Nov 75

The Short Circuit

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

LOOK FAMILIAR?

The Short Circuit

NOVEMBER, 1975 — 2 — Vol. 17, No. 23

AFL-CIO Convention—

No Alternative to Seniority

San Francisco—Seniority is a basic right of workers that should not be tampered with by compulsion, the AFL-CIO convention declared.

"Workers must not be forced to accept alternatives to seniority unless the decision is a voluntary one, arrived at through free collective bargaining," the convention said in a resolution on civil rights.

The resolution also praised extension of the voting rights act and outlined both labor's successes with affirmative action programs and its problems in getting cooperation from the federal Equal Employment Opportunity Commission.

Delegates reaffirmed a "total, emphatic commitment to the support of seniority systems that grant each member of the workforce his or her rightful place." Seniority was called a cornerstone of organized labor and a contractual right, in which workers "must not be compelled by government to surrender a portion of the work to junior employes."

Labor's commitment to seniority includes "unflagging opposition to any effort to dilute the rights of any employe by granting others preferential treatment," the resolution said.

Labor's success with outreach programs has come through three primary vehicles, the convention noted. They are the RTP, founded by the A. Philip Randolph Institute and the Workers Defense League, tive milestone in 1974 when women began to be recruited for the skilled construction trades, the resolution noted.

But it warned that "the success of these programs depends largely on the amount of construction work going on in the community," and noted that the recent unemployment rates in excess of 20 percent amounted to "a depression in construction that has adversely affected these work-related programs."

Declaring that "America's twin problems of unemployment and discrimination are not resolved by pitting worker against worker for the right to be unemployed," the convention pledged full support for continuing outreach programs.

"Despite the present gloom, we must think in terms of a healthy economy that will create additional employment opportunities for young people desiring to become skilled in the building trades," the convention declared.

"It is essential, then, that we reaffirm our commitment to provide opportunities for young people to enter the trades, regardless of

Consumer Bill

San Francisco — A resolution calling for prompt enactment of a bill in Congress to establish an Agency for Consumer Advocacy was approved by delegates to the AFL-CIO convention here.

In addition, Congress was urged to take other steps to protect consumers, including passage of a true no-fault auto insurance measure, repeal of state "fair trade" laws and enactment of a broad range of legislation in the area of consumer credit.

"The sharp erosion in purchasing power and living standards due to recession, unemployment and inflation points directly to the need for substantive action to protect consumers," the AFL-CIO resolution noted.

Because "buyers are largely at the mercy of virtually unregulated inusrance companies," the federation urged Congress to remove state prohibitions that inhibit the marketing of group casualty insurance, and it called for a full-scale congressional investigation of the structure of the insurance industry.

The resolution also called for new and improved legislation to improve federal powers and procedures to inspect food processing plants and for the establishment of a comprehensive fish inspection program.

The AFL-CIO also declared its support at all levels of government of legislation to require price marking on consumer commodities sold at retail.

Steward Meeting Kicks Off COPE Drive

The first indepth meeting of the Stewards of Local Union 1974 and President Quinlan in over a year took place in October. With the emphasis of the meeting placed on kicking off the 1975 COPE Drive, it gave President Quinlan an opportunity to speak to the stewards about the Burke-Hartke Bill now in Congress.

At the October stewards meeting, President Quinlan stresses the importance of the Burke-Hartke to labor people everywhere as Nebraska State AFL-CIO President Bill Brennan looks on.

"The Burke-Hartke could be called an American jobs Bill," said President Quinlan. "This bill is important because it would slow down and eventually prohibit th exporting of our jobs to other countries."

"A look at last month's issue of the Short Circiut is proof that Western Electric is heavily involved in exporting telephone contracts to domestic American firms and Japanese firms," reported Quinlan.

"We it's OK if Bell farms out contracts to U. S. based domestic firms; you hear a lot of people say. But that's the point. The domestic American firms in many cases turn around and ship these contracts to foreign countries and the parts are built in their name. That is why we must be serious about Burke-Hartke; it save jobs for Americans."

On the matter of political funding and campaign practices, President Quinlan spoke at length about the anti-union business groups who with the help of conservative newspapers are aided in hindering labor from working effectively.

"The anti-union factors in this country continually points the finger of accusation at union campaign practices," Quinlan stated. "But we are the only ones who are up front about it."

"Take the wealthy business tycoon," Quinlan continued. "He will contribute untold thousands of dollars to a campaign. But the catch is he'll contribute a thou-

(Continued on Page 2)

programs has come through three primary vehicles, the convention noted. They are the RTP, founded by the A. Philip Randolph Institute and the Workers Defense League, the LEAP program of the National Urban League and the programs run by the AFL-CIO Human Resource Development Institute.

These programs passed a distinc-

"It is essential, then, that we reaffirm our commitment to provide opportunities for young people to enter the trades, regardless of race or sex."

The resolution both noted past successes and called for continued vigilance in removing discrimination from the workplace.

(Continued on Page 7)

The AFL-CIO also declared its support at all levels of government of legislation to require price marking on consumer commodities sold at retail.

"Plans being made to discontinue price marking on individual products, as part of a program for installing computerized checkout stands, threaten serious problems for workers and consumers," the federation observed.

In another resolution approved by the convention, the AFL-CIO called for legislation requiring full disclosure of all types of materials used in the construction of a home, along with a complete itemization of building and construction costs.

The resolution also called for enforcement of building standard codes to the fullest extent "to further insure the consumer of the full value of his investment."

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tycoon," Quinlan continued. "He will contribute untold thousands of dollars to a campaign. But the catch is he'll contribute a thou-

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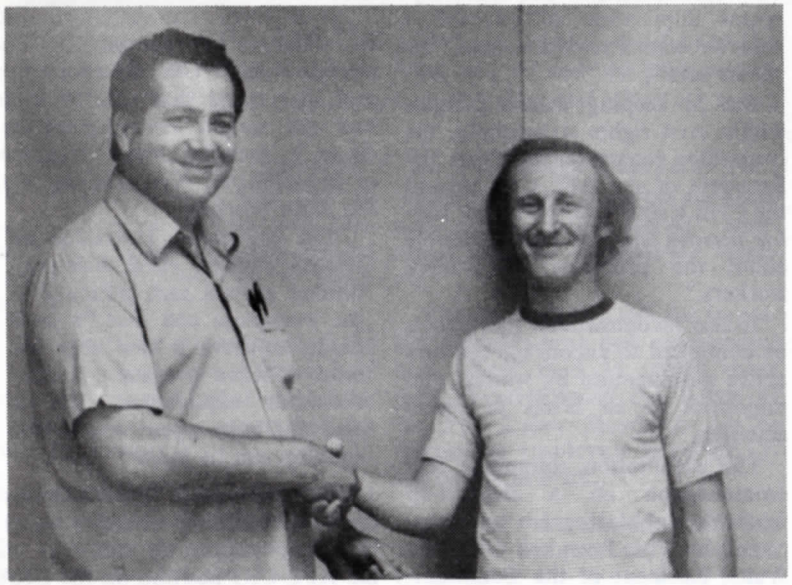

Acting President Dean Frye presents Jim Barrett, Dept. 425, a sobering 100 dollar check.

Barrett Bags Big Bucks

When Jim Barrett was surplused from Dept. 134 to Dept. 425, he made the move with a surplus of change. The 100 dollar winner in October was also a suspenseful 20th name pulled from the gold barrel.

See you at November's meeting where Thanksgiving could be enhanced with a 100 dollar bird.

$100 Door Prize Oct. 17 ,1975

1. R. T. Malone	680930	10. R. P. Bahr	794221
2. D. Z. Livingston	602310	11. T. L. Moore	680910
3. R. W. Miller	NON-MEMBER	12. W. C. Brunnworth	795812
		13. P. L. Mangelsen	658820
4. N. T. Marcotte	793822	14. J. E. Bond	728211
5. N. E. Rodrigues	796210	15. R. C. Schaaf	686411
6. R. J. Lubash	709720	16. B. K. Grap	699525
7. V. M. Dschaak	800310	17. L. A. Alcaraz	850230
8. V. M. Heitman	636310	18. P. A. McCann	819211
9. E. D. Greenwade	611420	19. T. L. Bieker	901510

20. J. E. Barrett .....636830 Dept. 425—WINNER

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NOTICE

The Monthly Meeting of the Membership will be held Friday, November 21, 1975 at the Union Hall, 13306 Stevens Street, Millard.

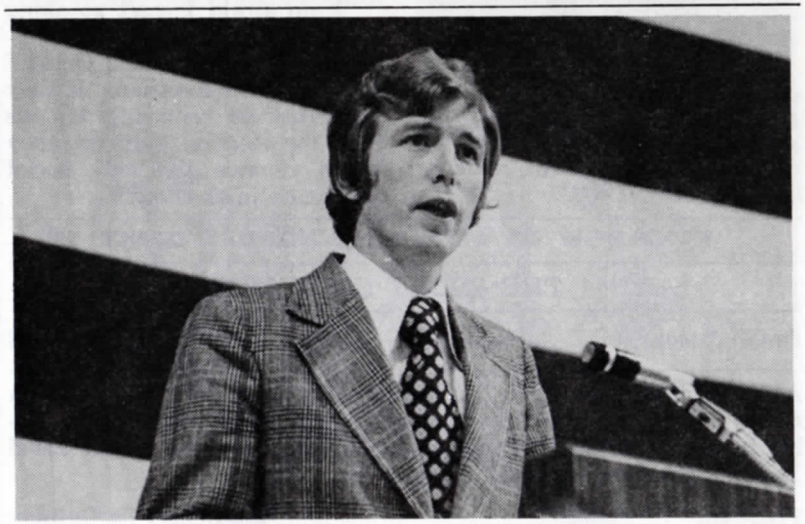
Second Shift Meeting: 12:30 A.M.

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

$100 Drawing

NOTICE

Absolute Deadline for Articles is the 1st of Each Month



Contributions Your Point of View

Sen. Cavanaugh Addresses Membership

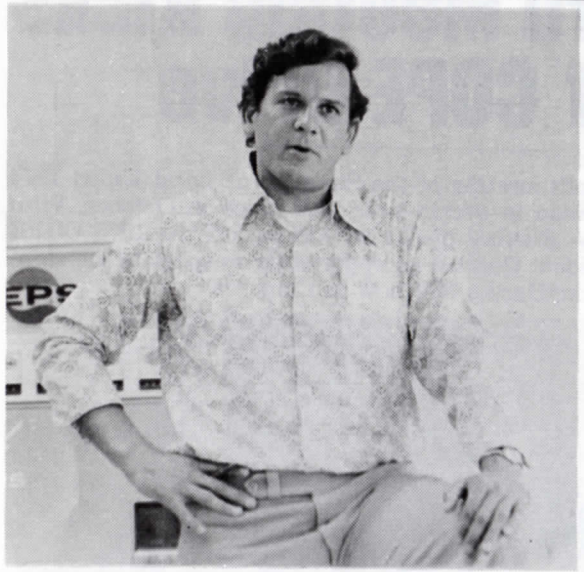
"Many people at this meeting tonight might ask themselves from time to time, how important is COPE to labor or better yet how important is COPE to their lives?" said State Senator John Cavanaugh before the membership of Local Union 1974 at the October business meeting. "An editorial in an October 16 Omaha paper praises business organozations for forming political action groups similar to COPE."

"The purpose of these organizations," Cavanaugh revealed, "is to accumulate dollars to contribute to political candidates. As you know from the results of Watergate over 40 organizations were indicted for illegal contributions to the election of President Nixon."

"It's been illegal to contribute to political candidates since 1917," Cavanaugh declared, "But it was never enforced until Watergate. As a result corporations are going to have to alter their operations. They must now take the contribution money out of their brown paper sacks, stop making cash contributions; put the money in checking accounts, make it identifiable on much the same manner labor has had to make their contributions identifiable. They are still going to contribute and according to the editorial, now that they are more legitimate, they can be more aggressive."

"What's all this mean to you? It means that these corporate contributions are their voice. And your contributions your voice. But your point of view can only be procured by money. Through COPE you must re-educate the public to your point of view."

"The point is a political action group like COPE is important to everyone connected with labor. It indirectly involves you in the political process. Without your involvement, then the expression of your point of view will not be heard."



"The corporations have many tricks up their sleeves when it comes to laundering campaign funds," recounted President Quinlan. "And while they use sleight of hand, they point fingers of accusation at unions."

"At Western Electric it seems the Bell Systems patriotism is measured by gifts to Oriental manufacturers," Quinlan said as he spoke to the Stewards, "And most of you will agree Ma Bell has been very patriotic."

LU 1974 COPE Drive Launched

(Continued from Page 1)

sand and his wife will contribute a thousand, and then a lot of his relatives will contribute the same amount. The campaign contributions are the same as they were before the government cracked down only now a new strategy is being used to keep it legitimate."

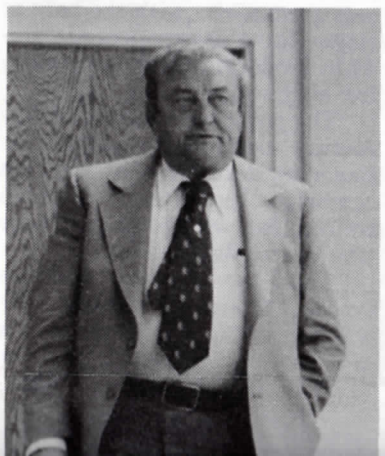
"Corporate contributions from domestic and overseas firms also makes interesting reading," Quinlan observed. "Ashland Oil, $150,000; Exon, $46 to $49 million; G. M. plants overseas and Lockheed Aircraft. The interesting thing about Lockheed is that while the American taxpayer was bailing them out of debt, they were using corporate funds to help elect a president like Nixon."

"Right here in Nebraska," Quinlan pointed out, "Senators like Carl Curtis were receiving money from foreign interests to aid in their re-election. It is a matter of public record; and I am telling you the political game, anti-union, anti-Burke-Hartke people play, reads like a dirty book."

Stewards Informed—

Common Cause Not Labor's Cause

"You probably have not heard of a group called Common Cause before," President AFI-CIO Brennan warned the stewards of Local Union 1974. "It's a political group that started in California and its goal, according to them, is to remove big money and big labor from the political process. But what they don't tell you, myself, or anybody, is that when they filed their lobby reports in Washington; Common Cause was the biggest spender. They spent three and a half million dollars in California alone to foul up their election process."



"They are trying to get a foothold in Nebraska. On one hand the federal government says we can use voluntary contributions in federal campaigns and Common Cause is saying we can't. Common Cause says Unions are crooked and must reform and a look at the record will show: NOT ONE UNION WAS INDICTED FOR ILLEGAL ACTIVITIES DURING THE NIXON ELECTION. Big business gets into trouble and Common Cause cries, get Unions out of the political business."

"I am afraid I can't go along

New Efforts Pledged For Women's Rights

San Francisco—The AFL-CIO convention pledged a continued fight for women's rights in the workplace, including passage of the Equal Rights Amendment and an end to wage differentials based on sex.

The convention adopted a six-part program calling for full participation of women in union activity, equal opportunity in the workplace, and fully adequate child care legislation in addition to passage of ERA and further bargaining gains.

Besides abolition of wage differentials, the bargaining section also called for continued emphasis on sickness and accident benefits for pregnancy and maternity leave paid on the same basis as any other disability; job posting and upgrading and expansion to include men under state laws that now protect only women.

In other actions related to women's rights, the convention amended the AFL-CIO constitution to make clear that women's rights fall within the jurisdiction of the Dept. of Civil Rights in the federation.

It declined formal endorsement of the Coalition of Labor Union Women because of its large number of members from non-affiliated unions and referred to the Executive Council the question of making ratification of ERA a condition for any states considered as sites of future AFL-CIO conventions.

The constitutional change came on a committee recommendation that the change was "to make explicit in the constitution what is now implicit." Thus it added the phrase "because of race, creed, color, sex, national origin or ancestry" to the end of the section outlining the responsibilities of the

Watts told the convention that a moral force for the advancement of women should be added to the structural force and that appeal could more properly be directed to affiliated unions than to the federation itself.

"I think perhaps one ought to be speaking to the individual international unions such as my own rather than to the AFL-CIO itself in this regard," Watts said. "When I say 'us,' I'm talking about those of us who are men in this convention because, to some extent, it is a sad commentary on us that only 22 or 23 delegates to this great convention are women."

Delegate Myra Wolfgang, a vice president of Hotel & Restaurant Employees, termed the convention action a "half a loaf," and pledged that women will continue to be heard from in organizing and other efforts. She urged full participation in the Coalition of Labor Union Women's convention to be held in Detroit Dec. 6-7.

Vice President Frederick O'Neal, chairman of the AFL-CIO Civil Rights Committee, called on the convention delegates to take full advantage of expanded staff planned for the Dept. of Civil Rights and urged them "to bring us your problems."

The decision to non-concur in formal endorsement of the Coalition of Labor Union Women "in no way should be construed as critical of CLUW," the committee recom-

Bill Brennan, President Nebraska State AFL-CIO.

GAL ACTIVITIES DURING THE NIXON ELECTION. Big business gets into trouble and Common Cause cries, get Unions out of the political business."

"I am afraid I can't go along with those faceless amateurs calling themselves Common Cause," said President Brennan. "If they succeeded in removing Unions from the election business, they would remove the only social conscience in elections."

PLAN NOW TO ATTEND THE HOLIDAY DANCE

THE SHORT CIRCUIT

Omaha, Nebr. November, 1975 Vol. 17, No. 23

Affiliated with AFL-CIO; CLC—Nebraska State AFL-CIO; Omaha Central Labor Union; International Labor Press Association; Nebraska Industrial and Service Union Council; Omaha Union Label League; The Omaha Safety Council.

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Vice-President ..... Harlan H. Clark
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Printed on Union made paper

WHY-NOT LOUNGE

136th and Q Streets

THANKSGIVING PARTY
Tuesday, November 25

Midnight - 1 a.m. Cocktail Hour

Warren Says,
"Why Not Come In"

matter of public record; and I am telling you the political game, anti-union, anti-Burke-Hartke people play, reads like a dirty book."

Incentive Grievances

Article 16 would work if the Company would let it work. It has not worked for quite sometime because the Company will not let it work. This has put an extremely heavy load on your Wage Incentive Committee.

Currently we have a number of grievances at 5th Step.

DEPT. 146:

We are grieving the adequacy of the rates in assembly and adjust. We were supposed to have an answer sometime in November on a new frequency study. But as usual the engineers are much slower than the rates they set. The Company claims they cannot answer our grievance until this study is complete, and the Union cannot do anything until the Company answers the grievance.

DEPT. 257 & 133:

The grievance here pertains to the lack of cushioning of rates for new products codes and conditions of manufacture. The Union and Company are supposed to meet on these grievances during the month of November.

The Wage Incentive Committee is currently investigating the possibility of a Managerial Allowance grievance in Depts. 251, 424, 422.

Dept. 251's problems seem to be linked to new people and non-base recovery for these new people.

Dept. 422's lack of earnings are directly related to lack of work and a sporadic flow of unfamiliar work.

Dept. 424's empty pockets, brought to the surface massive problems with NDD cases, tight rates, and highly unfamiliar work.

plicit in the constitution what is now implicit." Thus it added the phrase "because of race, creed, color, sex, national origin or ancestry" to the end of the section outlining the responsibilities of the AFL-CIO Committee on Civil Rights.

The action came in response to a proposal that the AFL-CIO institute a separate standing committee on women's affairs. "It would represent duplication to establish a separate committee on women," the report said.

But in keeping women's rights within civil rights structurally, the committee recommended "that the President of the AFL-CIO expand the Civil Rights Committee by adding persons who are knowledgeable about the problems of women workers."

It also recommended that efforts be continued to encourage full and active participation by women and minorities at all levels of union activities.

The constitution committee recommendation on a stepped-up women's rights program was supported by Vice President Glenn E. Watts, president of the Communications Workers, which sponsored the original resolution on a separate women's department.

The decision to non-concur in formal endorsement of the Coalition of Labor Union Women "in no way should be construed as critical of CLUW," the committee recommendation said, and noted that "CLUW is clearly in the trade union tradition that people with common problems and common goals should work together in a common organization."

At all levels, the AFL-CIO and its affiliates will continue to cooperate with CLUW, the committee said, but noted that CLUW itself had not sought endorsement because it includes many members of non-affiliated organizations, like the Auto Workers.

The convention resolution on women workers cited their continuing growth and influence in the workplace and said "a good union contract is not only the most effective guarantee against economic exploitation, but is also the basis upon which true equality can be built."

The convention recommended ideas for pursuing women's rights, including stepped-up publicity of the AFL-CIO position on the ERA to help gain ratification in the four states still needed for the required total of 38.

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IBEW Founders' Scholarship Program

The International Brotherhood of Electrical Workers offers to its members a maximum of 12 Founders' Scholarships annually for university study leading to bachelor's degrees in specified fields. The number of scholarships awarded each year is determined by the number of qualified applicants. One scholarship is awarded for each 25 qualified applicants or major fraction thereof. They will be granted each year on a competitive basis to qualified candidates from all branches of IBEW.

The IBEW Founders' Scholarships honor a small group of skilled and dedicated wiremen and linemen who, in November 1891, organized the International Brotherhood of Electrical Workers.

The scholarships are each worth $2,500 per year for up to four years of undergraduate study leading to the attainment of a bachelor's degree. They may be used towards a bachelor's degree in any of the following fields of study in any accredited college or university.

ENGINEERING COURSES

Aerospace, Chemical, Civil, Electrical, Engineering science, Industrial, Mechanical.

OTHER FIELDS OF STUDY

Accounting, Architecture, Business, Business Administration, Economics, Industrial Design, Industrial Management, Industrial Relations, Metallurgy.

The Founders' Scholarship Program is an *adult* program for qualified IBEW members. IT IS NOT open to sons and daughters of members, unless the sons and daughters themselves are qualified.

ELIGIBILITY

in advance of the examination dates. Further information about the SAT and registration forms are available at leading high schools and many colleges. If unobtainable in your area, registration forms may be obtained by writing the College Entrance Examination Board at either Box 592, Princeton, New Jersey 08540 or Box 1025, Berkeley, California 94701.

Applicants are required to submit a complete personal resume of their notable activities to date.

Applicants are required to submit an essay of between 250 and 500 words explaining, "How the Founders' Scholarships Will Benefit the Brotherhood and the Electrical Industry." Essay must be double spaced and typewritten.

Each applicant must be recommended by the business manager of his local union (or acting business manager in the absence of such officer) before his application will be considered. In addition to recommenation from the business manager, an applicant must submit letters of recommendation from at least two other reference sources (not members of his family) who are familiar with his abilities and performance records. Preferably, these references should be from persons of recognized standing and reliability with whom the candidate has associated, such as employers, supervisors, instructors, professionals, etc.

SELECTION OF WINNERS

An independent Scholarship Selection Committee, composed of recognized academic, professional, and community representatives, will examine the complete record of each scholarship applicant. Consideration will be given to the Scholastic Aptitude

portion of his scholarship fund for that period. The amount so advanced will be deducted from funds for the fourth and final year of the award. The student is limited to $2,500 for any three quarters of study in a school operating on a quarter systesm an erating on a quarter system. An advance of funds for study in a fouth quarter of that year must be requested well in advance.

RESPONSIBILITIES OF WINNERS

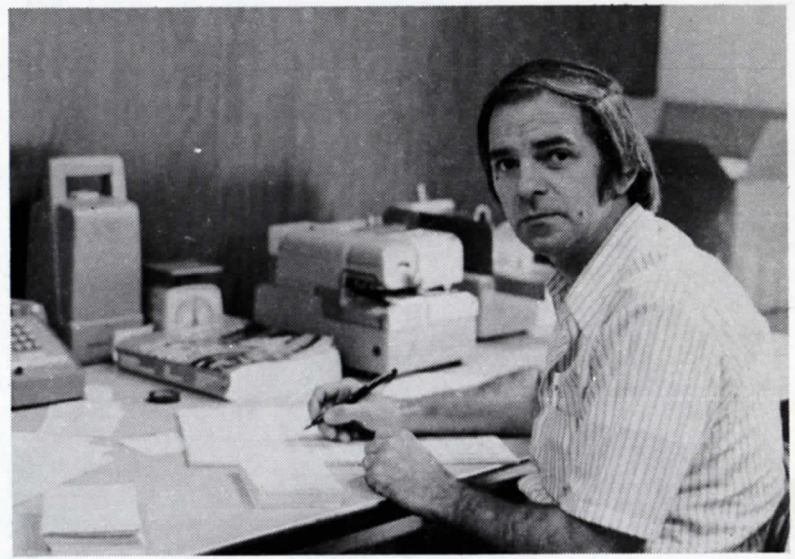
Winners are expected to attend college on a full-time basis, with a full academic load of classes appropriate for their chosen curriculum and to begin study by the second (or winter) semester of the 1976-1977 school year at the latest. Scholarship holders are required to send a copy of are required to send a copy of their official grade reports to the IBEW scholarship administrator as soon as they are available. They are also required to submit an annual paper of not less than 1,000 words on a labor-related topic. The topic may be on the American labor movement, labor history, or a subject of current concern to labor. The paper must be submitted no later than August 1 of each respective year. The first paper would be due by August 1, 1977.

Scholarship winners are required to maintain membership in their local unions.

Scholarships are not transferable and are forfeited if the student withdraws or fails to meet the standards of scholarship, character, health, morality, and personality deemed necessary for graduation.

CONTINUITY OF SCHOLARSHIP

Once a scholarship winner is



Financial Secretary Kenny Meyer—you learn symbols to identify members.

LU 1974 Officer Profile—

Kenny Meyer: Officer Behind the Scene

"The nature of this job forces me to spend much of my own time doing it," said Financial Secretary Kenny Meyer during a capsule interview for the Short Circuit. "Much of my work is clerical and it deals exclusively with behind the scenes union administration."

Each month Financial Secretary Meyer reads a tab run of all the members of Local Union 1974 and transfers any changes in the member personal history (marriage, divorce, death) to a tab run for the IBEW. The revised IBEW tab run is then sent back to the International and recorded.

"It took me about 6 months to learn this phase of my job alone," said Meyer. "Learning all the symbols was like learning a new language. You could call this part of the job a modified computer programmer."

"I'm the International Office Correspondent (IBEW) for anything pertaining to the membership. I sign travel cards (for tradesmen) and keep informed of stroke actions by other IBEW

Meyer. "Before any election, I must personally check and make sure the candidates are eligible to run. This includes election of officers and the IBEW convention."

The responsibilities of Kenny Meyer's position runs a monthly regimen. He writes letters of request for new members; (in this case drop-outs who want to be reinstated), picks up the dues deduction check from the Company; contacts International Finanacial Secretary Joseph D. Keenan's office every month.

The L. U. 1974 membership card you carry in your pocket is a Kenny Meyer creation. Throughout the year, Ken takes bids from Union printers throughout the United States to get a better card at a cheaper

NOT open to sons and daughters of members, unless the sons and daughters themselves are qualified.

ELIGIBILITY

The IBEW Founders' Scholarships are open to IBEW members who have been in continuous goodstanding for at least four (4) years by the time they begin college study or original members of a local union chartered less than four (4) years. It is further required that apprentices shall have completed a full formal apprenticeship as established in their trade and area.

QUALIFICATIONS

Applications must be submitted to the IBEW Founders' Scholarship Selection Committee at 1125 15th Street, N.W. Washington, D.C. 20005 on official application forms available from local unions or on request from the International Office. To be considered as qualified candidates in the scholarship competition, candidates must have taken the Scholastic Aptitude Test (SAT) administered by the College Entrance Examination Board and are responsible for registering to take the SAT and for paying all fees for the test. Test dates for 1975-1976 are:

December 6, 1975, January 24, 1976.

Candidates must register to take the SAT four to six weeks of recognized academic, professional, and community representatives, will examine the complete record of each scholarship applicant. Consideration will be given to the Scholastic Aptitude Test, transcripts of records for any college-level work already completed, the essay, resume and any other evidence of maturity, initiative, ability, and demonstrated leadership potential. Onthe basis of these factors, the Selection Committee will name a panel of alternate winners, and will report the names to the IBEW scholarship administrator. All winners will be notified, and the list of scholarship winners will be published in the IBEW Journal.

AWARDS

The $2,500 are to be used for all legitimate educational expenses. These would include tuition, room and board (or an equivalent allowance if not living on campus), books, laboratory fees, instruments, library fees, student activities, and other standard campus charges. The student is expected to budget his grant in a manner that will assure completion of all his degree requirements.

If an IBEW scholarship winner desires to accelerate his education by attending school during the summer, he will inform the IBEW, which will then arrange to transfer an appropriate graduation.

CONTINUITY OF SCHOLARSHIP

Once a scholarship winner is admitted to college, his scholarship will be renewed annually, subject to all the rules set forth in this brochure.

If serious or chronic illness intervenes after a winner has entered higher education, the scholarship will be held in abeyance for one academic year.

If higher education is interrupted by military service, the scholarship will be held for not more than two academic years, unless the time of service is extended by the Selective Service Board. Those leaving the military service must apply for reinstatement of scholarship status within 90 days after severance.

EMPLOYMENT INFORMATION

If requested, the IBEW will provide information regarding prospective employers to scholarship winners prior to graduation.

FREE ACT OF IBEW

The creation of the scholarship program is a free act of the International Brotherhood of Electrical Workers. The IBEW retains its right to alter, suspend, cancel, or halt the IBEW Founders' Scholarship Program at any time and without giving reason, provided, however, that scholarship winners already in college under the program will continue to receive the stipends until graduation or the end of their fourth year of undergraduate study under their IBEW Founders' Scholarship, whichever comes first.

If you are interested in the IBEW Founders' Scholarship Program, send the enclosed coupon to: IBEW Scholarship Administrator, 1125 Fifteenth St., N.W., Washington, D.C. 20005, or if you have any questions not answered here regarding the program, contact your steward or the Union hall.

Please send me the necessary application forms for the 1976 IBEW Founders' Scholarships. I will have been an IBEW member in continuous good standing for at least four (4) years before I would start using this scholarship.

NAME _____
(print or type)

ADDRESS _____
(street)

_____ _____ _____
(city) (state) (zip)

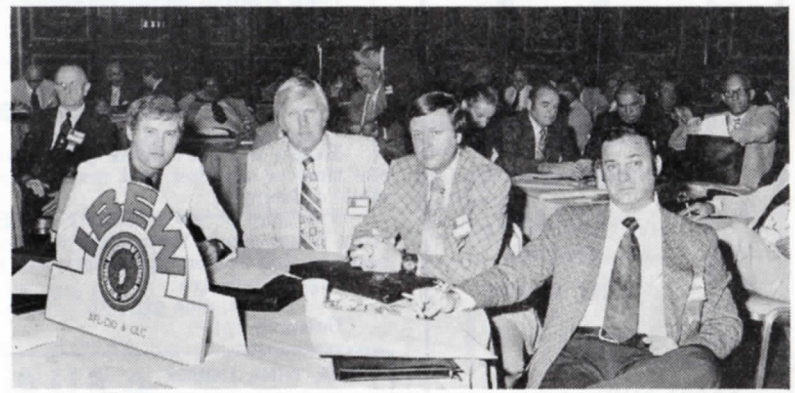
IBEW Local Union No. _____ **Card No.** _____

Clip and mail

Correspondent (IBEW) for anything pertaining to the membership. I sign travel cards (for tradesmen) and keep informed of stroke actions by other IBEW locals. In addition to handling inquiries from other locals asking if so and so was a member, I msut go over the union seniority lists every month. This last duty keeps the monthly drawing open to active members," Meyer said with a tight grin. "You can imagine the embarrassment if somebody's name was pulled and they had been laid off for a year or no longer lived."

"I also sanction all the elections that affect our local," said a Kenny Meyer creation. Throughout the year, Ken takes bids from Union printers throughout the United States to get a better card at a cheaper price. The Kenneth Meyer signature adorns every card.

A good deal of time goes into being a Financial Secretary for Local Union 1974. Kenny Meyer spends a lot of his own time to make sure it's done right. The membership sees him once a month at the business meeting. His monthly appearance at the Union meeting is only a small tip of the iceberg that's called the Financial Secretary.



Seated, from l. to r.: Mike Lucas, Director of Organizing, IBEW; Harlan "Whitey" Clark, President Nebraska IUD; Bob Stander, International Rep., EBEW; P. Gino, President IBEW EM-3 Council.

In September 400 delegates, including L.U. 174's Vice-President "Whitey" Clark, attended the Industrial Union Department's 20th Anniversary Convention held in Pittsburg, Pennsylvania.

SHIELA:

THE FALL SEASON IN NEBRASKA TAKES MY BREATH AWAY

by D. M. Wieczorek

Those members who attend the November meeting will be given a chance to see, meet and hear for-

"Caruso's

Golden Whizzies—

The Quiet Before and After Defeat

"I hear it all the time. The pros are crooked. The pros are crooked," Arnie Whiznuts said throwing up his arms, dope sheets, and top secret prognosticators ratings into the air. "Looking at the situation realistically, you can't blame the Redskins for going for seven instead of three. Those four points might affect their playoff chances."

"Or take the week before, the Miami-Buffalo game. I'll have to agree with the ref that Ferguson did fumble the ball. It looked like a forward pass, but it was a forward fumble. A common mistake for a pro."

"People don't realize," Whiz countered, "that pro football is a week to week deal. So Philadelphia plays Los Angeles and loses like they bet on L.A. They were lucky enough to make the right deal."

"I'd like to make three pre-bowl issue predictions," said a luckless A. Whiz. "It's been a year of bad choices due to lack of good grid information, but I have a feeling I am gonna get it all back in one game."

"The game to watch is the Miami, Florida vs. Notre Dame contest. I say mortgage the homestead on the ill-fated Hurricanes. The big reason here for picking Miami is they have had the toughest schedule since the Christians took on the Romans. It'll be the same kind of event but the Miami legions will prevail."

Another prediction is I strongly feel Nebraska will beat Oklahoma for the Big Eight Crown.

"But my biggest far out prediction is that the collegiate playoff pressure circumstances will find OHIO STATE declining the Rose Bowl bid to square off with Big Red for the DREAM BOWL GAME of the Century. The game will replayed by Nebraskans and Statesmen everywhere until the 1980's.

Zorinsky Concern Letter

Mr. F. J. Lefebvre
Western Electric Company
120th & I Streets
Omaha, Nebraska

Dear Mr. Lefebvre:

It has been indicated as per the attached letter that the employees of Western Electric seem to have a problem with parking lot thefts

Unfortunately, according to existing laws, the City of Omaha has no jurisdiction to enter private parking lots to patrol and protect the property of the employees.

I know that it is difficult for you at a time when Western Electric has suffered severe reductions in their working force, but I feel hat as Mayor of Omaha sincerely interested in the welfare and protection of the employees that I suggest the company strengthen the private security force to a point that would allow sufficient protection and reduce the thefts.

Western Electric has always been most cooperative with City government, therefore, I am confident that through your help the situation may be resolved.

SHIELA:

Those members who attend the November meeting will be given a chance to see, meet and hear former State Democratic Chairman Hess Dyas speak on current issues. Dyas is currently planning to be a Democratic candidate for the U.S. Senate.

With him will be Senator Orval Keyes of District 3.

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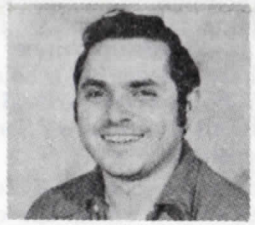
TAKES MY BREATH AWAY

by
D. M. Wieczorek

"Caruso's Cuisine"

by Frank Caruso



If you are looking for a good item to top off turkey day, here it is. This goes just between dinner and the pumpkin pie.

MOUNTAIN DEW SALAD

Dissolve two packages lemon jello with 1½ cups of boiling water.
Drain juice of No. 211 can of pineapple tidbits.
2 cups tiny marshmallows
2 large bananas
Sliced pineapple—Let set.

Topping:
Fix one envelope Dream Whip as directed.
Add: 1 can of lemon pie filling, mix.
Spread over chilled salad.

Clint's Happy Hour

Here's a sweet drink you ladies have probably already enjoyed at one time or another and maybe even gotten a wink from the bartender while ordering it.

The Sloe Screw is simply a high ball made of sloe gin (a low proof fruit liquor made from slow berries) and orange juice. It's appropriate name is sloe driver. (It's more fun to be a name dropper!)

Ingredients are:
1½ oz. sloe gin
Fill iced glass with O.J.
Bottoms up!

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15% discount for Western Electric Employees

of Omaha sincerely interested in the welfare and protection of the employees that I suggest the company strengthen the private security force to a point that would allow sufficient protection and reduce the thefts.

Western Electric has always been most cooperative with City government, therefore, I am confident that through your help the situation may be resolved.

Best regards,

Sincerely,
EDWARD ZORINSKY
MAYOR

L.U. 1974 Holiday Dance Offers December Magic

For most members reading this news item, you stand on the threshold of a hallmark occasion. Two weeks from now greater Millard will be the scene of the biggest heart beating barnburner to ever hit the new Union hall since it was built. It'll be the Union dance and December 6 will be the date!

What magic awaits those members who are the first ones to buy a dance ticket from their Union Steward?

—One free drink for purchasing a $1.50 ticket.

—A bar equipped for drinking your favorite refreshment beyond the hours of decency.

—Dancing starting at 8 P.M. and lasting until the cleaning crew sweeps you out of the hall on a broom.

—The sound of Moonshine creating a melodious bravura of sounds—pure silver toned euphony to the ears of couples who make this scene.

—Door prizes, bottle drawings, and pickles.

—And a good time created by your presence.

Plan to attend the December 6 Union Dance.

The price is $1.50 or $3 a couple. See the Steward in your area and buy your tickets early.

This event will be considered priceless.

Note: NO private bottles, please.

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NO PARTY TOO SMALL

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397-5865 Mornings
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Dental Insurance Is Coming

By Elmer R. Johnson
Executive Board Officer fi Benefits Committeeman

With January One just around the corner, a lot of members have been asking questions about the Dental Plan that will go into effect on that date. Some of the most often asked questions are:

"Who is covered?"—All employees with 6 months or more of service, their spouse and unmarried choldren under 19 years of age. If your children continue to go to school as a full-time student, they will be covered up to 23 years of age.

"How much will they pay?"—The plan will pay 100% of the 'reasonable and customary' charges for covered disagnostic and preventive services. These are check-ups which include oral examinations, x-rays, scaling and cleaning of the teeth. If your dentist discovers that additional work has to be done due to a diseased tooth or dental condition, then you will have to pay the initial $50 the first time and then never again, for life, for that member of the family. For each member of the family you will have to pay the initial $50 of their dental fees the first time a charge is made for treatment on their teeth. After this one time per person deductible $50, the Plan will pay 50% of the 'reasonable and customary' charges up to a maximum of $500 per person for each calendar year from January 1 to December 31.

"What services will they pay on?" — Simply put, almost any reasonable dental service *except orthodontics.* Orthodontics is the branch of dentistry which deals with the prevention and correction of irregularities of the teeth, their alignment and associated facial problem. The rule of thumb that can be used is—if your teeth or gums are sick, then they are covered. A crooked tooth that is healthy can be compared to a crooked nose that needs to be straightened. It might be unsightly but there is nothing medically wrong with it.

"But what about——?"—Here you could fill in any type of treatment. It runs from fillings to root canals to dentures. Specifically the services covered are: Restoration (fillings, crowns and pins); Oral Surgery (extractions, excision of cyst, root recvery); Periodontics (treatment of gums, abscesses); Endodontics (root canal work); Prosthodontics (bridges, dentures). Limitation and exclusions are too numerous to go into in this article, but can be found on pages 145, 146 and 147 of the Union Contract.

The insurance company carrying our policies will be Equitable. The procedures for filing and what office will handle our plant have not been worked out as of this writing but we have been assured that we will be notified well in advance of the effective date which is January 1.

If you have any further questions regarding dental insurance, contact the Company Benefit Office or call the Union office or a member of the Benefit Committee.

A Message From the

Vice-President's Desk

By Harlan "Whitey" Clark, Vice-President

During the last Nebraska State AFL-CIO Conventions, the Officers of the Nebraska Council of Industrial Unions directed that I attend the 20th Anniversary Convention of the IUD held in Pittsburgh, Pennsylvania, on September 11-12.

One of the great achievements of the past two decades has been the ability of labor unions to rise above the disputes of the past and to work together on the problems that confront us today.

These problems, as all of us know, are plentiful and difficult and we discussed them at great length during the convention. One of these problems discussed was the rights of working women and the following resolution was adopted by the delegates to the I.U.D. Convention:

American working women total 34 million, comprising more than 40 percent of the nation's labor force; their skills and talents are essential to a healthy U.S. economy.

Women' earning potential does not, however, reflect their importance in the labor force. Women are one of the most exploited groups of workers in this country; indeed, they earn an average wage equal to roughly 60 percent of the average male wage.

Female workers in America need to earn a respectable wage just as desperately as do their male counterparts.

Statistics show that 22 percent of the nation's heads of households are women. Even if they are not the sole breadwinners for a household, female workers are, nevertheless, working to raise the living standards of their families, to help beat the inflationary cost of living, or to provide a decent education for their children. They work because they must.

Women have traditionally been viewed as second-class member of the work force, exceptions having been made only in instances of national emergency.

In many cases, women performing jobs identical to those of male colleagues have been given a lesser title and a consequently lower wage. Companies have often refused to hire women or to provide on-the-job training or appren-

Inside COPE

EDITOR'S NOTE: This is the second installment of our three-part INSIDE COPE series. This month's COPE examination concentrates on candidate endorsement and answers the question: Is COPE a political party?

HOW ARE CANDIDATES ENDORSED? Candidates for the President and Vice President of the United States are recommended to AFL-CIO members by the General Board of the AFL-CIO which represents all the affiliated unions. The endorsement is based on the record of the candidates and the platforms of their parties. These are the only endorsements made at the national level.

Candidates for local, state and other federal offices are recommended to the membership in the appropriate area by state and local COPE bodies, representing affiliated unions at the local and state level. The basis for the endorsement is the record and the program of the candidates compared to the policies of the AFL-CIO.

HOW DOES COPE WORK? COPE believes that an educated and informed electorate is essential to the democratic process.

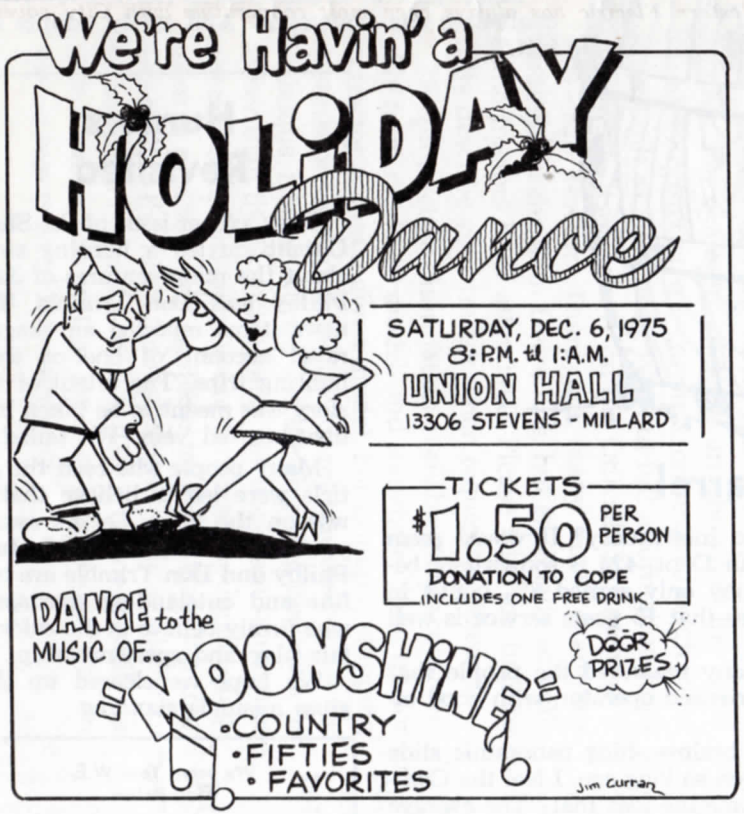
COPE reports facts about issues and candidates. It published voting records of elected officials to help AFL-CIO members inform themselves in order to vote intelligently.

COPE carries on extensive drives to help people register and vote so that the result will truy reflect the decisions of the majority of the people.

IS COPE A POLITICAL PARTY? COPE is not a political party, nor is it committed to the support of any particular party. From the first convention of the AFL-CIO to the most recent, COPE has been instructed to

thumb that can be used is—if your teeth or gums are sick, then

member of the Benefit Committee.



only in instances of national emergency.

In many cases, women performing jobs identical to those of male colleagues have been given a lesser title and a consequently lower wage. Companies have often refused to hire women or to provide on-the-job training or apprenticeship programs for them, programs which would have qualified them to receive a higher wage.

Because women have been excluded by discriminatory policies from the educational programs and hiring policies essential to advancement on the job and a decent wage, they have frequently been unable to pay for quality care for their children while they work, a situation which can be devastating for a family and may have harmful effects on society as a whole.

Discrimination on the basis of sex was outlawed by the Civil Rights Act of 1964. Recent Supreme Court decisions have dealt with the issue in a number of individual cases. However, change is slow to take root and age-old practices die hard.

The Industrial Union Department goes on record as deploring the systematic exploitation of a good proportion of the nation's work force through discriminatory policies and considers it the responsibility of the trade union movement to do everything in its power to effect a swift end to the injustice which has so long been perpetrated upon the nation's female workers.

ty, nor is it committed to the support of any particular party. From the first convention of the AFL-CIO to the most recent, COPE has been instructed to work in support of candidates who support issues of concern to the AFL-CIO regardless of the party affiliations of the candidate.

The policies of COPE are determined by its national committee in line with the policies and programs adopted by the AFL-CIO conventions.

DOES COPE TELL UNION MEMBERS HOW TO VOTE? No organization can tell anybody how to vote. The secret ballot is a fundamental protection of a free electorate. COPE can only provide union members with the facts about issues and candidates in the sure knowledge that informed union members, like other good citizens, will make their own choice in the voting booth.

To be Continued Next Month.

Have you RECENTLY FILLED out a shift Assignment, and etc. card? If not see your Supervisor today.

DEPT.	"E" NO.	EMPLOYEE NAME	SERVICE DATE	GRADE

SHIFT, ASSIGNMENT, AND PHYSICAL EFFORT PREFERENCE CARD

In order to minimize the number of times you are interviewed for jobs for which you have no interest because of the shift, assignment (Wage Incentive or Day Work), or physical effort, you are requested to express your preference as indicated below:

SHIFT AND ASSIGNMENT

MARK ONLY ONE COLUMN AND CIRCLE ONLY ONE CODE IN THAT COLUMN

☐ WAGE INCENTIVE JOBS ONLY ☐ BOTH W. I. AND D. W. JOBS

CODE	SHIFT PREFERENCE	CODE	SHIFT PREFERENCE
B	1	K	1
C	2	L	2
D	3	M	3
E	1,2	N	1,2
F	1,3	O	1,3
G	2,3	P	2,3
H	1,2,3	Q	1,2,3

PHYSICAL EFFORT

CHECK ONE OF THE BOXES BELOW

I DO ☐ I DO NOT ☐

wish to be considered for placement on jobs involving a substantial amount of physical effort. (Lifting over 50 pounds over 6% of the time.)

I understand that 1) I will only be interviewed for those jobs whose shifts, assignments or physical effort requirements are consistent with my above marking, 2) I can change my preference by originating a new card, 3) my preferences as indicated above will only be used for non-surplus moves.

The following applies to females with effective service dates prior to January 1, 1970. I further understand that my preference could have a direct bearing on my eligibility for delayed restitution payment under the Western Electric EEOC Agreement if it results in either: a) my refusing an upgrade on a placement list or b) my being by-passed for an upgrade because of my preference.

SIGNATURE _____ DATE _____

PLAN NOW TO ATTEND THE HOLIDAY DANCE

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L. to r.: L.U. 1974 Executive Board Chairman Dean Frye; L.U. 1974 Executive Board Officer Bill Plymale; L.U. 1974.1 Chairman Larry Birkby; and Underwood Volunteer Rescue President Greg Clausen.

Underwood in Action—

Volunteer Fire Department Gets $100

UNDERWOOD, IOWA — Executive Board Chairman Dean Frye, acting in the absence of Local Union 1974's President Michael D. Quinlan during October presented the Underwood Volunteer Fire Department with a 100 dollar check toward their newly-formed rescue organization.

The nucleus of the Underwood Rescue Unit is a rebuilt 1959 Cadillac mdified with stretchers to carry up to 3 people. In addition is a respirator unit, wet and dry oxygen, and a wicked-looking crowbar called a can opener.

Greg Clausen is president of the newly-formed Underwood rescue service. Until the advent of the rescue service, Greg worked with the volunteer fire department.

Executive Board Chairman Dean Frye speaking in behalf of L. U. 1974 said upon presenting the 100 dollar check, "Someday this rescue organization might be responsible for saving the life of one of our members working at the Underwood Plant. If that day never comes, it can be said that the money was for a good cause and will directly benefit our Union members in Underwood and the other Underwood community residents."

Editorial—

WECO Safety on Paper

In the last few years, the Company had paid many employees cash awards for safety suggestions. These safety suggestion rewards could be considered proof that the Company places some value on a safe working environment.

These suggestion rewards allowed the employee's ingenuity to go a step farther than the area of production cost reduc-

Acting President Dean Frye reported to the membership on the Union negotiated voluntary layoff in October. Frye filled in for President Quinlan who along with Vice-president Clark, Executive Board Officers Wally Bolton and Elmer Johnson were at an E.M.-3 Council meeting held in Louisville, Kentucky.

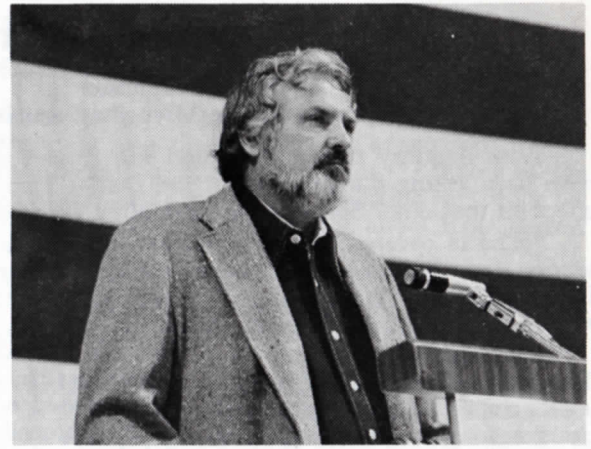
Common Sense Comparison

Comparison chart on abilities between union stewards and company foremen.

	Vocabulary	*Mathematics*	*Practical Judgment*
Stewards	70%	60%	70%
Foremen	40%	54%	35%

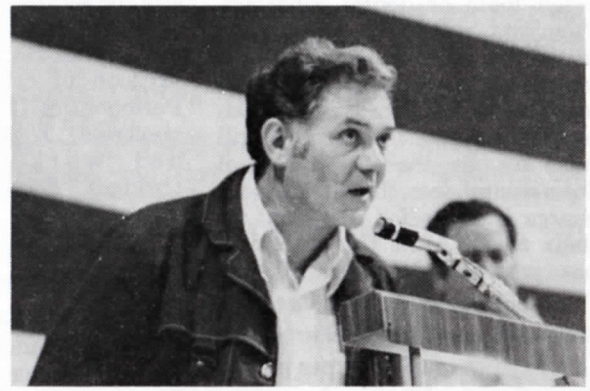
Comparison occurred from 10-100%. No one obtained 100%.

Cross section of several companies by John Patton Co. & Associates.



Chairman of the Benefits Committee, Bryce Qualset, Dept. 251, spoke before the membership in October about the up and coming contract changes that will directly effect benefits.

He also spoke about problems that have confronted the rank and file due to misunderstandings in procedure.



Candid appraisals of people dedicated to doing a good job seldom have the same weight as formal praise. This is not the case of John Sutej, Local Union 1974's COPE Director and Registrar.

In October Senator John Cavanaugh expressed in his speech and spoke away from the arena of the membership about the kind of sweat Sutej puts into his job.

"He is known and respected by every politician in the state," remarked Senator Cavanaugh. "He is a spokesman for labor who makes labor be heard. I respect this man and would fear him if he were after my job."

Sutej keeps labor's point of view before the public. His pursuit of labor's goals in the political ranks can best be described as Herliculian. He challenges the impossible. And rarely admits defeat."

ployees cash awards for safety suggestions. These safety suggestion rewards could be considered proof that the Company places some value on a safe working environment.

These suggestion rewards allowed the employee's ingenuity to go a step farther than the area of production cost reduction. The worker could speak up if an unsafe condition existed.

This part of the suggestion program allowed the shop worker to use his idle imagination to save lives instead of money.

The Company upon receiving a suggestion letter describing an unsafe situation, would research the problem. If unsafe circumstances prevailed, the employee was paid for "being alert and nobody was hurt."

The entire matter would be handled quietly and on paper. But ironically, that is where the matter remained: ON PAPER!

In the last year, the Company had paid several employees for reporting unsafe conditions. After paying far less than an OSHA fine might cost, or a lawsuit from an injured employee, the Company allowed the unsafe conditions to remain.

What reasoning lies behind the Company's intentions? Does the Company plan to keep all these safety suggestions on paper and never put them to use? Will the suggestions be kept on file; a blueprint for a safe future, to be used as a ploy to satisfy an OSHA inspection of tomorrow?

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were after my job."

Sutej keeps labor's point of view before the public. His pursuit of labor's goals in the political ranks can best be described as Herliculian. He challenges the impossible. And rarely admits defeat."

In the Barrel

Does 15 years experience lead to inefficiency? It would seem so in Dept. 424. The average service in Dept. 424 is somewhere between 15 and 20 years service, yet they only earned 8% bonus in October. I am sure you would all agree that 15 years service is well above average.

The effort was there. The Company reassured the people that it was. But why only 8% for an experienced operator, with good effort?

I am sure you all remember the brainwashing panoramic slide presentation in the auditorium (It's been so long ago, I feel the Company even forgot it) which rammed home the idea that "The average experienced operator working with reasonable amount of effort will earn 20%."

Dept. 424 has the experience and the effort, but where is the 20%? The experience is there. The effort is there. Somewhere between this effort and the experience the 20% lies. Could it be in the Company's pocket?

Article 16 in itself is not a bad article if you let the article work. To dramatize this take for example the automobile. If you designed and built an automobile you certainly would not leave out the engine, transmission, wheels, etc.

The same can be applied to Article 16. The designers of this article, although human, tried to design the article so it would work. But just as the automobile, you can't expect it to work if you leave out one of the most important parts.

Hunters Revisited

The October issue of the Short Circuit carried a hunting story about the misadventures of Jack Philby and Don Trimble. The news items reported an exaggerated account of one of their hunting trips. The intent of the story was meant to be taken in a light-hearted vein. We failed.

Many people who read the article were led to believe that it was on the level. Let us assure you that it was not. Both Jack Philby and Don Trimble are two fine and outstanding sportsmen who firmly believe in the rules of fair play and sportsmanship.

We hope we cleared up this gross misunderstanding.

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at H. P. SMITH FORD

H. P. SMITH IS FORD

Res. Phone **339-6682** **Bus. Phone** **733-8100**

Lumear Sedlacek, Dept. 245, and wife Louise; 35 years of marriage and anticipating 35 more.

Sedlaceks Observe 35th Anniversary

Celebrating their 35th wedding anniversary October 7 was Lumear Sedlacek of Dept. 245.

Lumear and wife Louise were treated to anniversary surprise party secrtly planned by the Sedlacek children on October 6. An additional surprise was that every member of the family took part in a singing or acting performance which was patterened after the 35 years of marriage. Cleverly done, it was a surprise that Louise and Lumear will never forget.

John Sutej, COPE Director L.U. 1974, congratulates Senator John Cavanaugh after he declares his candidacy for Congressman—2nd Con

One For the Production Line

Submitted by Elmer R. Johnson

We have read a lot about the problems of drinking in our society and in industry in particular, the well-documented loss of work time, etc. We couldn't agree more that drinking and drugs are a real hazard to production quantity and quality and safety. But in our recent trip to Stuttgart, West Germany, we found that drinking of beer is allowed in the shops. They seem to find that less of a health hazard than, say, coffee. *You can see some of the world's finest toolmakers with a bottle right on the tool chest or workbench,* and we're not talking about second-rate shops. At Daimler-Benz, manufacturer of the Mercedes-Benz automobile, we couldn't help but notice that the most significant material handling in sight was the trucking of beer to various points alongt the assembly line! *(No hard stuff, though.)*

I'm told that throughout much of Europe the personnel can drink all the beer they want, as long as it doesn't interfere with their work, in other words, they learn responsibility or get out! The worker has a healthy respect for himself and the job, and Daimler-Benz adds to this respect by teaching some 70 different trades to workers choosing to advance themselves.

The Company produces about 50 cars an hour, each one ordered in advance. They don't build cars to fill sales lots. Each car is special: a computer printout rides along with each chassis and body to tell assembly line workers which options to install—whether it should have left- or right-hand steering position, etc. *Everything is up-to-date and very, very clean. This is evidence of responsibility on management's part.*

Engineers and professional employees at many European plants punch time clocks. But they get something in return — freedom. They call it sliding working time. If a man wants to work only 6 hours one day, he can make it up the next day by working 10 hours. If he wants to take Friday off he can work Saturday some other weeks to make up. In fact, he can work 20 days in one month and make up for it in the next. There are apparently no limits as long as his time card shows he worked 8 hours per day over the long run. In short, there is MUTUAL trust on the part of employer and employee. And this is all beyond a generous 4 to 5 weeks of vacation. Sick leave is also very liberal, at least for the white-colar worker. And at Daimler-Benz labor on the production line has recently won 10 minutes of free time for every 2 hours of working time, to use any way they choose.

Yes, they have prblems, but let's start the new year with a positive view. *Management in the U.S. might take a new look at the way it solves the moral as well as technical problems.* Take a trip overseas to find how others are managing business and achieving productivity. Believe me, it's not with cheap labor! Many companies will be glad to show you around, perhaps even host you. You won't find it a strange place. Downtown Stuttgart seemed like downtown anywhere except that everyone spoke

Measure Success

A supervisor is the image maker of the industry and the key to success. He is a job manager and

Deaths

Rose Vatalaro, 422	Mother
David Perry, 426	Mother
Jim Goodhard, 425	Brother
Larry Vandeman, 425	Father
Ethel Vandeman, 422	Father-in-law
Edith O'Hara, 146	Brother
Elizabeth Leggitt, 134	Mother
Wilma Buck, 422	Father
Charlie Mook, 424	Brother
Richard Metzler, 426	Father
Stan Byers, 426	Father
Lola Howell, 424	Father-in-law
Bill Burke, 246	Father-in-law
Ray Scollard, 242	Brother
Sondra Garber, 142	Husband
Jim Kimball, 253	Father-in-law
Marvin McGuire, 251	Mother-in-law
Steve Pokorski, 143	Daughter
Charles Chiburis, 246	Mother-in-law

NEW REPRESENTATIVES:

Steward:

Grace Thompson, 362, Day Shift....X-3217

(Continued from Page 1)

Labor played a vital role in winning expansion and extension of the 1965 Voting Rights Act for another seven years, with new coverage of the Spanish-speaking, Asian Americans, American Indians and Alaskan natives, the convention noted.

Noting labor's previous contribution in getting the act passed in 1965 and extended in 1970, the resolution called the current extension through August 1982 "another victory for the longstanding alliance between labor and the civil rights movement."

The Equal Employment Opportunity Commission is missing an opportunity to ease its caseload through voluntary compliance, the convention noted in another resolution

By supplying unions and the AFL-CIO Civil Rights Dept. with the information needed to develop a speedy procedure for investigation and voluntary compliance, the EEOC could avoid litigation in many cases, the resolution suggested.

But the EEOC continues to "bombard the unions with litigation," a state of affairs which the

John Sutej, COPE Director L.U. 1974, congratulates Senator John Cavanaugh after he declares his candidacy for Congressman—2nd Congressional District. He will run for seat vacated by John McCollister.

Delegates Call for Boost In Minimum Wage to $3

San Francisco—The AFL-CIO called for legislation to raise the federal minimum wage to $3 an hour and to require payment of double-time rates after eight hours in any day and after 40 hours in a week.

Under the current timetable of the Fair Labor Standards Act, the minimum wage will rise to $2.30 for most workers next January but some recently-covered groups aren't scheduled to reach that level until 1978.

The overtime requirement of the FLSA has been time and one-half after 40 hours a week since the wage-hour law was enacted in the New Deal era.

Inflation has made the present minimum wage schedule "obsolete," the convention resolution noted. And even though the $2.30 level hasn't yet been reached, "the annual income provided by this wage is already about $500 a year below the U.S. poverty level."

A minimum wage increase of the extent contemplated by the legislation would stimulate the economy and create "badly-needed" additional jobs for unemployed workers.

The convention's call for imposing a double-time pay requirement also would tend to create more jobs by reinforcing the intent of the Fair Labor Standards Act to discourage employers from requiring overtime work.

Another convention resolution reaffirmed the AFL-CIO's position in favor of "a decrease in hours worked, whether on a daily, weekly or annual basis, with no reduction in wages or benefits."

It endorsed "the principle of a 35-hour workweek achievable in the shortest possible time."

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How? He is skilled, courteous, neat, and pleasant. He is a professional and knows the company history, services, and policies.

A successful supervisor has an open mind, so that he may judge, fairly, problems presented to him by employees and mangement. He has to judge which problem to handle first.

Giving and receiving orders in a competent manner is one sign of a successful supervisor. Another key factor is his attitude. "A TOP NOTCH SUPERVISOR THINKS OF HIS JOB IN TERMS OF PEOPLE." He is tolerant, understanding, and empathic.

"Too bad we don't have more of the above at W.E."

So that Christmas cards and gifts won't be delayed beyond the holiday, the Postal Service urges you to note these mailing deadlines: November 30 for surface packages to Alaska and Hawaii; December 10, surface parcels to the other 48 States; December 15, greeting cards to all 50 States; December 20, airmail packages to Alaska and Hawaii; December 21, airmail parcels to other States. For mail going overseas, including that to members of the armed forces, check with your local post office. Don't forget that first-class letters within the U.S. now get airmail handling. Thus, there's no advantage in paying airmail rates for cards and small parcels weighing up to 13 ounces.

show you around, perhaps even host you. You won't find it a strange place. Downtown Stuttgart seemed like downtown anywhere except that everyone spoke German unless asked to speak English.

litigation in many cases, the resolution suggested.

But the EEOC continues to "bombard the unions with litigation," a state of affairs which the convention said amounted to "a lack of sensitivity toward unions on the part of the EEOC."

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The Report Of The President

by Michael D. Quinlan

On October 21 a letter to Omaha Mayor Zorinsky concerning the serious problem of Western Electric parking lot thefts. It stated in part, "The theft problem is extremely serious and costs our members thousands of dollars each month in uninsured losses; seemingly it keeps getting worse.

The Company is apparently either unwilling or unable to do anything about this problem. Severe reductions in their private security force has literally left their parking lots an open invitation to any thief to come in and take what he pleases. The Union has repeatedly urged the Company to increase the size of their security force in order to properly patrol their parking lots. The Company refuses supposedly because of the additional costs. Therefore Mr. Mayor I have been asked by our membership to appeal to your offices for police protection of their private property and automobiles. . . ."

A subsequent meeting was held between Mayor Zorinsky and Local Union 1974 Registrar and COPE Director John Sutej. John reported that the Mayor was very concerned and eager to do what he could to alleviate the theft probems.

Unfortunately, it was learned that the existing laws of the city preclude Omaha police from patrolling private parking lots. A letter, however, was sent to Omaha Works Manager from the Mayor's office.*

It is our sincere hope that this urging now from Mayor Zorinsky is sufficient to cause the Company to take their responsibility to their employees seriously, and take positive steps towards reducing the thefts.

* * *

On October 29 a letter was sent to all Supervisors by J. O. Bosworth, the Company Bargaining Agent. This letter directed all Supervisors to review the shift assignment and physical effort preference card procedure with their employees. It has been brought to my attention that some Supervisors are simply putting the letter in their desks and ignoring its directives

If you have not already done so, ask your Supervisor to see the letter and review the card procedure. Remember you can *change* your preference card *at any time* by simply filling out a new card provided by your Supervisor. It is advisable THAT WHENEVER A MEMBER IS MOVED (SURPLUSED, UPGRADED, DOWNGRADED, OR SHIFT CHANGE), HE OR SHE AGAIN REVIEW THEIR PREFERENCE CARD ON FILE AND DETERMINE IF IT IS STILL APPLICABLE.

These preference cards must be kept up to date continually because the effective date for a change cannot be retroactive. Once an opening vacancy is submitted to personnel, it is filled in accordance with the existing cards on file at that time. And once a placement list has been issued, it cannot be changed by an employee subsequently submitting a revised preference card.

If you have any questions on these procedures, contact your Union representative.

* * *

For your information and in order to help you with your Christmas Holiday plans, the following pay treatment will be provided during the Christmas Holiday period:

- Earnings for the week ending December 14 will be paid on Friday, December 19
- Holiday Pay for week of December 22 through December 26 will also be paid on Friday, December 19. (Note: tax computation will be on weekly earnings *not* the 2 weeks combined)
- Earnings for the week ending December 21 will be paid on January 2.

NOTE: In order to be eligible for holiday pay, the contract states that you must "receive pay from the Company for all or part of either the employee's scheduled work day preceeding (Friday, December 19) or scheduled work day following (Monday, December 29) the day observed as the holiday."

*See Mayor's letter on page 4.