

April 18, 2007 Minutes of Omaha Lucent/Avaya/CSM Pensioners Association
At Millard American Legion Post #374

OPENING THE MEETING: Lyle Nicholson opened the meeting by welcoming everyone:

PLEDGE OF ALLEGIANCE: We all stood for the Pledge of Allegiance:

INTRODUCTION OF NEW E-BOARD MEMBERS: Lyle introduced John Malone and Martha Ross as our new E-Board members. These two joined the E-Board at the February E-Board meeting.

ROLL CALL: Present at the 10AM meeting were; Lyle Nicholson, Dan Kovar, Pauline Lieth, Andy Barges, John Barnes, Bill Love, John Malone, Bev Opfer, Everett Peterson, John Pinkerton, Mary Jo Pinkerton, Edie Riester, Ray Sempek, and Cheryl Todd. Absent were, Jim Filipiak, Nick Johnson, Vern Klaumann, and Martha Ross. Dan Kovar and Cheryl Todd were also absent for the 1PM meeting.

DECEASED: The secretary announced those that have deceased since the January 17th, 2007 quarterly meeting.

MINUTES: Because the minutes were quite lengthy, the secretary only read a summary report. Bill Love made the motion to accept the minutes as read and John Pinkerton seconded it. Carried:

50TH ANNIVERSARY OF IBEW: Mary Jo Pinkerton was at the voting in of accepting to go with IBEW as our union affiliate. She gave the report on the 50th anniversary celebration. The 50th anniversary will be on May 12th. Tentative as of right now – 12 noon-3 – cake and visiting, 3-5 or 6 – barbeque and beer, 6-8 – beer and visiting till the beer is gone. 8- Shut doors. They will take donations at the door or whatever to help defray the costs. Whatever someone wants to give:

Mary Jo asked how many were there in 1957 when the ratification of the first contract took place. In the Short Circuit Newspaper: They had a choice to go with IBEW or CWA and their vote was IBEW. For IBEW, the 1st Representative was Robert Garrity, Lowell Iske was the first President of Local 1974. On the E-Board were Paul Elvers, Rolland Cooper, Larry Smith, Don Henggeler, Gene Saab, Mike Grudenic, and Jerry Proctor. The first meeting was held March 8, 1957 at the Rome Hotel. Mary Jo Pinkerton was Miss Hello Charley.

OLD BUSINESS: None!

ELECTION OF OFFICERS: Forms were placed out and the announcement of signing up for anyone interested was given by Lyle Nicholson. There are openings and we need more retirees on our E-Board.

DENTAL DEDUCTIONS: Edie Riester said, confusion is out there concerning dental deductions. Avaya and Lucent retirees have a life time of \$50 dollars deductible and CSM has a \$50 dollar annual deductible. There have been several questions on that issue. Avaya has two updates of web addresses placed on the web site through links. Pathway to open enrollment has been placed on the web also. CSM Summary Plan Booklet, there are a lot of changes out there.

Edie reported that they have called everyone back from lay off. They are offering temporary help again. They asked if anyone retired would like to come back, call down at the union hall and they will tell you where to go. If you decide to work and you don't

learn your job or can't do it efficiently, you could be written up or fired. Jay Vick, Plan Administrator, thinks he can do whatever he wants. Jay's number is 691-3072.

MET LIFE: Ray Sempek gave this general report: In general, the company provides you with basic life insurance coverage during retirement of one times your total annual pay. Beginning at age 65, the amount of your basic life insurance coverage is subject to reduction. The amount of reduction depends on the year you retired and whether you retired before or after age 65 (your normal retirement date). ...Retired on or After August 7, 1977, your basic coverage is reduced by 10% beginning on the first of the month following your 66th birthday. Thereafter, your basic coverage is reduced annually for the next four years (up to the first of the month following your 70th birthday) by the same dollar amount of the initial reduction. After age 70, the amount of your basic coverage is equal to 50% of the basic coverage you had at the time of your retirement, but never less than \$1,500. This coverage remains in force for the rest of your life, with no further deductions. If you're reaching 65 soon and you retired from Lucent or CSM there is a conversion factor within 91 days after your insurance coverage ends or is reduced. Avaya is till age 95. Call Met Life to check on this, if this pertains to you. If you have supplementary coverage at the time of retirement and you are under age 65, you will automatically have the same amount of coverage during retirement unless you contact the Insurer to decrease the amount of or to cancel this coverage. If you decrease the amount of or cancel coverage, the change will take effect on the first of the month after your reduction or cancellation form is received by the Insurer. You cannot increase or elect this coverage. If you keep your supplementary coverage, contributions are automatically deducted from your monthly pension check. All supplementary coverage ends on the last day of the month in which you reach age 65, or retire, whichever is later. The amount of coverage will depend on the amount for which you were last enrolled as an active employee.

EXPLAINING CONTRACTS AND HEALTHCARE: Everett Peterson took us through the history of the contract. Refer back to the January 17th minutes. Bringing us up to date on where we are right now: 8K report – Fair Market Value Asset for the Pension Fund 34 billion dollars as of June 20, 2006 and 35 billion dollars, as of September 30, 2006. By last year the Pension Fund was increasing by about 1 billion dollars every 3 months. As of January 1, 2006, valuation date, 2.8 billion dollars was in the Pension Assets that would be eligible for reflection bargaining transfer costs for formerly represented retirees. But yet, Lucent didn't want to use that much of it. They took 550 million out than still stuck us with a large raise in our premiums, because the joint healthcare committee, which is made up of representatives from the CWA and IBEW reached an impasse during negotiations on that back in January of last year. That and the fact they didn't get the proper language Lucent wanted in the Pension Bill. This gave them, by in the contract, sole discretion to do whatever they wanted to with retiree's healthcare. Alcatel/Lucent 20M report on April 6, 2007: Lucent is taking various actions to reduce its' share of retiree healthcare costs during recent periods including the shifting of certain costs to retirees. We know that! Lucent's collective bargaining agreements were ratified during December, 2004 and addressed retiree's healthcare benefits costs and other items. Also, the agreement acknowledges that the retiree healthcare benefits will no longer be subject to bargaining between Lucent and the unions at the end of this contract. Our only hope is to get the language they want because in the request for that

language is one of the things they have agreed to. We will check with Troy Johnson and Ralph Maly tomorrow. We still hope they will agree to that. They have stated if we can get proper language they would negotiate retiree healthcare. Now we are very disappointed with the communication with Troy Johnson. He gave us one communication last fall, than we got another one the 12th of April here-
Pertaining to the Section 420 transfer legislation: We have recently learned that what we were told last year would be simple “technical corrections” on the Section 420 legislation we have sought for the past 2 years that was recently added to the Pension Protection Act of 2006 is actually not going to be considered “technical corrections: after all. We even thought the way the language was worded in the final passage was an honest error on Congress’ behalf; we will still need to add the corrected language to another bill as soon as possible in hopes of getting it passed by July 1, 2007. Unfortunately you cannot just change even the smallest of language in a bill that was signed into law when the majority changed hands. We, along with the CWA and representatives from Alcatel/Lucent have been meeting with legislators to again educate them on the issue because the importance of the time constraints we are facing. We are not receiving any negative reactions from either party at this time and feel comfortable we can get our corrections attached to a bill that will pass both houses, the only fear being the deadline we are again up against. Hope we get some answers on this tomorrow because our information was they were contacting the congressman on the House Ways and Means Committee. This is the only congressman from North Dakota, which has been a congressman since 1992:

QUESTION: John Malone asked, “If CWA has more power than IBEW, shouldn’t we switch our allegiance to CWA?”

ANSWER: We cannot switch!

QUESTION: Sharon Swingholm asked, “Does Avaya retirees need to come to the meeting tomorrow since it doesn’t pertain to us?”

ANSWER: You are here to listen and learn because it could happen to you in the future. Also, Ralph Maly negotiates on the Avaya contract.

TREASURERS REPORT: Andy reported the beginning balance of April 1, 2006 was \$1,897.50 and the ending balance was \$1917.50.

SPEAKER FROM ENOA: Lyle introduced our speaker, Jeff Reinhardt from Eastern Nebraska Office of Aging. Jeff asked if he should keep it to 10 minutes. ENOA works with people over 60 in Douglas, Sarpy, Dodge, Cass and Washington counties. The basic purpose of the agency is that we want people to stay in their homes as long as possible, but only if you can maintain an independent life style and live with dignity. If you realize you need our assistance, just call our office at 402-444-6444.

You can have an in-home assessment done. What they do is send out a registered nurse or let one of their social workers come out and do an assessment and ask a series of questions. What you can do mentally and physically. What you need some help with physically and mentally. Based on that analysis; She will set up an individualized care plan for that individual. If they need to have home delivered meals 5, 6 or 7 days a week, arrange to bring a bath aide, arrange a home maker; cooking, cleaning, laundry and things like that, arrange to bring in a handy man; like putting in a wheel chair ramp, repairing screens, screen doors and things like that. They are not allowed to do anything that requires a permit. People ask, what do we have to pay for this? They are a government agency, they have about a 10 ½ million dollar budget, that comes from federal sources,

the state of NE puts some money into it, and some private donations. Recipients are asked to make a donation for our services, based on their income. They will not be billed for services they receive; they look at your income and put you on a sliding fee scale. If you cannot pay anything, then you are not asked to pay anything. If you can only give 10%, then that is what you give. They budget the agency accordingly to contributions. They fell short and had to cut programs so they encourage calling our congressman and senators and see if they will help to get more money from the state to give aide to the agency. Services are on donations only and no one is denied them. They can arrange to get legal services, power of attorney, things along those lines. We can arrange some mental council, say you're having trouble adjusting to retirement or adjusting to a loss of a spouse. We can arrange to have a senior companion to come into the home at no cost. Say you are a care giver, it gives them a break, take a walk, go out to lunch, or take a nap, whatever the case may be. That volunteer can come as many as 3 days a week, 4 hours a day. Jeff brought brochures and most of what he told us is found in this brochure.

Questions: Do you refer to hospice? Answer: That is beyond their level of care that they provide, they do not provide hands on medical care.

Question: Do you offer any classes? Answer: They provide some computer classes. There is a waiting list for those. They do not have exercise classes! They do have 35 senior centers and a lot of them have the exercise programs. Do they help put your elderly parents into a retirement home? Just call that number and they will help you out. Do they have support groups? How about Alzheimer's? Respect for a spouse: They have Volunteers Assisting Seniors: They can help with Medicare questions. Say you get out of the hospital and get these huge bills and you need help with that. They do have a program of volunteers helping if you have a loved one that has a problem in a nursing home where there is conflict between the loved ones and the administrator. They have no authority, but will help.

APRIL 19TH SPECIAL MEETING: Everett and Lyle reminded everyone about the two coming in tomorrow for this special meeting and stressed how important it was for everyone to attend: It is at 10AM only here at the legion.

MEETING WAS ADJOURNED: