home from school when he saw smoke coming from the

# SQUARE-D

Our sister local in Lincoln, Nebr., Local Union 1536, I.B.E.W. is still on strike against the Square-D corporation. They have been on the picket line since January 25, 1973. These people will have been through 114 days of misery at this publication. In this length of time the company has shown little feeling (if any) toward the striking members and have started nationwide vendettas against the I.B.E.W.

On Monday, April 30 the Union and company sat down to discussion with the Federal Mediation Conciliation Service. (FMCS). During the meeting the Union asked for a short caucus. The Federal Mediator thought the Union had made a reasonable request and allowed the Union caucus. On returning to the meeting, the Union was informed that the Square-D people refused to return.

The results of the meeting probably explain why Square-D reneged on further negotiations. Since the start of the strike, the Square-D company has made no effort to budge from their original stand. The L. U. 1536 members are seeking a two year contract and the stumbling block in negotiations is a return on sweat."

Looking back to March 31, members and volunteers from our Local Union 1974 participated in a food caravan and our Union presented L.U. 1536 with a $500 check. Our Mother International has also provided funds for a picnic April 15 so the strike frozen members would not feel forgotten during Holy Week and Easter. Most members will agree, this helping hand has been nice but not enough.

We are seeking volunteers and contributions for another food caravan to help the striking people in Lincoln. The caravan will go to Lincoln, May 19. Don't forget these people need help and for anybody that might brush off their plight

Joe Ritonya

Joe ran to the house and saw Mrs. Krmpotic through the front window, struggling to get out of the house with her mother, Mrs. Marie Novak, age 91. Seeing the women trapped because of a locked front door, Joe fearlessly broke the door open and helped the women to safety.

While the two women were safely in the back door young Ritonya found a garden hose in the garage and doused the flames. Joe's quick thinking and brave actions met with much praise from the ladies he helped, the neighbors, and from his parents.

Joe Ritonya's father is John Ritonya of department 254. Joe also has a brother John Jr. in department 251.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# Local Backs Five For City Council

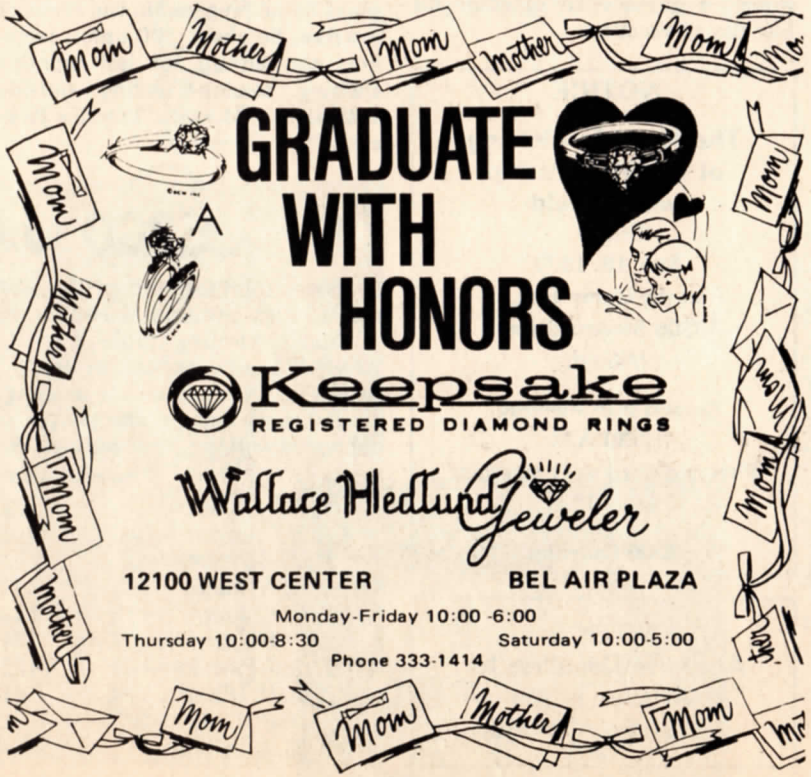
Local 1974's COPE Committee endorsed five City Council candidates in a special meeting with the candidates and the press April 17.

None of the five were incumbents of the present Council. The official press release read: "This organization endorses and will actively involve itself for the election of: John P. Miller, Steve Rosenblatt, Jerry Hassett, Al Bergman and John Hlavacek."

These names were added to their earlier endorsement of Edward Zorinsky for mayor, also not an incumbent nor present Councilman.

"As the voting public apparently indicated in the primary election, we too, feel that a new makeup of the Council will bring new ideas and new methods to the front, supplied by the independent thinking of our endorsed candidates."

The release went on to state: "The conclusion was to endorse five, not seven, whom we earnestly feel will be an asset to the city of Omaha in the ensuing four years."



# Barrel Builder

Making its first appearance at the Union Hall in April was a Gold Barrel. This one of its kind in the world Gold Drawing Barrel was the creation of Union Hall Building Manager, Dan Langdon, Department 246.

The barrel was round, made from see-through wire mesh of diamond pattern, and had a hinged drawing door. The barrel had a cylinger in the center running its lenghth end-to-end, and housed an axle. Both ends of the axle were fitted to a tripod mount, allowing for easy rotation. The entire apparatus was painted a bright, but not garish gold color.

Dan spent approximately 40 to 80 hours building this barrel in his spare time. The finished product was a fine piece of metalcraft.

* * *

Another special thanks goes to Dan Langdon for his work behind the festivities during the March Dance. Dan spent a lot of time getting the hall ready for the dance. Moving in supplies, helping the band, an all around Man-Friday, which added to the success of the dance.

Dan was busy working through the dance and at this point, we must assume he helped the last fun-seeker to his car and locked up the store.

# Short Circuit Profile:
# CHARITY ON HORSEBACK

by Elmer Johnson

How do you spend a cold, windy and rainy Saturday morning? Well, on the chance of a news story, this reporter conned our photographer into accompanying him to a Pony Express ride. Word was that Neil Smith of department 253 was to ride relay in a Pony Express run, staring simultaneously in Valley, Blair, Omaha and Bellevue as well as other locations across Nebraska.

While waiting for Neil just south of Valley, my mind kept returning to the nice warm bed I was missing. Neil pulled up in a pickup and horse trailer, waived at us to follow, and started down the road.

As we weaved in and out of back roads, I thought of an old adage I'd once heard: "You don't have to be crazy to be a reporter, but it sure helps."

We finally stopped at a crossroads and I at last got a chance to find out what this was all about.

Neil, his father, Bud, and son, Jeff, were part of a ride to benefit the Nebraska Easter Seal Society Camp for Handicapped Children and Adults.

Neil said about 1,000 riders from throughout the state were participating in the Pony Express ride.

Neil Smith, department 253, saddles up to start his ride for charity.

The riders have been involved in various fund-raising activities the past few weeks and the money raised was being carried via horseback to the camp near Milford.

The rides were organized into one mile relays and that Mayor Eugene Leahy was starting the first mile in Omaha at the Westroads.

Neil and his father saddled their horses (with Jeff's help) and discussed the ride and hand off procedure.

the HANDOFF . . .

His father, Bud Smith, then stationed himself at his post while Neil took off for his—a mile further down the road.

Down the road we could see the rider coming at full gallop. Bud took the hand off and was gone. We scrambled to the car to follow. Passing Bud, we stopped for more pictures, as he handed off to Neil.

Neil then rode the last relay into Valley, where donations were gathered from merchants and passerbys all up and down the streets.

A total of $7,908 was delivered to officials at the camp by Saturday afternoon.

That evening over 400 riders and their families were treated to a Chuck Wagon Dinner sponsored by the Milford Chamber of Commerce.

In all—this was a very exciting day for both riders and spectators. I wouldn't have missed it for the world.

## Attendance Program An Unhappy Message

by Robert Gaddie,
Steward, Dept. 241

Within you is a vast mental storehouse of past experiences and feelings—both failure and success. Consider these to be on recording tape. There are recordings of good times, happy endings and of course, other times of bad situations: ill will toward people, etc. Of these two basic sides one is as true as the other. One is as real as the other. The choice is up to you as to which you select for playback.

I am sure you are aware that these can be modified somewhat as a tape recording can be changed by "dubbing in" additional material or by recording over it. The human brain will tend to change them slightly each time they are played. They take on some of the tone and temper of our present thinking mood and attitude towards them. What you "want to be" will show up as part of the story. You add your own "logic" for a missing section of the happening to make it congruent with your attitude at the time. If you are "teed off' at the steward, fellow employee, or boss; you are apt to misquote him when you use the "grape vine." You are not at the mercy of this human mind trait, though you can make it work for you by trying to remain fair. The more you replay any memory the stronger it becomes and inversely so. You automatically keep the unhappy experiences on the shelf and concentrate on playing the pleasant. Your whole body operates on the feedback it receives. You know that man is a goal striving being.

Using these observable facts and applying them to the attendance program, I get this message. If you receive disciplinary action for missing work it becomes an unhappy recording to be stored away. Will it help guide your future? Western

# GRIEVANCES

by Gus Palmer,
Movement of Personnel Coordinator

"I want to file a grievance." This is employees way of expressing dissatisfaction, but do they have a grievance or a justifiable complaint?

First of all let's discuss what a grievance is. A grievance is a violation of a worker's rights. When a worker comes to the Steward with a complaint, this in itself is not a grievance but it signals the Steward to start making a series of checks. Through these checks, the Steward then determines whether he has a legitimate grievance.

Palmer

The Steward checks to insure whether the complaint meets one of the following:

1) Is it a violation of the Contract?
2) Is it a violation of Federal, State or Local Laws?
3) Is it a violation of past practices, written or unwritten?
4) Is it a neglect of management responsibilities?
5) Is it a violation of Company rules?

When the Company violates its own set of rules of discipline, i.e., an employee is given a half day suspension for a second offense of running. When in fact the Company rules states, on your "third offense" you should be "suspended a half day without pay."

If the complaint meets one of the five criterias, he must then put the grievance machinery into operation. When processing a grievance, the Steward must follow the grievance procedure as outlined in our Contract. This procedure is a five step procedure.

The first three steps are oral or informal:

Step 1) Discussion at Section Chief Level.
Step 2) Discussion at Department Chief Level.
Step 3) Discussion at Assistant Manager Level.
(Example Sub-branch 130)

The last two steps are written or formal. If the Union wishes to process a grievance thru the fourth and fifth steps, they must present the grievance in writing as well as the Company must give the answer in writing.

Step 4 Discussion at Manager's level (Example: 100's, 200's, 300's, 400's.
Step 5 Presented in writing and discussion with the Company's Bargaining Agent.

Processing a grievance is a timely and costly process, it very seldom is not settled as quickly as many employees would want them to be. This is where we ask your patience and cooperation.

It is up to your representative who is processing your grievance to keep you, the grievant, informed how your grievance is progressing along, as each step passes.

Remember, even though you may have a complaint this does not necessarily mean it is automatically a grievance. The complaint may be a justified complaint outside the realm of grievances. There are complaints which are not grievances because they occur in areas where management does not exercise responsibility.

The next time you say "I want to file a grievance," think of what you are saying and how much meaning those six words have.

When you have a question and/or complaint, go to your representative assigned to your area, they will do their best to answer your question and handle your complaint.

help guide your future? Western Electric's thinking being enough punishment and the worker will respond. History (their own records) shows this to be a fallacy. Attendance is not good with the present enforcement.

Man's success is guided by the good things that happen to him. He "homes in" the happy events. Encouragement through reward. The bad times are put away and when he does replay them he "dubbs in" conditions that fit with his side of the story. So punishment dealt out to man's natural instincts will not always encourage change. The attendance program should have a new concept. It should be geared to reactivate success patterns and that "winning feeling" in the employees. Perhaps we will see some changes in this direction shortly.

Home Games In May

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25-27 Indianapolis Indians
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# The Vice-President and Grievance Co-ordinator's Report

By Harlan H. "Whitey" Clark
Vice President & Grievance Co-ordinator

In many of the 5th Step grievances we have had, President Quinlan and myself have recommended to the Company a possible deterent to the large amount of thefts that have taken place in the Company parking lot.

We said that all the gates could be closed except the one that goes by the outer guard shacks. The entrances I am referring to are the ones the trucks use.

These gates we told the Company could be closed about 30 minutes after the start of the shift then all late coming and early going traffic would have to funnel by the outer guard shack.

Now this might be considered a nuisance to the employees leaving early because all car trunks would be checked by the guards.

I personally don't think those leaving early would mind the one or two minute delay to check their trunks if it would eliminate the stolen personal property.

To date, the Company has not responded favorably to our proposals and the thefts continue to happen to the extent that the membership is losing thousands of dollars in property and property damages.

The following is just a partial list of those losing property and these individuals are from just one department.

and it would seem to me, the Company would and *should* take steps to protect the property of their employees.

I find it a little hard to believe that a company as large as Western Electric cannot put a stop to or at least slow down this kind of thing.

They don't find it too impossible to catch a few employees who happen to be involved in betting in a World Series pool or football parley.

I don't know, nor can I tell you why the Company does not take our suggestion. Maybe it is because it might mean adding one or two guards to the force or maybe it is because the suggestion came from the Union and it is considered a waste of their valuable time.

I will guarantee you if it was happening to management cars instead of hourly rated employees, some solution would be found to curb it and it *would not* take very long.

* * * * *

Now on to a more pleasant subject.

The annual bond drive is coming up in June, and I would like to use this opportunity to urge all of you to participate in this worthwhile program.

In these trying times, saving money is a difficult thing to do but not impossible. Most of us need a little help. The "if you don't see it—you don't spend it" method seems to be the key to saving.

The 1973 United States Savings Bonds Campaign, "Take Stock in America," warrants the attention of every member of our union and deserves the full support and participation of each of us.

Support for the Savings Bonds program provides an excellent opportunity to demonstrate Labor's dedication to freedom and democracy. The purchase of U.S. Savings Bonds constitutes a very real investment in America and helps our Government to manage the Public Debt in the soundest possible way.

U.S. Savings Bonds have been around a long time, but that doesn't mean they are Old Hat. The fact is they are

# Incentive Going Down

by Bob Duley

Incentive that is in department 135 pay group 9 is going down, and why? Well there seems to be a different answer from everyone that's asked.

This groups average was 20 percent + and now it is somewhat lower than that. Upset? Yes, the majority of the employees in the pay group are—and well they should be. For so long it seemed these people were complacent with their earnings, but now they are really, really upset.

Duley

Following are just some of the many reasons why. Breakdowns on the module oven. One week it seemed it was down more than it ran. Old conveyor belts that are rotten and break and then are spliced back together but never replaced, synthron bowls on terminal loaders being shimmed up with cardboard, evidently because they are worn out.

This article in no way is meant to criticize or throw any reflection at all on the maintenance organization. In fact, I would imagine that they are as fed up with working on worn out equipment as we are of working with it.

To go on, there are the rates on the packing job that were raised considerably when the job was moved from merchandising to 135. I understand they have agreed to restudy this job, and I guess they will someday. But I'll retire in another 30 years, and I'd like to see

property and these individuals are from just one department.

Ted Humble, Dept. 411, had a chain saw that was valued at approximately $150 stolen and the back window of his station wagon broken.

Tony Johnson, Dept. 411, had approximately $200 of gear stripped from his car.

Joe Sacco, Dept. 411, had a C.B. radio valued at $450 stolen from him.

Another employee of the same department, Ed Williams did not have anything broken into or any gear taken. That particular thief just took his *whole* thing: a motor cycle valued at approximately $450.

The representative in the area, Warren Hunter, reports to me that all the cars were locked in the above named cases but that did not help the employees much because they still suffered the loss.

These are only a few of the cases as I mentioned before

U.S. Savings Bonds have been around a long time, but that doesn't mean they are Old Hat. The fact is they are better now than ever. With a 5½ percent return when held to maturity, they are a real buy.

The labor unions in this country have always stood solidly behing the *Payroll Savings Plan* for the purchase of Savings Bonds.

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Today more than 10 million Americans are taking advantage of the Payroll Savings Plan to build an important nest egg of personal savings for themselves.

If you are now buying Bonds through the Plan, I urge you to increase your allotment. If you are not yet enrolled in the Plan, the time to join is today. You will be glad you did.

will someday. But I'll retire in another 30 years, and I'd like to see it done before I leave.

Rates were changed on the cage loaders just recently. Now why is it they'll restudy a decent rate and change it, but never mention the bummers, such as the 224 oven?

Just what will it take to get the earnings back up to where they should be? The standard answer from the company seems to be more effort from the people.

Let me say, the effort of the people has always been there. I think the answer is more effort from department chief, John Berg.


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**Mary Hunt Dept. 142**

# DOUBLE STANDARD

by Executive Board Officer, Bob Alberts

We are all well aware of Western Electric Company's book of rules. What we are not aware of is what some of these rules are. Many employees can attest to the fact that they were not aware of a certain rule or criteria until they have unknowingly violated it. If you happen to have a supervisor or department chief that does not care for you personally, beware, because Company. In many, many cases these people are by far worse employees than the hourly rated employees. But, still they have a different set of rules, so the Company will keep a lousy supervisor and fire a good employee. An employee who was unfortunate enough to get caught up in attendance!

Take the monthly Safety Meetings, this is another rule that the or local authority to correct it.

Secretary of Agriculture, Earl Butz, Readers Digest and many others have pointed an accusing finger at the unionized meatcutters, holding them responible for the increased prices of meat.

The following figures compiled and released, not by the Meatcutters Union, but rather by the Bu-

# Editorial

Let's be realistic about Square-D's unfair attitude toward our sister Union, I.B.E.W., Local Union 1536. This company has freely earned FAT CAT profits and in doing so have shown their economic scorn by being greedy and foolish.

What does Square-D hope to gain from their selfish actions. First, this company gathers in profits like a hungry urchin, lacing the pockets of the owners and stockholders, with little consideration to the defenseless employee.

Second, the Square-D wheeler-dealers show bias disregard by paying the people in Lincoln niggardly wages, hiding the fact that they pay employees more money doing similar jobs in other parts of the country. Whatever shallow excuse the Square-D company has for underpaying the people in Lincoln, every self-respecting Union member knows, no geographic sector of the country has escaped the haunting curse of inflation.

Thirdly, the Square-D company enforces compulsory overtime on Saturday. These forced overtime work policies are archaic and smack with the mentality of stone-age thinking. If these people are allowed to continue this type of practice, hard line union people can forsee the possible chain-reaction that might mushroom across Nebraska.

Fourth, when these people in Lincoln, stood up and tried to bargain fairly for higher wages or the dignity Group Health Insurance might give them, the Square-D management showed their weak backsides by calling in the police, using phony and trumped-up charges. What reason for the police?

Paddy wagons, police armed with nightsticks, snarling

happen to have a supervisor or department chief that does not care for you personally, beware, because you're in for some kind of write-up, violation of Company rules, memorandum of record or at the least, a good chewing out.

But, have you ever noticed how many of these same rules do not seem to apply to management employees. Take for instance, attendance, we all have seen our section chief come to work late, leave early or cut out in the middle of the day for an hour or two to run an errand for their wife, pick the dog up from the Vet or take the kid to a baseball game, etc. All good reasons, I suppose, but it seems unfair that they are allowed to do this and you and I cannot. Most of the hourly employees have a hard enough time obtaining time off for funerals, visiting a sick relative in the hospital and the like. And if you have had a bad run of luck, your reward from the Company will be an attendance or irregularity write-up, with a possible day off or even termination. How many supervisors or department chiefs do you know that have gotten a write-up?

Alberts

It's time that Western Electric took a hard look at the people they have entrusted to supervise this

Take the monthly Safety Meetings, this is another rule that the Company has. The supervisor is supposed to have a Safety Meeting with all of his or her employees once a month. But, think back when did you last have one? They fill out all the necessary forms that say they had one, but how many do? Yes, a management employee can violate as many rules as he wishes. It seems that the Company expects them to do so. This is a violation of Company rules that should be dealt with severely by upper management. It's our safety that these jokers are fooling with. How many supervisors do you know that ever got hurt sitting in a break area, as for that matter, night department chiefs. Yes, a lot of our super-supervisors are certainly far from safety conscious. These Safety Meetings are very important because many unsafe working conditions can be brought to light during these group meetings. The department that I work in (department 133) has been and is a major violator of this rule, as are so many other departments throughout the plant. I'm sure the policy will not change. We may not be able to force the Company to obey their own rules, but when it comes to our safety, let's not take the back seat. If you have a safety problem or for that matter, any problem, contact your Union Representative. In most cases he will be better informed and more qualified. He will either correct the situation or contact the proper Union Official

and released, not by the Meatcutters Union, but rather by the Bureau of Labor Statistics and Secretary Butz's own Agriculture Department, show that Mr. Butz and the Readers Digest's accusations are completely false and contrary to the facts.

In 1972, 143,000 workers produced 120 pounds of meat per hour at a Labor cost of 3.6c per pound. Retail price of a pound of beef from January 1971 to January of 1973 increased 25.5c per pound.

From the second quarter of 1971 to January of 1973 the average family's meat bill rose $85.00 per year. Only $2.50 went to meat, all of the other costs was slaughtering, processing, transportation, profits, wages, etc.

Seven to eight years ago retail butchers were required by the employer to turn out $35.00 to $40.00 worth of meat per hour. The most recent reports are that these same employees are expecting and receiving $80.00 to $100.00 worth of meat per hour.

The overall family food budget using the second quarter of '71 to January of 1973 shows that out of every dollar of food price increase only 15c went for processing, transportation profits, wages and all other costs. In contrast IBP stockholders report shows total after tax earnings in 1972 were $7,367,000 this compares with 1971 earnings of $3,773,000, an increase of 95%.

Total sales were increased to $1,284,724,000 in fiscal 1972 from $1,015,147,000 in 1971, an increase of 27%.

phony and trumped-up charges. What reason for the police?

Paddy wagons, police armed with nightsticks, snarling dogs and what for?Are these people organized revolutionists, planning to destroy America?

Hell no! These people are like you and me—they only want to bargain for what they considered rightfully theirs. A God given right to live in dignity within the framework of America custom; at the marketplace.

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## Short Circuit Focus:

# SPRING WHEEL FEVER

by Don M. Wieczorek

In the spring, when we emerge from winter's hibernation, our thoughts are directed by the pleasant change in weather. Some people idle in their yards, grooming and toiling their budgets into the landscape. The more energetic burn off their winter layers by attacking a tennis court or bang frustrations over the hill and dale of the golf course. But auto people roll down their windows and let the air currents flow through their hair while they wind up and down the gear pattern to indescribable delights the mystique of machinery offers.

Two auto events capturing the imagination of many people around Omaha, who find fascination in machinery mystique, is the obstacle dodging Slalom and the time trying Auto Rally. Breaking away from the familiar tire melting drag race competition, these two different auto events force the driver not only into controlling his speed but controlling his beast.

Tools of the rally and slalom trade

Speed control is one character-

sport first started, the people participating in rally competition were considered by police as outlaws, who Jesse Jame-d their way into a few ounces of illegal speed. Whenever the local constabulary seen a rally in progress it was soon scuttled by harassment and threatened arrest.

All that's changed now. City fathers working together with the sport car clubs around Omaha have become more receptive to rally fever.

What is rally fever all about? One feature of the sport is any person in any common vehicle with four wheels can participate. Rally autos run the gauntlet from exotic lawn mower powered baby buggies to fierce five ton cattle rigs. No gender of vehicle is restricted.

Rallying is inexpensive. Besides transportation, the combatants needs paper, pencil, a working speedometer, and a watch. (A stop watch is nice, but not necessary.) The rally uses the buddy system. The driver operates the vehicle and his companion navigates. This is another reason for Rallying's growing popularity. A married couple with children, can pop the kids into the back seat and be off for a Sunday afternoon of heated excitement or hostile arguing. Unmarrieds find the sport equally exciting and many lasting relationships have started at Rallys and ended at Rallys.

Rallying is a mathematical battle against time within a given speed. It is a race against time within the limits of safety and not a race horse. If a team finishes the race too early they are disqualified.

Slalom competition, on the other hand, is more specialized than Rallying. One reason why is wheel-

mum. Of the several million automobiles on the road in the U.S. today only sport cars and smaller sporty compacts fill this requirement.

The handling of the auto is under close scrutiny in the Slalom. The driver maneuvers his auto around obstacles such as rubber pylons or dixie cups filled with water over a given distance of curves, switchbacks, and cloverleafs. The challenge being not to hit any of the barriers marking the course, in the quickest time. Points are lost for poor auto handling and anybody losing complete control faces automatic expulsion.

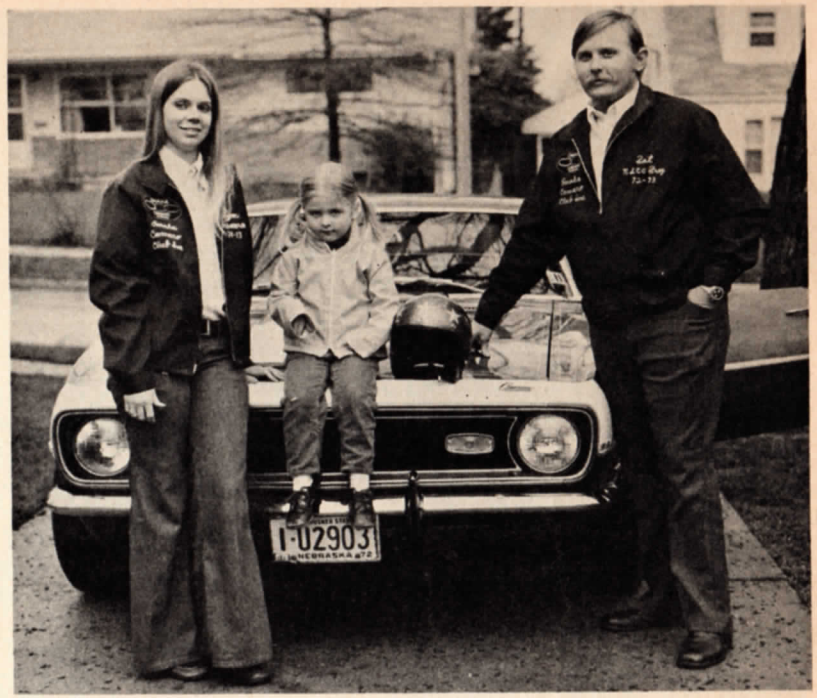
Anyone interested in a week-end of racing or who wants to just take a look at this captivating madness can become acquainted by reading Want-Ad column 181 of the Saturday and Sunday World-Herald under the heading Autos—Foreign and Sports. This information tells where and when meets will be held.

If you are impatient and can't wait until the week-end they you're in luck. The President, Moderator, and Coordinator of all the Nebraska based Sport Clubs works right here at the Omaha Works. This dynamic organizer comes in the form of one Pat Smith, department 253, X-3164, 3rd shift.

Pat and his wife, Lynn, are a family Rally and Slalom team. It all started for Pat, on the quarter mile drag strip. His latest car, a 396 cu. in. Camero, kicks out 450 hungry horsepower, and was first intended by Pat to challenge the phantons of the hot rod world.

"It was fun for me," Pat relates, "I got all the racing thrills, but Lynn spent the day smelling burning racing slicks and was bored beyond words."

Then one day while Pat was thumbing through a Sport Car Mag-



# Smith Family Rally

A book of "Reids Rally Tables" sets on the Smith living room coffee table next to a navigator's log and two stop watches. Pat and his wife have become very much a part of the sport car scene.

Car Freak Stereotype he is not. Besides coordinating week-end meets, Pat also plans special events like a Powder-Puff Derby for women only.

Another event for kids under 12 years old is a TRIC-KONNA. TRIC-KONNA is a tricycle-powered mini-slalom stressing safety and maneuverability. It is a good way to teach safe and sane driving to children.

June 2, Pat has plans for a TRIC-KONNA with proceeds going to the March of Dimes. Mayor Leahy and other Omaha politicians are invited to take part. According to Smith he plans to challenge the Mayor to a tricycle race around Gulf-Marts big lot.

I asked Lynn how she liked Rally Racing and she said, "Everything runs smooth until I handle the map reading and timing chores." Then she added with a grin, "You know men drivers?"

With Lynn's challenge, The Short Circuit hopes the male and female members of L.U. 1974 will take a look at these auto sports. You'll find them inexpensive, exciting, and both will add a new dimension to the family auto. For those interested, clip out the handy coupon giving you the names and phone numbers of the different sport car clubs in the Omaha area. Nebraska Sport Car Council (NSCC)

| Name | Phone |
|---|---|
| Omaha Camero Club (OCC) Pat Smith | 455-0774 |
| Cornhusker Corvette Club (CCC) | 334-8445 |
| Omaha Mustang Club (OMC) | 731-3406 |

Speed control is one characteristic of Auto Rallies. When the hand, is more specialized than Rallying. One reason why is wheelbase dimension; 111 inches is maxi-

Then one day while Pat was thumbing through a Sport Car Magazine he came across an article on Rally Racing. Since then his racing lifestyle has changed and he has a room full of trophys to show for it.

| | |
|---|---|
| Omaha Camero Club (OCC) Pat Smith | 455-0774 |
| Cornhusker Corvette Club (CCC) | 334-8445 |
| Omaha Mustang Club (OMC) | 731-3406 |
| Mid-America Volkswagen Club (MAVC) | 339-5046 |
| Mid-West Motor Sports Club (MMSC) | 331-9342 |
| Sport Car Club of America (SCCA) | 455-5057 |

# Childcare Center Opens Near Western Electric

The Children's Corner has opened a childcare center and preschool to the north of Western Electric at 132 & "C" Plaza, just beyond the railroad tracks and located in the West Point Apartments.

At the Children's Corner, children ages two through six or older attend on a full-day or half-day schedule. The center is presently open from 6:30 a.m. until 6 p.m. The Center provides programs that meet both the parent's childcare needs and the individual growth needs of their child.

Nancy Bream, the Director, would like to learn whether employees at Western Electric would like to have evening programs available ... say from 3 p.m. to midnight. If enough parents are interested in these schedules, in addition to the present Monday through Friday programs, Mrs. Bream can make the necessary arrangements in the event of Saturday work schedules.

This new center's location was selected because of its convenience to Western Electric's employees. Thus all employees having a need for childcare (or babysitting) services are invited to come by or call and get acquainted. For Western Electric employees, the Children's Corner offers a "Get Acquainted Week," during which no fee is charged.

The Children's Corner is an Omaha based organization with four other Childcare-Preschool Centers in Omaha. The centers have been designed especially for young children and meet the necessary rigid safety and health requirements established by the State of Nebraska.

Mrs. Nancy Bream is the Director and Lead Teacher at the Children's Corner. She graduated from Nebraska Wesleyan University and has taught in the Omaha Public Schools. She has also worked with Lincoln's Parks and Recreation Department in their summer programs and conducted pre-school programs in her home. She is assisted by Mrs. Patricia Andrew, who has worked in Bergen Mercy Hospital's Pediatrics Department. Both Nancy and Pattie have children of their own and have developed the warmth and understanding that children so vitally need at an early age.

Additional information on schedules and fees can be obtained by calling 333-2180 or 345-4909.

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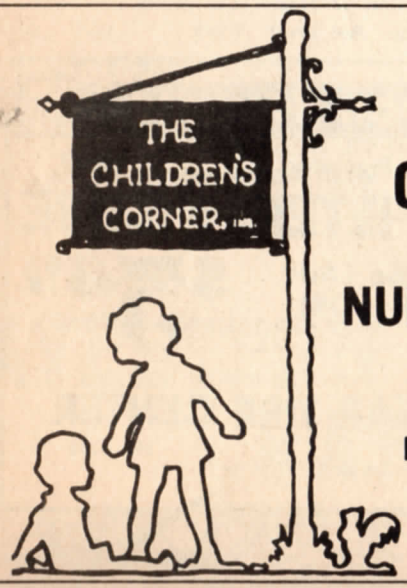


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# Compensation Raised To $80

Workmen's Compensation's maximum salary has been raised from $62 per week to $80 per week with Governor Exon's signing into Law, Legislative Bill #193.

In its original form L.B. 193 asked for two-thirds of a person's salary with a maximum of $89 per week. The State Legislature decided to amend the bill and lower it to $80.

Although, the new maximum is a $18 a week raise, it falls far short of what organized labor feel is needed and what the federal guidelines call for.

The Federal Government is watching every state on their Workmen's Compensation coverage, and if they do not conform with the standards set out by the National Commission of State Workmen's Compensation it might be necessary to make such compensation a federally administered and controlled operation.

The $89 was based on 66-2/3 percent of the average wage but the law the U.S. Senate is thinking of is based on 125 percent of the average wage, increasing to 200% on July 1, 1975.

In addition, to a much higher maximum, the law sets a minimum of 50 percent of the national average wage to be paid, thus a low paid worker could receive as much as his entire wage instead of 66-2/3 percent of it.

John Sutej, Cope Director and Lobbiest for L.U. 1974, I.B.E.W. expressed a special thanks to Governor Exon and State Senator. George Syas, for their aid to labor in trying to get this bill through. Sutej went on to state "although the $80 falls short of the amount we feel was needed, it is a step in the right direction. Maybe it'll take Government intervention to wake our Senators up to the workingman's plight."

# The Record

**DEATHS:**

Carol Harvey, 144 ..... Mother
Curt McGee, 343 ..... Father
Mike Dooley, 421 ..... Grandfather
Bob Coffman, 431 ..... Sister
Angie Vecchio, 245 ..... Father-in-law
Bernard Citta, 344 ..... Mother
Mary Ann Cornell, 481 ..... Father
Bob Holz, 434 ..... Father
Terry Walsh, 433 ..... Father-in-law
Nora Hunt, 142 ..... Mother
Don W. Hunt, 253 ..... Mother-in-law
Marie Harris, 137 ..... Husband
Helen Zimmerman, 421 ..... Husband
Fred Holz, 137 ..... Father
Marlene Wortman, 137 ... Mother-in-law
David E. Smith, 422 ..... Father
Lorraine Mott, 428 ..... Father
Christine Dawson, 134 ..... Brother
Jim Taylor, 423 ..... Mother
Millie Buckingham, 422 ..... Mother
Ben Buckingham, 257 ... Mother-in-law
Richard Oxley, 253 ..... Mother
Charlie Gerhard, 244 ..... Sister
James Johnson, 244 ..... Mother

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Recent graduates of the U.C.S. Counseling Course. The above Officers and Union Representatives of Local 1974 have all just completed a nine week course informing them of counseling services and benefits that are offered in the Omaha area. Those graduating are: (back row—left to right) Walter Bolton, Executive Officer, Whitey Clark, Vice President, Bryce Qualset, Executive Officer, W. Jack Thraen, Chairman of Executive Board, Dean Frye, Executive Officer, Robert Osterman, Executive Officer. (Front Row) Robert Alberts, Executive Officer, Jackson Philby, Chief Steward, Jerry Pote, Chief Steward, Elmer Johnson, Executive Officer, Michael Quinlan, President, Frank Wisniski, Chief Steward.

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# GRIEVANCE QUIZ

1. How many steps to your grievance procedure?
2. How many hours must a grievance be taken up with the Company in step 1 of your grievance procedure?
3. How many hours does the Company have to respond in step 1?
4. What union representative should be involved in step 1?
5. In what step of the grievance procedure does a grievance get reduced writing?
6. What level of supervision must answer the written grievance?
7. How many hours does the Company have to respond to the written grievance?

man's plight."

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6. What level of supervision must answer the written grievance?
7. How many hours does the Company have to respond to the written grievance?
8. What step does the grievance go to arbitration?
9. Does your arbitration step call for a panel or a decision solely by the arbitrator?
10. Can any of the time limits of the various steps be extended by mutual consent?

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# The Report Of The President

By President Michael D. Quinlan

As you may be well aware; talk is being heard throughout the shop on the possibility of our Cable Plant being put on a three-day work week. In fact this "possibility" has already been the source of heated debate between proponents and opponents. I have received no less than 15 calls alone at the office either chewing me out for "agreeing" with the Company on this "worthless 12 hour day bull" . . . or wanting to know why the Union hasn't already agreed with the "Company three day week proposal."

IN REALITY, THERE HAS BEEN NO PROPOSAL; NO AGREEMENT, NOR FOR THAT MATTER ANY SERIOUS DISCUSSIONS OR NEGOTIATIONS OF ANY KIND ON THIS THREE DAY WORK WEEK *RUMOR.*

When questioned as to the authenticity of the three day week rumor, the Company will only answer to your Union that they are investigating and taking under advisement the feasibility of a three day work week, and it still remains in the preliminary investigatory stage. They are quick also to point out that there are four or five *other* alternate plans they are investigating that could revise our existing standard weekly and daily work schedule.

Two things must be clearly understood by you, the Membership.

1) The Company cannot and will not unilaterally introduce any changes in our existing standard daily and weekly work schedules, as per Article 3 without first *notifying* the Union and then *Negotiating* with same to mutual agreement.

2) If negotiations on this item ultimately resulted in mutual agreement between the Union and Company, a mass meeting would be scheduled for the affected members for the purpose of ratifying any agreement reached!!

The ultimate decision of yes or no, change or no change, will be entirely in the hands of the affected members.

On the presumption that the possibility exists of the Company proposing *some* manner of change in the weekly or daily work schedule—*and strictly on a presumptive possibility;* I have contacted International Vice President, Garriety and his assistant, Tom Hickman and requested advice and information concerning the pros and cons of such work week changes.

A letter has also been forwarded to the I.B.E.W. Research Department in Washington requesting similar material.

It is my belief that if the possibility even exists of the Company proposing any of the above changes, it behooves the Local Union leadership to become well versed and knowledgeable on all the good and bad points of such an arrangement in order to intelligently negotiate if approached by the Company.

Any positive development on the item will be promptly reported to the membership.

* * * * *

In a letter I sent to all LU 1974 Representatives, I've informed same that I have asked Vice President Clark and Executive Board Chairman, Jack Thraen to make plans for a comprehensive Stewards School to begin shortly after the vacation shut-down period. Any suggestions that you, the membership, may have as to the contents, or subjects and items to be covered by this school would be welcomed. Please contact your Union Representative within the next several weeks with any recommendations you may have.