



Photo by Linda Ryan

IT'S OFFICIAL...The ribbon at the entrance to the ETOP Learning Center is cut by Bob Stander (left) and Jim Breslin during the Nov. 8 ceremony. Stander is international director of manufacturing for IBEW and Breslin is AT&T vice-president, labor relations.

New ETOP Learning Center dedicated

Officials at ribbon cutting laud management-labor partnership

Speaking in behalf of Nebraska Gov. Ben Nelson, Rod Armstrong told those gathered for the official opening of the new ETOP (Enhanced Training Opportunities Program) Learning Center that "the success of any business requires a commitment of both management and labor to training and retraining."

Armstrong described AT&T's and IBEW's effort in establishing a joint training program such as ETOP and the new center as a "successful partnership between management and labor directed toward keeping

the skills and knowledge of employees on the cutting edge."

The partnership is "a model of what can be accomplished through a cooperative approach to achieving the goals of quality and excellence."

A model for others

Other speakers echoed his remarks at the Nov. 8, 1995, ribbon-cutting ceremony, conducted just outside the double glass doors to the 5,400-square-foot center.

Bob Stander, who serves on the ETOP Board of Directors and is

international director of manufacturing for IBEW, said the center will serve as a model against which other joint training programs will be measured.

Citing ETOP's strong appeal to represented employees, Stander said the program has done much to "dispel the misbelief that workers aren't interested in bettering themselves.

"It's like the movie, 'Field of Dreams'...Build it and they will come."

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ETOP partnership reflects commitment

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Omaha Works employees are committed to bettering themselves, he said, and "this joint training program is a commitment to the employees, to the future of the company and to the community."

Some 80 people attended the ceremony. Among them were members of the national ETOP Board of Directors consisting of AT&T management and IBEW officials; two ETOP co-directors; officers and ETOP committee members from other IBEW locals throughout the country; local ETOP committee members and IBEW officers, as well as Omaha Works management representatives.

After the ribbon was cut, attendees toured the learning center's facilities, including the new computer classroom, basic skills classroom, audiovisual room, library and study lab.

Approximately 1,500 employees were on hand for the new center's open house held during lunch/dinner periods on all three shifts Nov. 10, 1995. Center facilities were open for tours, and cake and refreshments were served in the main cafeteria. ■



Photos by Linda Ryan

CELEBRATION CAKE...Gallons of refreshments and ninety-five cakes were cut and served to employees during the ETOP Learning Center's open house, which was held at lunch and dinnertimes on all three shifts Nov. 10. Employees had the opportunity to tour the new center's facilities, which recently opened for business.

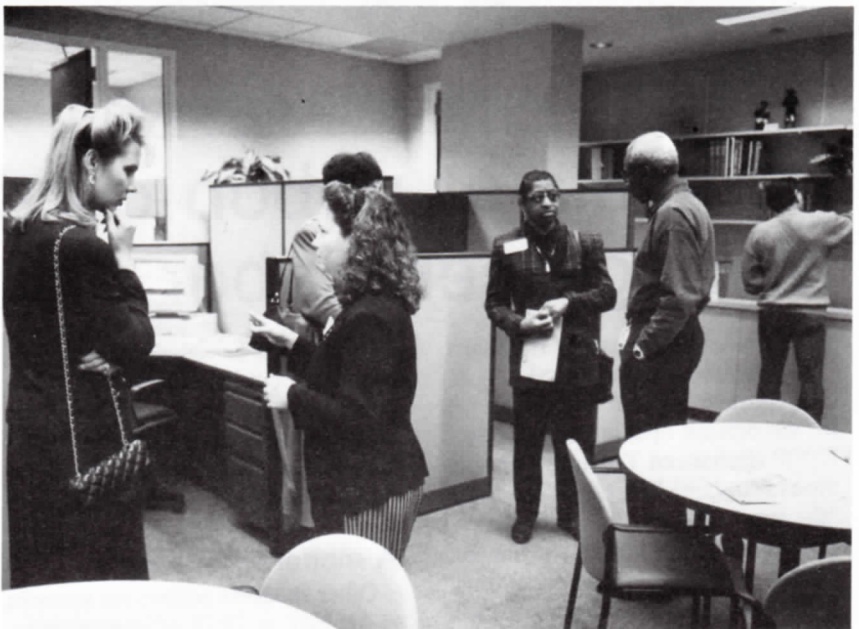
THE HEADLINER

The Headliner is an internal publication of the Omaha Works, produced monthly by the public relations department. It is printed by the Works print shop.

Your comments and suggestions are welcome and should be directed to:

Linda Ryan, Editor
Ext. 3795.

The next issue will be published on Dec. 20, 1995. All news items should be in to the PR office by no later than 9 a.m. Monday, Dec. 4, 1995.



AFTER THE RIBBON CUTTING...Guests at the official dedication of the ETOP Learning Center Nov. 8 check out the library and study lab.

ISO registration is extended through 1998

The results of the ISO 9001 triennial assessment are in: We passed!

Three auditors from Lloyd's Register Quality Assurance (LRQA) conducted a triennial assessment of the Works during the week of Oct. 30, 1995.

Although they issued 14 non-compliance notes, the recommendation was made that the Works' ISO registration be extended through 1998.

The Works first became ISO registered in December 1992, and has passed surveillance audits conducted every six months since then.

An assessment, such as the one we just passed, is conducted every three years to determine if registration should be granted for another three-year term.

The 14 non-compliance notes that were issued, largely pertaining to documentation procedures, were categorized as on-going improvements. While the notes do not alter ISO registration, they do signify a need to continue to establish and document systems that comply consistently with ISO standards.

A surveillance audit is scheduled tentatively in June 1996. At that time, LRQA representatives will audit the molding shop, electronic equipment and electronic wire and cable production control, as well as the Bell Laboratories group in Indianapolis, Ind.

AT&T offers voluntary FMP

AT&T is offering a revised voluntary Force Management Program (FMP) to almost 78,000 management employees in A through D bands. Among those eligible for the offer are employees on the Management Pay Plan and the Technical Pay Plan in AT&T's Network Cable Systems, which includes those at the Omaha Works.

The voluntary program began Nov. 15, 1995. Employees have until Dec. 29, 1995, to decide whether they will accept the offer. They will be off the payroll by Jan. 13, 1996.



Annual WEOMA Club Christmas Party

Saturday, December 9, 1995
1 - 4 p.m. at the Works

Featuring:

- ◆ Santa
- ◆ Gifts
- ◆ Entertainment
- ◆ Clowns
- ◆ Refreshments

Park in east or west office parking lots and use the Works' front lobby entrance.

Get your school signed up on AT&T Learning Network

AT&T has announced that it will offer free Internet access and voice-messaging services to **each** of the nation's public and private schools, all 110,000 of them, at an expected cost of \$150 million over the next five years.

Dubbed the AT&T Learning Network, it will begin next spring and will provide free Internet access, browsing software, related services such as on-line mentors, 100 hours of use and three months of voice-messaging services to each of the nation's schools. Technical and instructional assistance will be provided to teachers, and free

wireless phone service for two years will be awarded to 100 selected schools.

But here's the catch: To get in on the free Internet access, **schools must request to be included** by calling the AT&T Learning Network at **1-800-809-1097**. At that time a representative will record basic information about the school and send out an application form.

The project is one of the largest educational initiatives undertaken by a single corporation in recent history, even attracting the attention of the White House which commended AT&T for helping to bring classrooms and schools into the Information Age.

AT&T Chairman Robert Allen said, "The next five years will see dazzling changes in the communica-

tions options open to consumers and businesses. We all have a vested interest in seeing that these options are extended to America's schools."

Additionally, the move to help familiarize students with high-tech communications can't hurt business, by creating a pool of future buyers of AT&T services.

Scramble to rewire planes under way

Until recently, having a laptop computer didn't do business travelers much good once their airplanes were off the tarmac.

That's changing, now that AT&T Wireless and two competitors (GTE Airphone and Inflight Phone Corp.) are scrambling to rewire about 5,000 of the nation's commercial aircraft.

AT&T has a contract to install new digital phones for American, Alaska, Southwest, Northwest and Delta's international service.

Besides installing phones, AT&T is building switching stations to handle the calls.

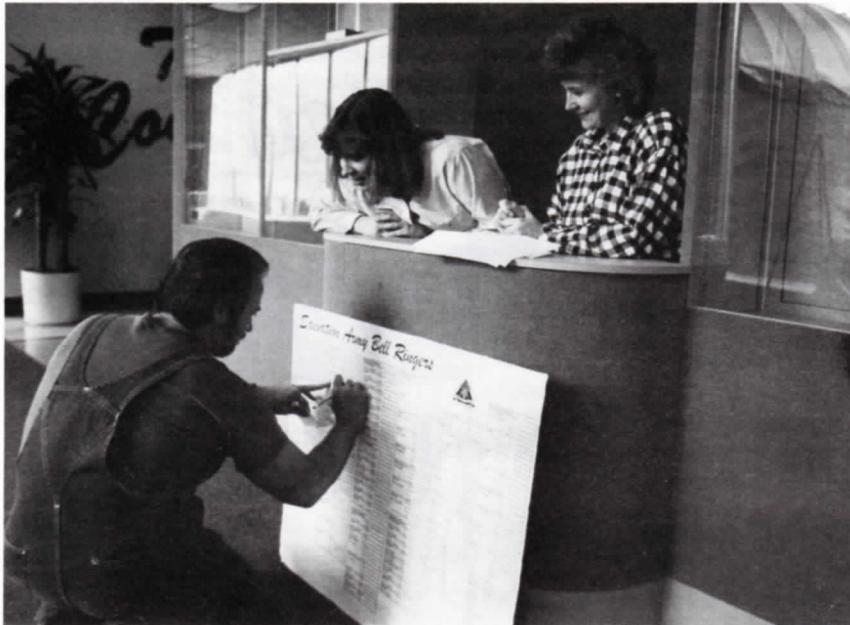


Photo by Linda Ryan

Step right up! From the "ticket window" of the new Employee Information and Activities Display in the main cafeteria, Terry Kottwitz (left) and Karolyn Allen sign up Charlie Law to be a Bell Ringer for the annual Salvation Army Tree of Lights campaign. Law, who works in plant maintenance, and other Bell Ringers each will serve two-hour stints at various shopping malls to collect monetary donations. The Bell Ringer sign-up board remains in the cafeteria through early December, or volunteers can call Kottwitz on Ext. 3226 or Allen on Ext. 3731 for information. The Information and Activities Display, by the way, is designed to showcase various production and employee activities. Space in its glass-enclosed windows may be reserved by calling Helen Munoz on Ext. 3139.

Reminder:

AT&T scholarship application deadline is Dec. 31, 1995

Children (high school seniors) of active AT&T employees may apply for scholarships worth up to \$6,500. Stop by the Employee Resource Center or call 1-800-282-2828 for forms and more details.



Top AT&T runners in Corporate Cup

Ricky Wulf (brother of Robert Wulf in IBU 237) was AT&T's fastest male runner in the annual Omaha Corporate Cup Run held in late September. He clocked in with a time of 00:35:29, which placed him third overall in the race's corporate family males division.

Flo Helme, with a time of 00:51:26, was AT&T's first female runner across the finish line.

Other top AT&T male finishers were Harvey Kunz with 00:39:06 and Michael Francavilla with 00:42:21. The AT&T team's second- and third-place women in the race were Keri Kennon with 00:54:48 and Sadra Love with 00:59:42.

Retirement

Janice Zieman stands in the retirement spotlight this November. She has retired from the Works after 26 years of service.

Service anniversaries

The following employees are celebrating milestone service anniversaries during November 1995. The anniversary date is given with service years following the employees' names.

11/1--Lola Boger, 25; Frederick Mitchell, 30; Dennis Laaker, 30; Verdell Temple, 25; Cheryl Brezenski, 25; David Holley, 25.

11/2--Eddie Gulley, 25; Tommy Lankford, 10; Stephen Tasto, 25; Jeniene Miller, 25; Lanette Moore, 10; Barbara Gray, 25; Sandra Piechota, 20; John Rogers, 20; Connie Carlson, 15.

11/3--Stephan Mahr, 30; Lyle Kahnk, 30.

11/4--Gabriel Belland, 25; Teresa Kealy, 20; Etta Peck, 30; Jean Kennedy, 30; William Fleming, 30.

11/5--George Gambrell, 20; Michael Moss, 20; Larry Bischoff, 35; Daryl Mandel, 20.

11/6--Verl Burkart, 20.

11/7--Gail Torson, 25.

11/8--Ranold Danker, 30; Louis Ferraguti, 30; Michael O'Connor, 25.

11/10--Eileen Ackerman, 20; Gerald Keller, 25.

11/11--Diane Anderson, 20 years; Frances Schon, 20.

11/12--Mary Hunt, 30; Helen Saltzman, 20.

11/15--Gary Mongar, 30; Lester Rue, 30; Joseph Blessner, 25; Philip Weed, 30.

11/16--Richard Miller, 25; Donald Rowland, 25; Frances Chard, 20.

11/19--Linda Chollett, 25.

11/20--Harlan McGee, 25; Sandra Ryder, 25; Brenda Richard, 25.

11/21--Alfonso Sanchez, 25.

11/22--Delmer Bartkowitz, 30; Thomas Connor, 30; Rea Sayers, 30; Frances Cappellano, 30.

11/24--Marvin McManis, 30.

11/26--Doris Ware, 30; Raymond Yates, 20.

11/27--Gail Carswell, 5.

11/28--Gary Reynolds, 25; James Cauthorn, 40; Jeffrey Winters, 25; Judith Janousek, 25.

11/29--Charles Tillman, 30; Fred Anthony, 30; Alfio Cormaci, 30; Joseph Knutson, 30; Anthony Colanino, 30; James Parys, 30.

11/30--Donald Palmer, 30; William Utecht, 30.

Give 'em an "A"

Quality Assurance has awarded the following IBUs the grade of "A" for their product quality achievements for the October 1995 rating period:

IBU 226--DSX; 11-type cable stubs; 78, 89 and 112 connecting blocks.

IBU 22A--110 patch panel assembly; 110 wiring blocks.

IBU 222--188, 189, 190, 300 building entrance protectors.

IBU 23M--710 connectors.

IBU 23H--76 and 108 terminal blocks; 40-, 42-, 841- and MSDT-type cabinets.

EW&C--Inside wire cable; plenum/LAN cable.

In memoriam

John Carter, toolmaker in IBU 241-4, Nov. 13, 1995. ■

Ethics helpline established

Do you have an ethical dilemma? Do you need help locating or interpreting a business policy? Are you concerned about inappropriate business conduct or wrongdoing?

To help you with such questions or problems, a helpline has been established by the Business Ethics Office (a Corporate Center group within Network Systems, chief financial officers' organization).

Any Network Systems employee may use the helpline to ask questions or express concerns related to ethical issues or business conduct, as well as to report actual or suspected code of conduct violations.

You can call or write the Business Ethics Office in complete confidentiality. Only individuals with a critical need to know in order to solve a case will be informed. No information will be released except to meet legal or regulatory requirements.

Depending on your needs, the ethics advisor may interpret the code of conduct, clarify policy, coach, mediate, initiate an investigation, or refer you to a more appropriate resource.

The helpline is a supplemental resource. It is not intended to replace services provided by supervision, or by Human Resources, Legal, Corporate Security, etc.

You can call the Business Ethics Helpline on 1-800-900-0820 or on 1-404-573-4932.

Or, you can write to the Business Ethics Office at the following address:

AT&T Network Systems
Business Ethics Administrator
Dept. N10B03000
6701 Roswell Rd. NE
Atlanta, Ga. 30328.

What's in a name? Plenty.

We've thought about it, we've gotten nostalgic about it, we've even joked about it. What should our new company, for the time being called the Communications Systems and Technology Company, be named?

Whether you're in the camp that wants to resurrect our old Western Electric moniker or opt for something entirely different, by late December we should know what our name will be.

The firm of Landor Associates, which specializes in corporate and brand identities, has been charged with coming up with a new name.

It's not an easy task, considering the legal and marketing ramifications that must be considered for our global business. And, the name must mean something to all of the customers who buy the range of products our new company will be selling.

We at the Omaha Works are most familiar with the Network Cable Systems products we help to manufacture within the Network Systems Group. But the new \$20 billion Systems and Technology company will be much more. Take a look at the business groups it includes:

Network Systems. A global leader in the manufacturing and marketing of network telecommunications products, software and systems integration expertise. It is No. 1 in U.S. market share and No. 2 worldwide. In 1994, its total business grew 20 percent, and wireless revenue grew 50 percent per year for three years.

Global Business Communications Systems. Has the largest direct sales and service force in the industry. It is U.S. market share leader in PBXs and key systems; voice messaging and voice processing; private voice network systems and call centers. Since 1992, it has increased its international revenue sevenfold. International revenues today are growing at more than 60 percent per year.

Consumer Products. The No. 1 consumer communications products company in the U.S. Its U.S. market shares are more than twice those of any single competitor for corded phones, cordless phones and answering systems.

Microelectronics. This is one of the fastest-growing semiconductor businesses in the world. It holds a leadership position in each of its markets, including videoconferencing chips for personal computers and telecommunications chips. Fifty percent of its revenues comes from non-AT&T customers. It has grown from a \$100 million business in 1990 to a \$1.2 billion business in 1995.

Multimedia Ventures & Technologies. This is a traditional business unit as well as an "Invention

Center." Its customers include other business units, the U.S. Government, large and small enterprises, consumers and original equipment manufacturers worldwide. For example, its Advanced Technologies Systems supports the federal government's military and civilian needs for specially designed systems, such as undersea sensor systems.

Bell Laboratories. Known as the birthplace of the transistor and home to seven Nobel Prize winners, Bell Labs designs and develops the products the units in our new company take to the marketplace. It has earned more than 25,000 patents since its founding in 1925, and has been awarded the Technology Medal, the first institution to do so. ■

Happier holidays for your older relatives

It's not unusual for older people to feel isolated and alone during holidays, especially if they are in poor health or miss those who have moved or passed away.

If you are looking for ways to help your older relatives enjoy the holidays, call the Family Resource Program.

You can talk to a counselor and/or order a free tip sheet, "The Holiday Season and Your Older Relative."



You'll get ideas on activities, avoiding stress when you visit, and much more, at no charge.

Call 1-800-635-0606
Weekdays 6 a.m. - 8 p.m. CT
Saturdays 8 a.m. - 2 p.m. CT
(V/TDD access available)

Pioneer Week is "show and tell" event

Couch potato is not in the vocabulary of Pioneers. You would know that if you had visited the Works' auditorium earlier this month during Pioneer Week.

There, displays of completed projects and information tables were proof enough that active and life members and their partners in the Cornhusker Pioneer Chapter have plenty to keep them busy.

Pioneer members answered questions and signed up volunteers at information tables for a myriad of community service projects, including Driving for the Blind, Listening Library, Octopuff, Sight Screening, Hug-a-Bear and much more.

On one side of the auditorium were scarves, hats and mittens for the Mitten Tree project (for distribution by the Salvation Army) and the Crochet Club's lap robes for nursing home residents.

Along two more walls were 576 dolls and 312 bears outfitted for this year's Dress-a-Doll/Dress-a-Bear project to benefit needy children.

Also featured were 35 pieces of doll-size wooden furniture, including swing sets, chairs and benches, rocking chairs and cradles.

They were handcrafted and donated by George Paul of IBU 245, and his toy-making partner, Merton Markle.

"It's just a hobby," said Paul,



Photos by Linda Ryan

SO MANY DOLLS...Four-year-old Kate Pell admires the handiwork of Pioneer Partner Alma Sucha, who dressed 12 dolls for the Dress-a-Doll project, including one dressed in a leather and fur Eskimo outfit. Kate is the granddaughter of Pioneer Life Member Dick Winter.

explaining that he and Markle set up their woodworking shop in Paul's garage a few months before the holiday season.

Except for a few pieces they sell to pay for materials, they give all the furniture away with the help of

community referrals.

Paul said he and Markle would like to increase the number of pieces they can give away to children. "If anyone's interested, we'd welcome their help." Paul can be reached on second shift on Ext. 3189. ■

FURNITURE-MAKER ▶

...George Paul (pictured at right) and a friend, Merton Markle, donated handmade, doll-size furniture which will be distributed by the Salvation Army to youngsters at Christmastime.



◀ *ALL SEWN UP... Pioneer Partner Claire Winter (left) demonstrates how to sew toy bears for the Hug-a-Bear project. The bears are given to youngsters in crisis situations.*



Driving in winter's dark hours can be challenging, dangerous

(If your name appears somewhere in this article, call Ext. 3583 or Ext. 3415 to claim a \$40 gift certificate to one of six popular local restaurants. The names of two employees are featured.)

The shorter days of winter give us fewer daylight hours for driving. The National Safety Council reports that driving at night results in three times more deaths than driving during the day.

Driving at night or in darkness is a bigger challenge and more dangerous than most people realize. Ninety percent of a driver's reaction depends on vision, and vision is severely limited at night. Depth perception, color recognition and peripheral vision are compromised after sundown.

It's also more difficult for older drivers to see at night. A 50-year-old driver needs twice as much light to see as well as a 30-year-old.

Other factors adding danger to

night driving are fatigue and alcohol. A tired, drowsy driver has dulled concentration and a slower reaction time. Similarly, alcohol impairs one's concentration and reaction time, making it the single most significant factor in fatal traffic crashes Renee Jurgenson. Alcohol is involved in more than half of all motor vehicle-related deaths.

Fortunately, there are several things you can do to effectively minimize after-dark driving dangers.

Sundown is cue

•Observe night driving safety as soon as the sun goes down. Twilight is a most difficult time to drive, because your eyes are constantly changing to adapt to the growing darkness.

•Prepare your car for night driving by cleaning your headlights, tail lights, signal lights and windows once a week or more often when needed.



♦Aim your headlights properly. Improperly aimed headlights blind other drivers and reduce your ability to see the road.

♦Don't drink, don't smoke. Alcohol can impair your driving ability and acts as a depressant. Nicotine and carbon monoxide from smoking can hamper your night vision.

♦If you're in doubt when to turn on your headlights, turn them on. You'll be able to see better and it will be easier for other drivers to see you.

♦Reduce speed and increase your following distances. It's more difficult to judge other vehicle's speeds and distances at night.

♦Don't overdrive your headlights. You should be able to stop inside the illuminated area. Otherwise, you are creating a blind crash area in front of your vehicle.

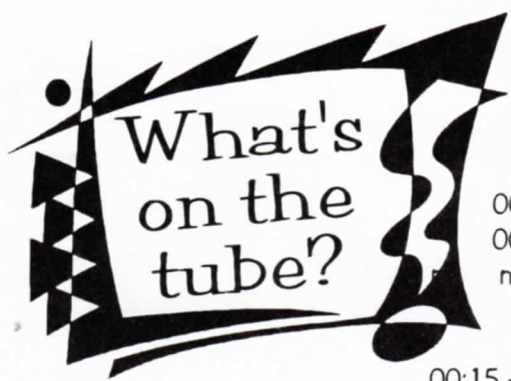
Don't blind others

♦When following another vehicle, keep your headlights on low beams so they will not blind the driver ahead of you.

♦If on oncoming vehicle's lights are too bright, avoid glare by watching the right front edge of the road, using it as a steering guide.

♦Make frequent stops for snacks and exercise. Stop Edward Kent if you are too tired to drive.

♦If you have car trouble, pull off the road as far as possible. Set up flares or reflecting triangles near your vehicle and 300 feet behind it. Turn on flashers and dome light. Stay off the roadway and move passengers away from the area. ■



**What's
on the
tube?**

Hourly Program Schedule

<p>News items are scheduled at regular intervals on the Omaha Works Employee Network ("TV News" monitors). Now you can know when to look for the news you want to see.</p>	<p>00:00 - 00:02 Weather 00:02 - 00:10 Company news & stock quote 00:10 - 00:15 National news & sports 00:15 - 00:17 In the cafeteria 00:17 - 00:30 General info 00:30 - 00:32 Weather 00:32 - 00:40 Company news & stock quote 00:40 - 00:45 National news & sports 00:45 - 00:47 In the cafeteria 00:47 - 00:00 General info</p>
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