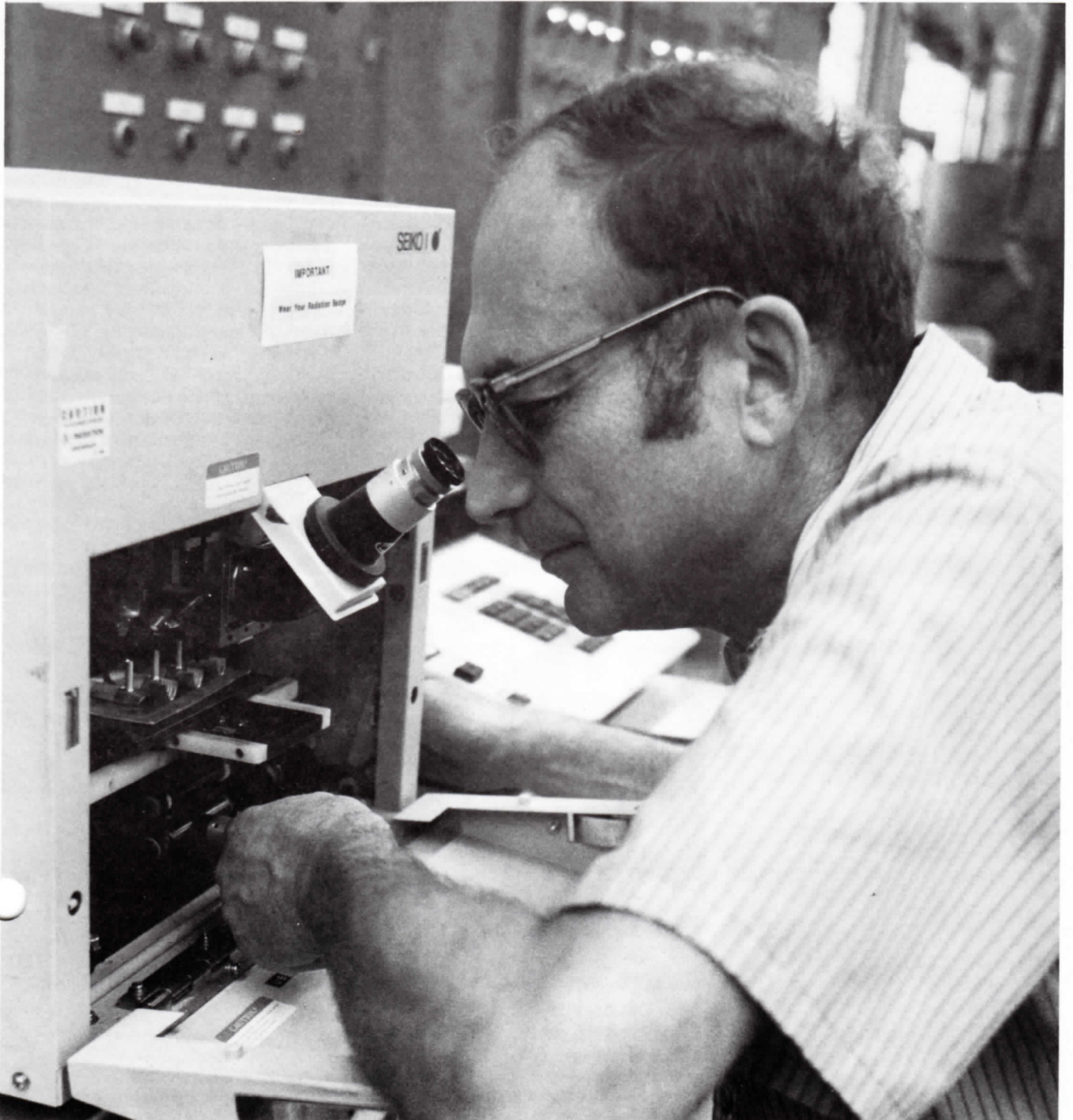


WESTERNER

Omaha Works
Second Quarter, 1991



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2nd Quarter

Vol. 35, No. 2

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On the cover

Herman Bergmann uses an X-ray machine in the plating room to measure the thickness of copper and solder plating that has been applied to metal parts used in ground straps for 105 cable terminals. If these inner plates are not plated properly, they will cause problems for the plating room's internal customer—Mary Stanosheck's 105 cable terminal assembly shop. For a look at how internal customer satisfaction helps to ensure final customer satisfaction, turn to Page 4.

WESTERNER

Linda Ryan, editor
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Omaha Works
P.O. Box 37000
Omaha, Nebraska 68137
402-691-3795



Passport to Thailand

Like all AT&T employees, Dean Davis and Bob Drach show their identification passes when they come in to work each day. But not long ago each presented a pass of a different sort—a passport.

Not here on Works premises, but in Thailand, where their technical expertise would help Network Cable Systems in its quest for new markets not only within the United States but globally as well. Indeed, as stated at an NCS business conference held in March, the NCS goal is to strive for 50 percent revenue generation from new markets by the year 2000.

Davis and Drach, who are members of the technical staff here supporting AT&T Bell Laboratories, traveled to Bangkok, Thailand, in early spring to meet with officials of the Telephone Organization of Thailand (TOT). Thailand is expanding its telephone system, and is interested in developing one

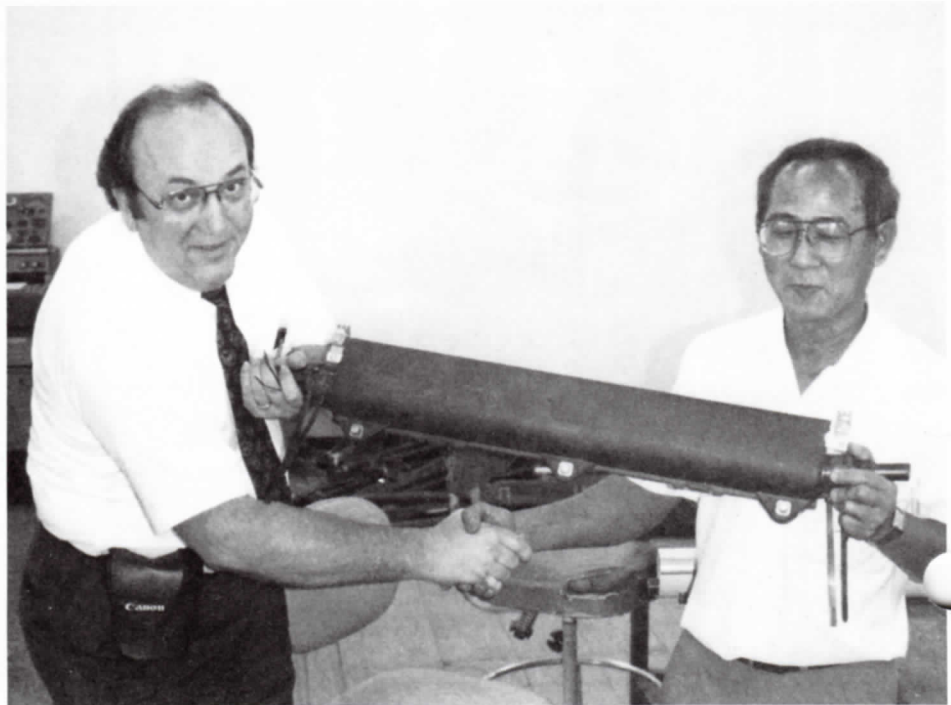
that is comparable to the system we use in the United States.

"TOT wants to make sure it has the proper specifications for the latest telephone equipment technology on the market, so that they can be used to update Thailand's phone system," Davis said.

Met with others

The Thailand organization, which is counterpart to Bell Labs, previously had met representatives of several other telephone equipment firms from around the world. The purpose of their meetings was to review product specifications and to conduct product tests.

Davis and Drach were part of the AT&T contingent that TOT invited to Thailand for the same purpose. After TOT collects and reviews all of the data on prospective telecommunications equipment for Thailand's network



Dean Davis photo

AGREE ON THE FUTURE...Dean Davis (left) and Chalerm Sungrasare shake hands on the approval of an Omaha Works-made 1900 aerial splice closure for use in future telecommunications expansion in Thailand. Sungrasare is head of the sector of test and development for the Telephone Organization of Thailand (TOT).

pansion, it will award new contracts.

"Overseas sales are going to make up a large part of our revenue in the future," said Davis, adding that contracts with Thailand "have great potential."

Drach emphasized the importance of working with TOT on developing product specifications. "We want their system specifications to be similar to ours so that they can use our products," he explained.

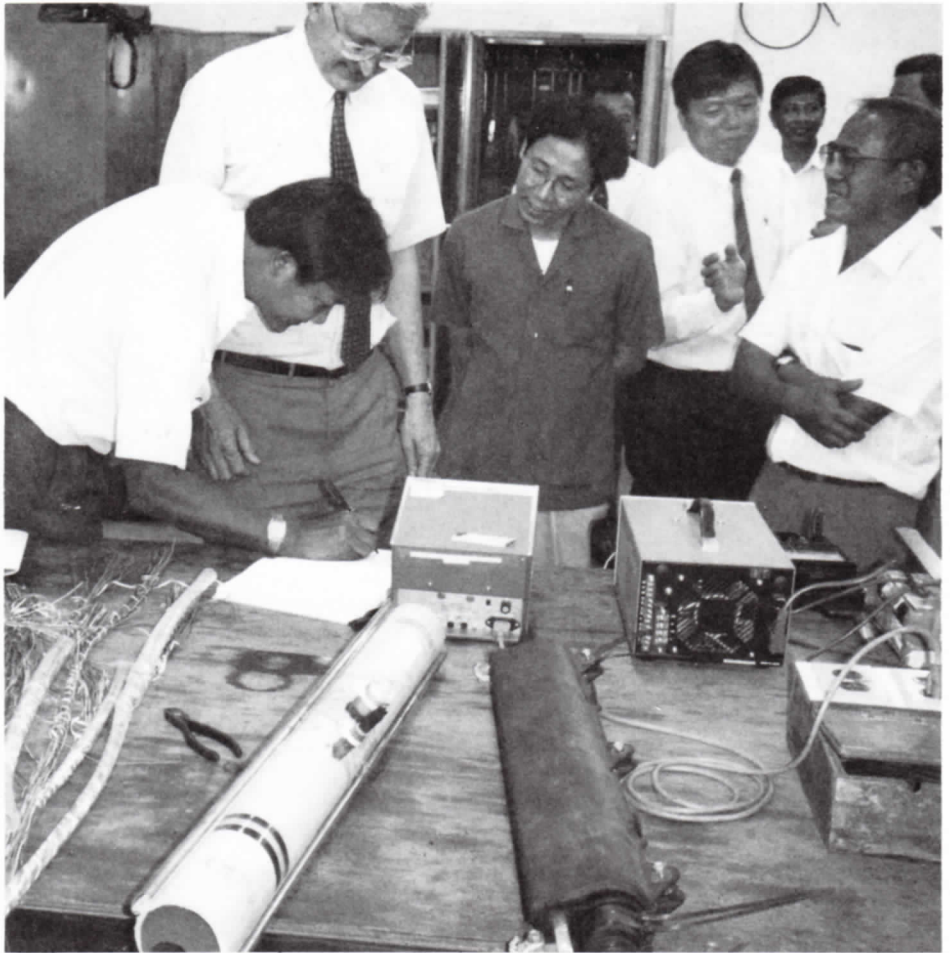
Davis and Drach spent about two weeks in meetings with TOT officials, reviewing several products manufactured at the Omaha Works. Others in the AT&T contingent included Atlanta Works representatives, who reviewed specifications on lightguide products, and Whippany Bell Labs representatives, who reviewed specs on 40-type cabinets and 105 cable terminals (also made at the Omaha Works).

"Dean and I each worked first with TOT's chief of cable and material standard, Pairat Sintanakul," who was responsible for writing the specifications, Drach said. They needed no interpreter, he added, because Sintanakul and the other TOT officials are fluent in the English language—"in fact, it's their second language."

Reviewed the specs

They reviewed specifications for Omaha's 710 connectors and 1900 aerial splice closures. TOT approved the use of both of these products for maintenance only within the Thailand network. However, without a contract these products cannot be used in any new installations, Drach noted.

Then, Davis and Drach worked with TOT's sector of test and development, which is headed by Chalerm Sungrasare. Sungrasare's staff evaluated 1900 closures,



Dean Davis photo

PASSES THE TEST...As test engineers look on, Thanawat Nakburpot (left) signs Bob Drach's (second from left) notebook, to document initial test results on the 709 connector water immersion specifications. The connector passed the seven-day test. At far right is Chalerm Sungrasare, and beside him is AT&T Thailand Inc.'s technical manager, Chamnan Pramotpaibool.

2200 underground closures, 2199 field underground closures, and 709 and 710 connectors.

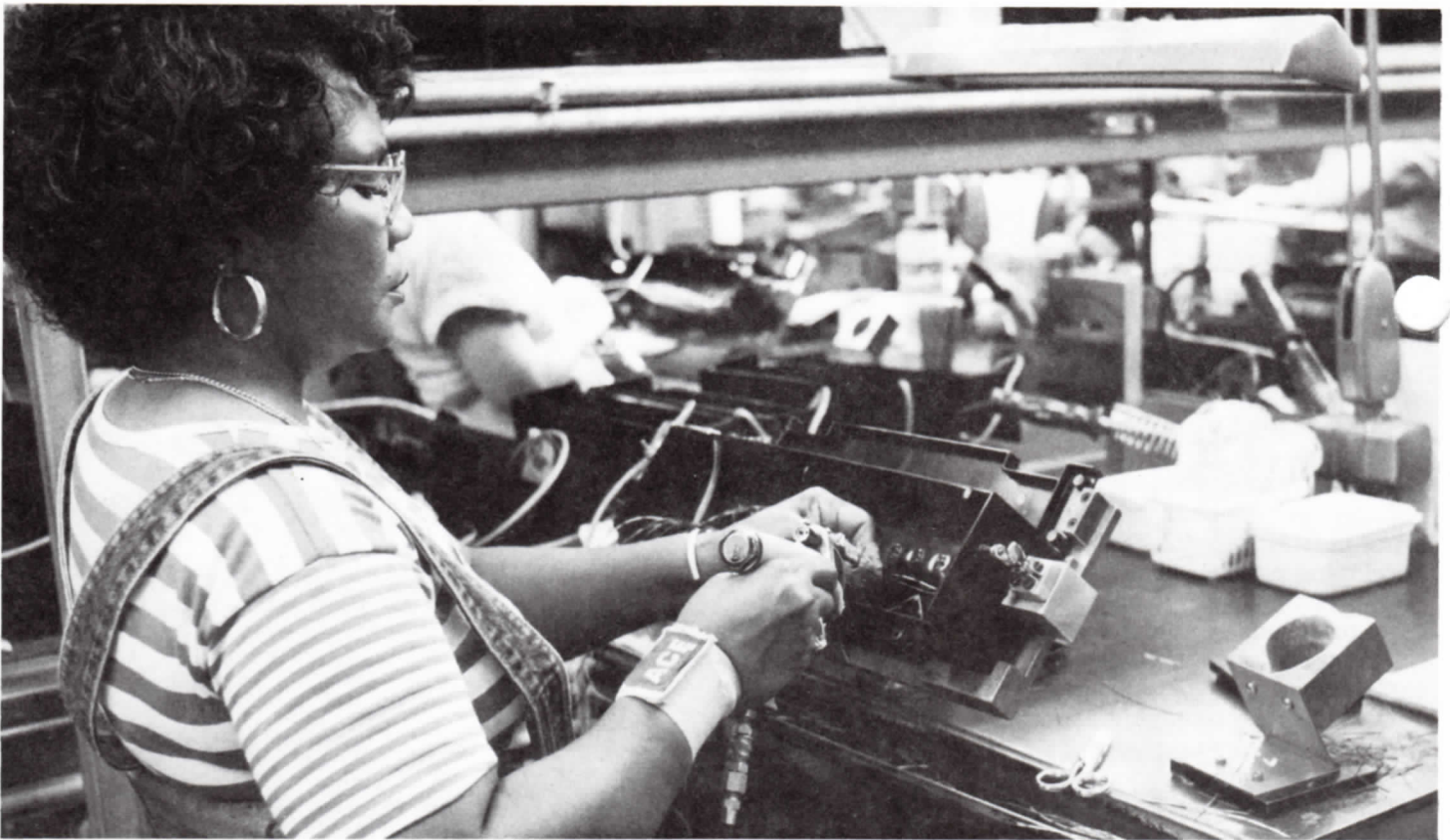
Drach said his hosts were particularly concerned with the performance of our 709 connector when immersed under water. High humidity, flooding and high temperatures affect Thailand's current telephone network, and "they wanted to make sure our connector would withstand seven days under water. So we ran the test with them and our connector passed."

Davis said their hosts were "very eager to learn and most cordial throughout our stay." Their visit included a tour in Bangkok that gave them a firsthand look at the current telephone network.

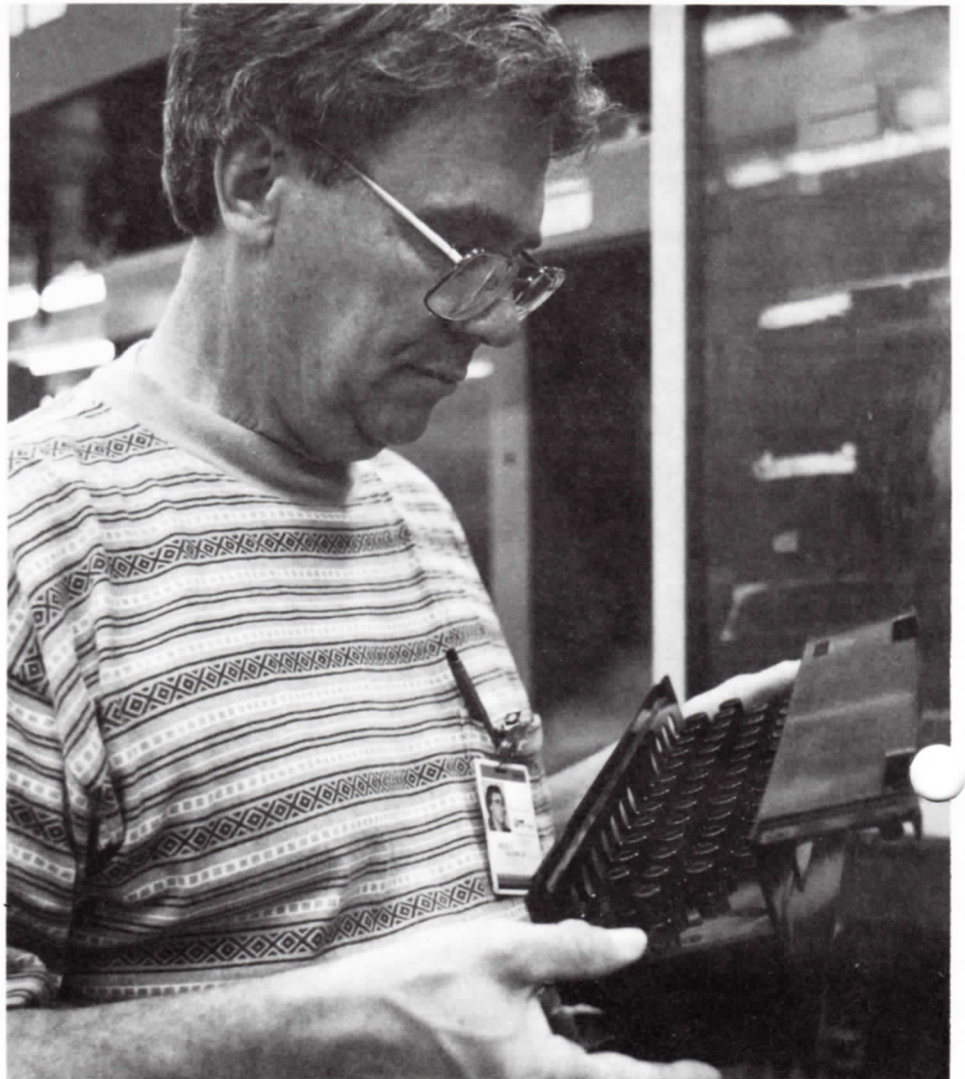
"It's very different from ours," remarked Drach. For example, cable and terminals are mounted on reinforced concrete telephone poles and "I saw very few cable protectors or station protectors."

Word on TOT's issue of contracts is expected anytime (perhaps even as this Westerner issue goes to press), said Davis. But whatever the immediate outcome, "I came away from our meetings feeling that they were genuinely impressed with our products."

"We're all optimistic that our loop transmission apparatus will be a part of Thailand's telephone network expansion and upgrade," Davis continued. "And we're looking forward to the opportunity to work together."



SERVE THE CUSTOMER...Edith Woodruff (above) of the 105 cable terminal shop wraps D-inside wire to terminals during one step of assembly. The 105 cable terminal shop is a customer of various internal feeder shops, including the molding shop where Ross Callahan Jr. (right) does a visual check of a 105 terminal panel just off of the molding press. Master scheduler Jo Ann Torson (opposite page) must make sure that the information she provides to the shop—her customer—is accurate.



Meet the customer

We've met the customer,
and you know what?
'The customer' includes us

TTrue or false: Our customers are the Regional Bell Operating Companies (RBOCs), distributors, original equipment manufacturers (OEMs), independent telcos and international markets.

If you answered "true," you're only partly right because you are overlooking some customers under our very own roof: Us.

We may not think of ourselves as customers of each other's services, but it's true. In fact, the end product we sell is only as good as the parts and services that support its manufacture. That means when we focus on our customers, we must include focusing on the goods and services we provide each other as well.

Still not sure? Just look at the



intricate internal customer/vendor structure involved in manufacturing the 105 cable terminal. It starts with master scheduler Jo Ann Torson.

She receives weekly reports from AT&T's material distribution centers (MDCs) summarizing product orders from all of our "outside" customers. "The reports help me determine an ordering pattern based on an average weekly usage of products," Torson said.

Torson is responsible for maintaining a 40-day stock level of material. This level is required to maintain a 95 percent satisfaction level. Many Works customers, she noted, expect 24-to 48-hour service.

She carefully reviews the reports for unusual changes in product usage that could affect our manufacturing schedule. Then, based on information from the reports and the Omaha Works manufacturing forecast, Torson keys into AMAPS a "forecast" for her internal customers. They include:

- **Material planners.** They order raw materials for the cable terminal based on Torson's 40-day stock level assessment.

- **Production planners.** They make sure the shop has the materials its needs each week.

- **Accounting.**
- **Product Line Management (PLM).** Torson provides information on market demand trends which PLM uses to plan future products.

- **105 cable terminal management**—department operations manager Merle Dinslage, department engineering manager Jeff Orley, and supervisor Mary Stanosheck.

"The bottom line is that my forecast has to be correct. The shop is depending on my accuracy," said Torson. She also maintains daily verbal contact with the shop and

production control to stay abreast of specific problems and needs.

In the shop, the internal customer relationship continues. Stanosheck and her employees rely on engineering support and machine maintenance personnel in the course of production work. Working from a weekly schedule developed by the product planner, the shop orders parts it will need from the storeroom—"no more, no less," noted Stanosheck.

Aside from outside vendors who supply some parts and packing materials, Stanosheck's work group is a customer of these feeder shops which supply the storeroom:

1) The plating shop. Larry Ainsworth's people apply copper/solder plate to a couple of parts for the groundstrap used in the 105s. Consistent, even plating can be tricky, he said. Parts may not move properly in the electrically charged metallic liquid, or the plating may not adhere because parts were not degreased properly in Dick Miller's metal fabrication shop.

"We strive for no more than a half-percent defect rate, and it's usually less than that," Ainsworth said. But if plating does not meet standards, "we have an agreement that they'll return the parts and we'll re-do them as quickly as possible."

2) The ARTOS shop. Supervisor Eric Einarsson's people must cut purchased braided wire to length for groundstrap assembly. A simple operation, but sloppy measuring can hold up assembly.

3) Groundstrap assembly shop. This shop, also under Stanosheck's supervision, adjoins the 105s' assembly area and provides straps directly to the cable terminal employees.

(Continued on Page 6)

Meet the customer continued

4) The molding shop. Terry VanCleve's employees make the 105 terminal panels for Stanoscheck. If they fail to meet standards or if a machine is down, "then she shuts down," said VanCleve. That's why process checking is so important, he added, "and we depend on our maintenance people to keep our molding presses running."

5) D-inside wire (DIW) shop. The 105s require this wire that comes from Butch Ott's DIW shop. An employee, like Lou Reinke, will regularly run a series of tests on the wire as part of process checking during manufacture.

Reinke will use a variety of equipment to check coated and uncoated wire diameter; resistance; strength; evenness of PVC coating; adhesion (how well wire can be stripped for wrapping on terminals); and accordance to visual standards. Perhaps tedious and repetitive work, said Reinke, "but it's all in your attitude" in making a product that meets the needs of Stanoscheck's people.

6) Metal fabrication shop. Employees in Dick Miller's area supply brackets and bars for cable terminal assembly. They must make sure that product dimensions, perforations and shapes are correct, said layout operator Erv Herzog. "Sometimes we can make repairs, sometimes not—and if we have a full schedule of other jobs running, we can't stop" to make new parts.

He credits certification efforts for a decline in defects, especially the increased emphasis on the value of frequent process checking.

Department operations manager Merle Dinslage points out that the awareness and development of sound internal customer/vendor relationships can help to ensure that our end customers will be "delighted to do business with us."

Apparently, that is happening with the customers of our 105 cable terminals. Last month, the shop's employees received their "customer report card." They earned an "A."



MAINTAIN QUALITY... Process checking is an important part of PVC line operator Lou Reinke's job (above). Here he runs a test to check the copper wire diameter of D-inside wire that will be used in 105 cable terminal assembly. Don Kadereit (right) operates a punch press to "clip and perforate" the bars required to make the 105s. He will use calipers in process checking to make sure that perforations conform to specifications.



80-type teamwork puts quality first

Can one person make a difference in producing a quality product?

Yes, according to the manager for Omaha Works quality, Graham Seiter. At the Omaha Works every employee has that opportunity, he said.

Ironically, a majority of employees who participated in focus group sessions in April indicated that they were not members of a team that focused on improving quality.

Seiter thinks that employees may not associate their participation on such teams because not all teams carry the word "quality" as part of their names. For example, JIT (Just in Time) teams, Omaha Team Works and process certification teams all work on improving product and process quality. Therefore, they are just as much quality teams as, say, Quality of Work Life (QWL) teams.

From that perspective, most Works employees do belong to a formal, quality-focused group of one kind or another, Seiter said, and they are participating in

decisions that can bear great impact on quality improvement.

He offered a recent instance in which a quality-conscious employee called attention to a problem which eventually involved the cooperative efforts of the entire JIT team for 80-type cabinets.

Peeling paint

Second-shift shop operator Gary Jackson (IBU 581) discovered that paint did not seem to adhere properly to the top beam portion of the cabinet.

He showed it to his supervisor, Roy Seals, because peeling paint would detract from the aesthetic appearance of the cabinet, one of its selling points. There was a remote chance that paint chips could flake off and fall into sensitive electronic switching equipment inside the cabinet. Furthermore, Jackson wondered whether the paint problem affected more than just the top beam.

By first shift the next morning, members of the JIT team had realigned themselves to correct the problem on cabinets that were in process without holding up production on new orders. It involved pulling some two dozen cabinets that were ready to be shipped.

About a half-a-dozen employees were assigned to tear down the affected cabinets while the rest of the JIT team members covered for them to maintain normal work schedules.

Fortunately, the paint problem

was confined only to the top beam and did not affect any other metal cabinet part.

"It could have been a lot worse," said first-shift operator Ron Schaaf. He helped save rework time by coming up with a way to remove the top beam without dismantling or damaging the entire cabinet and its equipment.

Schaaf acknowledged that the problem did slow down normal operations—rework took about a week—but teamwork kept the work area on schedule despite the change in routine.

The right decision

Both he and Jackson emphasized that the effort was well worth it to make sure our customers receive only top-quality products.

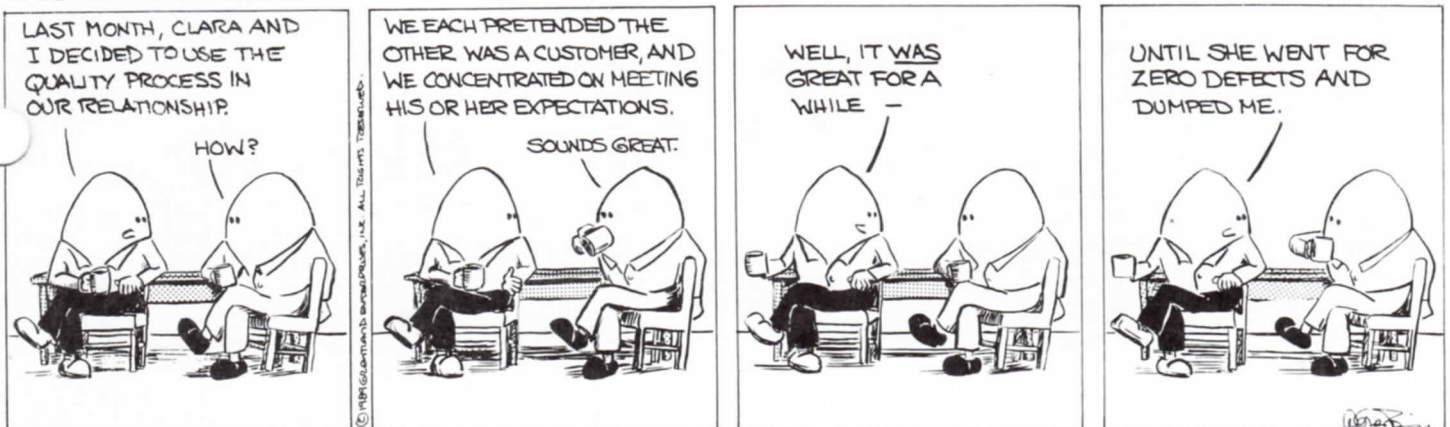
Seiter said that the incident shed light on a need for improvements in earlier process checking that might have prevented the flaw from going undetected until the assembly stage.

However, it also proves that the Works is prepared to "stop and fix" to ensure quality to the customer no matter how inconvenient it may be for us. All it takes is one alert person to make it so.

New feature

Starting with this issue, the cartoon feature Grantland® will appear regularly in the Westerner. W. Grant Brownrigg is creator of the strip which uses humor to highlight life in the work world.

GRANTLAND®



Who will help Joe?

Help's just around the corner at the ERC and the Joint Benefits Committee offices

Monday, 1:47 p.m.: Insulating line operator Joe Parker is not having a good day.

He planned to spend his 15-minute break quietly reviewing the course offerings at UNO, thinking he might like to go back to school. But that was before he made a quick call to his wife at home.

She told him the company health insurance claim he had sent in was returned with payment denied. Another letter in the morning mail listed how much he had in the AT&T Savings Plan Guaranteed Interest Fund. Did he forget to switch to the AT&T stock option? (He did.) To make matters worse, the air conditioner just quit and service won't be available for three weeks.

Poor Joe. Maybe if he could get a job in another state, things would go better.

Well, good news for Joe. Except for finding an air-conditioning repairman in this century, assistance for all of his other needs is as close as the Employee Activities Mall.

Located in what used to be the Bell Federal Credit Union office, help is available through the newly relocated Employee Resource

Center (ERC) and the self-contained office of the Joint Benefits Committee.

The ERC staff of four serves the needs of non-management (hourly and salary-graded) employees like Joe exclusively. Omaha's ERC and those at other AT&T locations grew out of a 1989 labor bargaining agreement to provide counsel on career development, education and training, and company benefits programs. Staff members are Barb Gray (Ext. 3607), Chere Hunt (Ext. 3641), John Schwenck (Ext. 3523) and Cid Stinson (Ext. 3509). Office hours are weekdays from 7 a.m. to 4 p.m.; however, the staff also is available by appointment to second- and third-shift employees outside of regular hours.

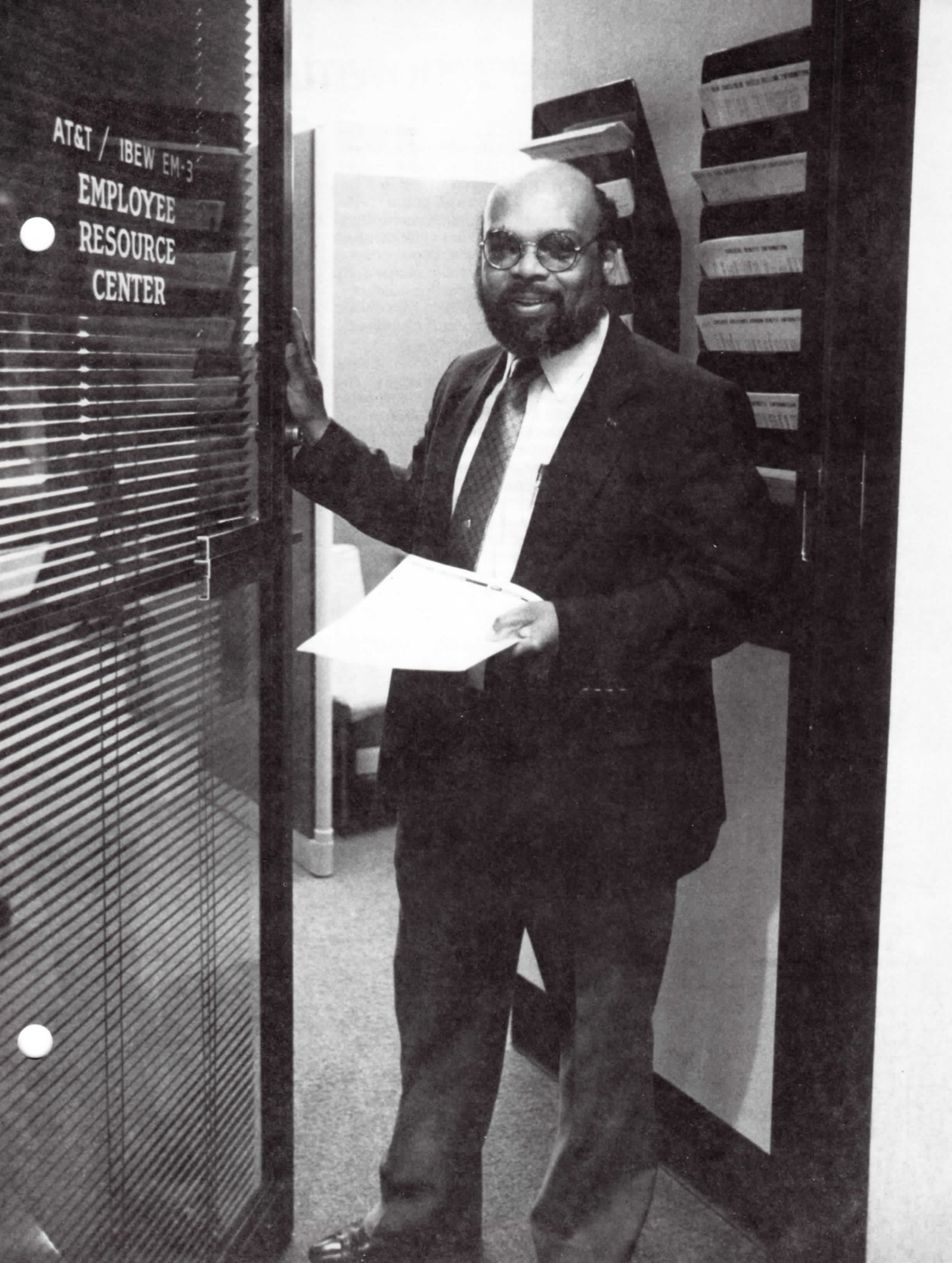
The staff for the Joint (management/union) Benefits Committee office supplements service provided by the Works' regular benefits office. Five people take turns one day a week to answer questions by phone or meet with non-management (and also management) employees on

(Continued on Page 10)

WELCOME TO THE ERC...Employee Resource Center staff member Cid Stinson is ready to help non-management employees with their career planning, education and benefits needs. Stinson and co-staff members Barb Gray, Chere Hunt and John Schwenck can be found in the new ERC location in the Employee Activities Mall.

AT&T / IBEW EM-3

EMPLOYEE
RESOURCE
CENTER



Who will help Joe? continued

matters involving health benefits claims.

A call to Ext. 4954 will reach either Barb Golda, Chere Hunt, Mary Ellen Maxwell, Tom Murray or Edie Riester. Office hours are weekdays from 7:30 to 10:30 a.m. and 1 to 4 p.m.

So, how easily can Joe's problems be resolved? Let's start with the first one: Should he go back to school?

Any ERC staff member can help Joe in this matter, but let's suppose this time it's Chere Hunt. She will tell Joe that he has at least a couple of options. For one, if he's interested in a college course or degree program, he should consider AT&T's Tuition Assistance Plan (TAP).

Under this plan, the company refunds the cost of tuition and approved fees to eligible employees who pursue a work-related education at accredited learning institutions. "I can explain to Joe what the requirements are for

tuition assistance, and what courses the company will approve within the program," Hunt said.

She will mention to Joe that he might prefer to enroll in an Enhanced Training Opportunities Program (ETOP) class offered after work hours usually on company premises. Hunt—or perhaps John Schwenck—will give Joe a list of ETOP classes and help him decide which would be best for him.

Claims assistance

Problem No. 2: Why wasn't Joe's health insurance claim paid?

Edie Reister in the Joint Benefits Committee office (or one of the other four staffers) will find out. First, she'll review with Joe the background of his claim and make sure he sent in all of the proper, pertinent information. On that basis she may be able to point out to Joe's satisfaction why his claim was denied.

Or, she may think more information is warranted—perhaps

an error has been made in denying the claim. She will assure Joe that she will make what could be time-consuming phone calls to the insurer to resolve the issue.

Things are looking up for Joe, who doesn't have time during the day to make those kinds of important calls.

Problem No. 3: How does Joe go about switching from the Guaranteed Interest Fund to AT&T stock?

Before Joe leaves Reister's office, she will take him to see someone in the ERC—say, Cid Stinson. Stinson will help Joe use an 800 conversant telephone number to make the change, and explain that he's entitled to make a total of four direction changes in a year's time.

The last thing on Joe's mind—getting a job in another state—may be more wishful thinking than serious thought, but it also is an issue that the ERC staff can address.

HELP WITH CLAIMS...Barb Golda (right) of the Joint Benefits Committee office staff reviews an item of concern about an insurance claim with Lynette Tipler of IBU 597. Golda, Chere Hunt, Mary Ellen Maxwell, Tom Murray and Edie Reister are available on alternating days of the week to help both management and non-management employees with health claims problems.



All about ATS

Barb Gray (or an ERC co-worker) will introduce Joe to the AT&T Transfer System (ATS), a transfer plan for non-management employees that allows for career or surplus movement within all AT&T business groups, business units and divisions (see related article following on ATS).

Gray will help Joe first determine if his length of time in his current job and location qualify him to participate in ATS at this time. If it does, she will enter his personal data into the transfer plan's computer system, and an information package will be sent to him through company mail.

Gray or ERC personnel will help Joe complete ATS forms contained in the package he receives. She also will help him use its 800 conversant telephone number for information on what jobs are available.

Talk face to face

ERC and Joint Benefits Committee staffers agree that having their services conveniently located in the activities mall has helped to encourage employee visits.

"With so much going on, especially with recent changes to insurance plans, we're getting many more calls and visits to the ERC by non-management employees," Hunt said.

"And that's good, because we want to make sure that employees understand all of their benefits programs so that they will be satisfied that their needs are being met," she added.

Likewise, Reister said the Joint Benefits Committee office location is much more visible and accessible to its customers than it was in its previous Building 20 location.

"People really do need to talk face-to-face about some of these problems, and I think our committee has helped" supplement efforts of the benefits office in that regard, Reister noted.

"It can be frustrating dealing with complaints and cutting through red tape. When we get thanks for helping someone like Joe, it makes it worthwhile."

Even if they can't help Joe find someone to fix his air conditioner.

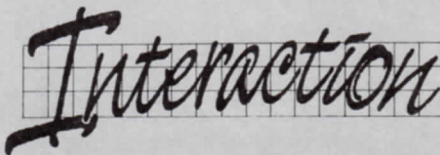
Second Quarter, 1991

What is the AT&T Transfer System or ATS?

Based on questionnaire responses and discussions from employee focus group sessions that were held in April, many non-management employees are unfamiliar with or unaware of ATS, according to Ann Hindman who coordinated the focus groups.

"We're making an effort to get the word out about ATS, such as through the *Westerner*," she said. (The "Interaction" logo that appears with this article signifies an action taken in response to focus group input: In this case, improved communication about ATS.)

ATS is a transfer plan for non-management employees that allows for career or surplus movement in all AT&T business groups, business units and divisions. The Employee Resource Center (see related article on Page 8) staff is available to help non-management employees who would like to participate in the transfer plan.



If you are a non-management employee and you are interested in ATS, you should take the following steps:

(1) Call or stop by the ERC in the Employee Activities Mall and request an ATS information package. A staff member will ask you for pertinent information, including your title/grade and how long you have been in your current job position. If you meet length-of-time-on-job and location requirements for your specific job, an information package will be ordered and you will receive it by company mail. (Requirements vary by job title.)

(2) When you receive your package, fill out the employee resume input form and education and training profile. If you want assistance to do this, the ERC staff can help.

(3) After you complete the employee resume input form, take it to your immediate supervisor who will complete the appraisal portion and verify information.

(4) After your supervisor has completed and verified information, return the employee resume input form and profile to the ERC. An ERC staff member will check your completed form to make sure that your work performance and attendance is satisfactory per ATS requirements. If it is, the completed information you provide will be entered into the transfer plan's computer system.

(5) You will be notified by mail that you are officially registered in ATS. At this point, you may call the 800 conversant telephone number provided in your information package (you will need a touchtone phone). You will be given information on jobs that are available within AT&T. If you have trouble using the 800 number, the ERC staff again is available to help.

The ERC is open weekdays from 7 a.m. to 4 p.m., as well as by appointment outside of these hours for second- and third-shift employees. Its staff and phone numbers are: Barb Gray, Ext. 3607; Chere Hunt, Ext. 3541; John Schwenck, Ext. 3523; and Cid Stinson, Ext. 3509.

etc.

Global business

At a conference with his managers in late March, AT&T's Network Cable Systems (NCS) president Greg Hughes listed globalization as one of eight important business directions.

Discussed at the conference was the NCS goal: to grow the business by expanding our market base globally, focusing on high-growth markets in Europe, Latin America and the Asia/Pacific region, and within our own country by pursuing new markets. NCS must strive for 50 percent revenue generation from new markets by the year 2000.

The Omaha Works' part in international efforts is becoming

increasingly evident. Dean Davis and Bob Drach traveled to Thailand earlier this year to review specifications with officials and demonstrate product performance (see article on Page 2).

In late April, the Works was host to two visitors from the Peoples Republic of China: Shi Guoliang, deputy chairman, Dalian Planning Commission, and Yang (Sunny) Guang, vice-director, China Petro-Chemical Corp.

Their visit here was in conjunction with the AT&T Peoples Republic of China Senior Management Development Program, an exchange program now in its third year.

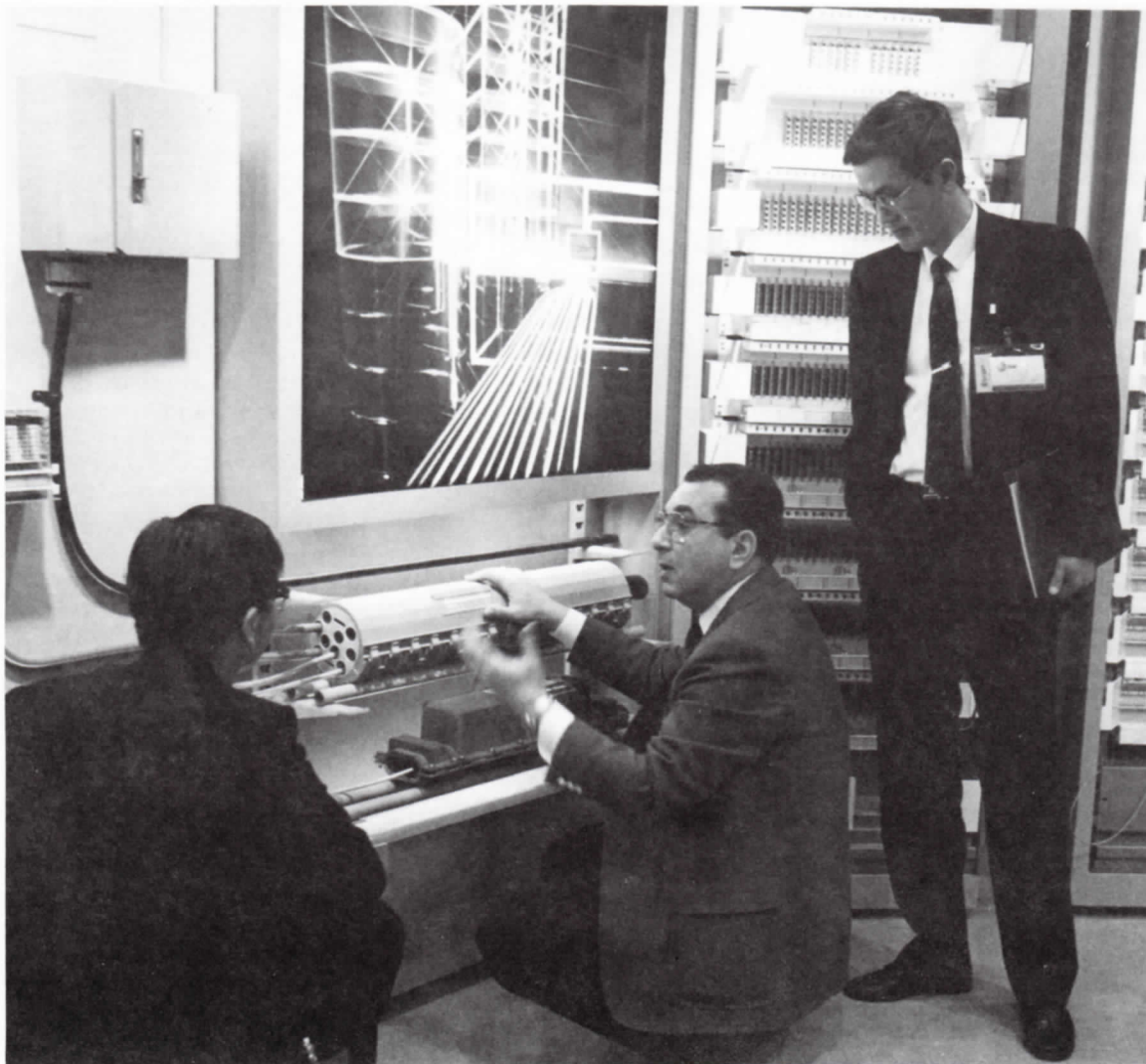
Dan Geller, an AT&T account

executive for international markets who accompanied the visitors, says the program demonstrates AT&T's long-term commitment in China's modernization program. It seeks to establish positive, cooperative relationships with China's governmental agencies.

A total of 50 executives from China will have participated in the program which has included visits to virtually all of AT&T's manufacturing plants.

"They're not just learning about our American culture, government and business," Geller noted, "but we're learning a lot about them, too."

In still another part of the globe, Omaha Works-manufactured



SHOWCASE...Frank Markesi (center) of the Product Display Center reviews the products we make at the Works with visitors from the Peoples Republic of China. Learning about our Systimax™ premises distribution system products are Yang Guang (left) and Shi Guoliang.

Products are being introduced. As part of an AT&T \$10 million contract with the Arab Republic of Egypt National Telecommunications Organization, we have begun shipment to Egypt on an order for 270 40-type cabinets.

Product shipments also have included 709 and 710 connectors (more than 200,000), and 2199 and 2200 UG closures, all of which go to support a copper outside plant network for several 5ESS® digital switch central offices.

Last year, total international sales of just those Network Cable Systems products manufactured at the Omaha Works amounted to nearly \$40 million. The sales were divided almost equally between electronic wire and cable products and copper apparatus and metals.

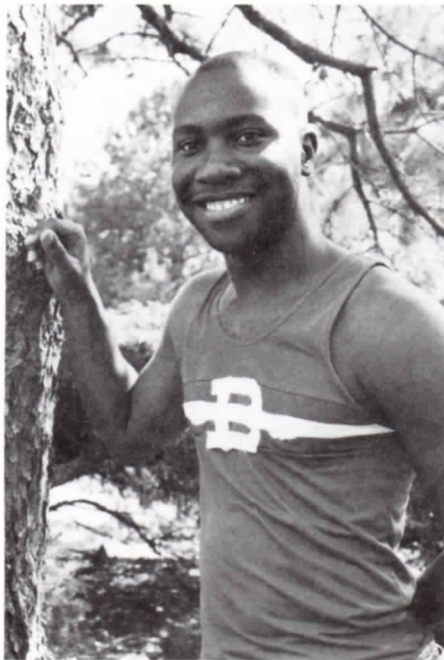
QPA results

In early June, a Bell Communications Research (Bellcore) team, chaired by Jim Hoff of Piscataway, N.J., conducted an on-site quality program analysis (QPA) of Omaha Works operations. The Regional Bell Operating Companies (RBOCs) use the results of the audit to make procurement decisions.

The audit addressed 15 different elements, ratings for which were as follows:

- Adequate: Management commitment and organization; completed item inspection; equipment calibration and maintenance; corrective action program; product identification; collection and analysis of field performance data.

- Adequate with recommendation: Documentation of quality system; control of design changes; control of procured material; manufacturing controls in-process;



MAN WITH A DREAM...Wil Jackson hopes to gain a spot on the 1992 Olympic track and field team.

control of non-conforming material; storage, handling and packaging; quality information; quality improvement program.

- Inadequate: Periodic product qualification.

Speaking to a representative group of employees gathered in the auditorium to hear the results, Hoff thanked Works people for their full cooperation during the audit. Two RBOC representatives who observed the audit also shared their impressions.

Brendan Pelan, a quality technology manager for Bell Atlantic, complimented Works employees on their spirited approach to quality. "I think your entire work force truly feels that quality begins with them," he said.

Hal Norcup, a quality assurance manager for Pacific Bell, told employees he had no doubt that "your genuine interest and energy to become a world class company" will make it a reality for AT&T.

Copper apparatus and wire vice-president Jay Carter said the findings renew our commitment to

further improvements and promised the audit team and observers that "you will be amazed at the progress we will make within a year's time."

Olympic material

We have an Olympic hopeful in our midst: Wil Jackson of IBU 581. Jackson, who's been on the Works roll since March, has dreamed of competing in the Olympics since he was 13 years old.

Now 23, married and the father of two small daughters, he hopes to compete in Olympic track and field events—the 100-, 200-, 400-meter and long-jump events.

Jackson, who works the second shift, trains an average of five hours daily. Plus, he finds time to volunteer daily as a track training coach at the Omaha Girls Club.

Only recently out of the Air Force, he has competed in and won numerous field events and was prepared to compete in a major European track event when his military unit was sent for duty in Honduras, he said.

He's been participating in a number of regional meets and has been placing in the top three spots. He's currently drawing up an itinerary of important meets he plans to attend, hoping to establish name recognition and improve his chances for winning a spot on the 1992 Olympic team, he said.

Both he and his Girls Club team will compete in the Cornhusker State Games in Lincoln on July 20.

Governor appointee

Jesse Cardenas, who works in the quality assurance department, has been appointed Nebraska athletic commissioner by Gov. Ben Nelson.

Cardenas has been involved in Omaha amateur boxing activities for the past 25 years, and was president of the Omaha Amateur Boxing Coaches Association for the past 17 years.

As athletic commissioner, he will supervise all amateur and

(Continued on Page 14)

Retirements



Peggy Anderson
31 years



Charlie Mathis Jr.
34 years



Thomas Rudd
33 years



Esther Kana
28 years



Roy Baker
33 years



Nikki Cattano
22 years



Beverly Bianchi
24 years



Alfred Sheppard
30 years



Lilita Carlson
25 years



Ted Bulling
36 years



Bernard McGrath
34 years



Margery Daugherty
21 years



Margie Hecker
29 years



Harold Drake
33 years

Not pictured:

Dean Anderson—31 years
Barbara Conatella—29 years
Robert Frisbie—20 years
Shirley Ingram—25 years
Richard Kobjerowski—32 years
Rian Murphy—33 years
Eileen Panique—28 years
Dale Plowman—29 years
Helen Tibbs—21 years

etc. continued

professional boxing programs and pro rassing shows in the state.

Calendar artists

Winners of the Omaha Works Quality Calendar Art Contest have been announced. Judges select 12 artworks from among nearly 90 entries submitted by Works employees, their children or grandchildren to appear in a 1992 calendar all employees will receive.

The winners and the months in which their artworks will appear are:

Megan McKean, age 6, granddaughter of Hank Eisheid, January.

Tim Cremeens, February.

Zach Charron, age 8, grandson of Virginia Barker, March.

Sara Sharples, age 9, granddaughter of Janet and John Sharples and Bernie Bremer, April.

Laurie Rodriguez, age 15, daughter of Edmund Rodriguez, May.

Ashley Palma, age 9, daughter of Debra Palma, June.

Kelly Bernady, age 12, daughter of Susan Bernady, July.

Elizabeth Sievers, age 12, daughter of Linda and Glenn Sievers, August.

Jerry Cundiff II, September.

Ross Riepl, age 15, son of Roxie Riepl, October.

Steve Chaffin, November.

Katie Sievers, age 13, daughter of Linda and Glenn Sievers, December.

The judges also gave honorable mention to artwork by Steve Marshall; Julie Furlong, daughter of Jimmie Furlong; Scott Marsh, son of Carolyn Marsh; and Kristopher Warren, grandson of Lloyd Warren.

Judges for the competition were Madelyn Bruning, Millard South High art teacher; Jerry Pabst, Omaha Public Schools art coordinator; and John Thein, Creighton University fine arts department staff member.

The calendars will be distributed by October, National Quality Month. The contest was sponsored by the Works quality organization to draw attention to the importance of quality in everything we do.

Service anniversaries

40 years

Wendel McCready	4/04
Gene Filarecki	5/31
Jack Zelenka	6/18

35 years

Willard Huetson	4/23
Hollis Cook	5/21
Roland Seaman	5/29
Richard Dormer	6/13
Leo Scheibhofer	6/18
Gino Betti	6/22

30 years

Roger Stiehl	4/12
Betty Gantt	4/16
Patricia Oliver	5/04
Beatrice Klaumann	5/14
Harold Esch	5/15
Chris Garrett	5/23
Norma Christiansen	5/28
Lowell Campbell	5/29
Margaret Abrams	5/30
Richard Davis	5/31
Verble Callahan	5/31
Alfred Sheppard	6/05
Cora Davenport	6/05
Thomas Vandyke	6/07
Jeanette Blair	6/10
Joseph Hoffman	6/12
Margaret Bruno	6/19
Edith Ohara	6/21
John Okupski	6/22
Bernice Warner	6/22
Robert Socha	6/23
Thomas Pluta	6/23
Thomas Cerny	6/26

25 years

John Cockrell	4/01
Joseph Eisenhauer	4/04
Robert Macaitis	4/07
Claudia Perchal	4/08
Cleda Coleman	4/11
Gene McKenna	4/11
Karen Israelson	4/12
Susie Purnell	4/13
Robert Sempek	4/18
Richard Goodkind	4/19
Juanita Gilreath	4/20
Ronald Hartwig	4/20
Jolene Possinger	4/20
Janet Pope	4/21
Larry Standley	4/21
George Paul	4/25
Leonard Sloma	4/25
Leroy Martinson	4/25
James Rhode	4/25
Thomas Musil	4/25
Joy Benning	4/26
Roberto Rodrigues	4/27
John Butcher	5/02
Louise Winterstein	5/02
Thomas Freis	5/02
Gerald Meckes	5/03
Shirley Patterson	5/03
Robert Oliver	5/09
Carolyn Rangel	5/09
Gerald Newman	5/09
Patricia Dahlhauser	5/09
Madeline German	5/10
Beverly Bianchi	5/10
Gerald Samla	5/10
Mary Smith	5/11
Reese Parks	5/18

Barbara Douglas	5/20
Thelma McKiddy	5/22
Philip Warren	6/01
Kathryn Tuttle	6/01
Glenn Swoboda	6/08
George Stock	6/08
Michael Parizek	6/08
Norma Dorsey	6/09
Martin Barges	6/13
Howard Eliuk	6/14
Marlene Riley	6/16
Hernando Boyles	6/20
Julia Larry	6/27
Ronald Schaupt	6/28
Patrick McPherson	6/28

20 years

Cecil Ward	5/02
Eric Petersen	5/09
James Elliott	5/20
Nancy Latch	5/23
Sandra Dearborn	6/01

15 years

Jo Ann Alback	4/11
Darlene Pearson	4/17
Sandra Schovanec	5/19
Janet Victor	6/29

10 years

Janet Styskal	4/04
Robyn Brown	4/15
Clarence Livermore	4/15
Sally Stoaks	5/05
Lona Baxter	5/30
Melvin Hatcher	6/11
Ronald Payne	6/19
Michael Fuller	6/22

5 years

Marlene Knuth	5/21
Donald Donovan	5/21
Brenda Geyza	5/21
Betty Svajgl	5/21
Mary Schroeder	5/21
Gary Byrne	5/21
Emmalee Howard	5/21
Karen Metzger	5/21
Linda Fuksa	5/21
Yolanda Higgins	5/24
Pamela Lawson	5/27
Gerald Carroll	5/28
Keith Elliott	6/02
Gary Conway	6/02
Marvel Thiel	6/04
James Hulsey	6/16
Laura Schwickerath	6/16
Kevin Keller	6/23

etc. continued

Perfect attendance

New parking permits to park in choice "blue-line" stalls in the parking lots have been issued for another year to represented

employees with six years or more of perfect attendance. The permits are good through June 30, 1992.

A total of 169 represented employees have earned the parking privilege for this second year that the program has been in effect. New participants who just achieved six years' perfect attendance to qualify are: Jerome McCready, Sandra Ochampaugh,

William Garza, Thomas Feuquay, Steven Mathis, John Keefe, Donovan Kohls, Tony Lassek, Jerrold Sherry, Wayne Grudle, Lena Vandeman, Robert Koster and Joseph Sopcich.

Andritta Flemings, William Maly, Kenneth Belter, Jean Taylor, Frederick Mitchell, Leland Winterstein, Melvin Domina, Gary Rezek, Julianne Keller, Dennis Swartz, Herbert Cooley, Terese Sakalas, Darrel Jensen, James Black, William Storm and Eberto Leal.



Last frame

The Omaha Works Fire and Rescue Brigade has a new hazardous waste vehicle in service. The vehicle is fully equipped to respond in the event a hazardous waste spill occurs, said safety supervisor Rich Schmitz.

Otherwise, the vehicle will be used as a utility vehicle in conjunc-

tion with the use of the brigade's fire and rescue truck on all other calls.

Brigade members John Herrmann (front) of IBU 581 and Kurt Lamb of IBU 583 helped the day-shift crew load equipment onto the new truck before it went into service.

Equipment includes air bottles; chemical-protection suits; various agents used to pick up hazardous liquids; handlights; corrosion-resistant and "non-sparking" tools such as plastic shovels,

squeegees; a vent fan; chemical pillows to absorb thick liquids; barrier tape; pipe fittings; and a Level B chlorine repair kit. The truck also is equipped with a public address system.

The brigade consists of a crew of 28 employees, with nine on each shift. In addition to fire and rescue training required to serve on the brigade, each member has taken 24 hours of training in hazardous waste removal, which will be updated yearly in 12-hour training courses.



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Omaha Works
P.O. Box 37000
Omaha, Ne. 68137