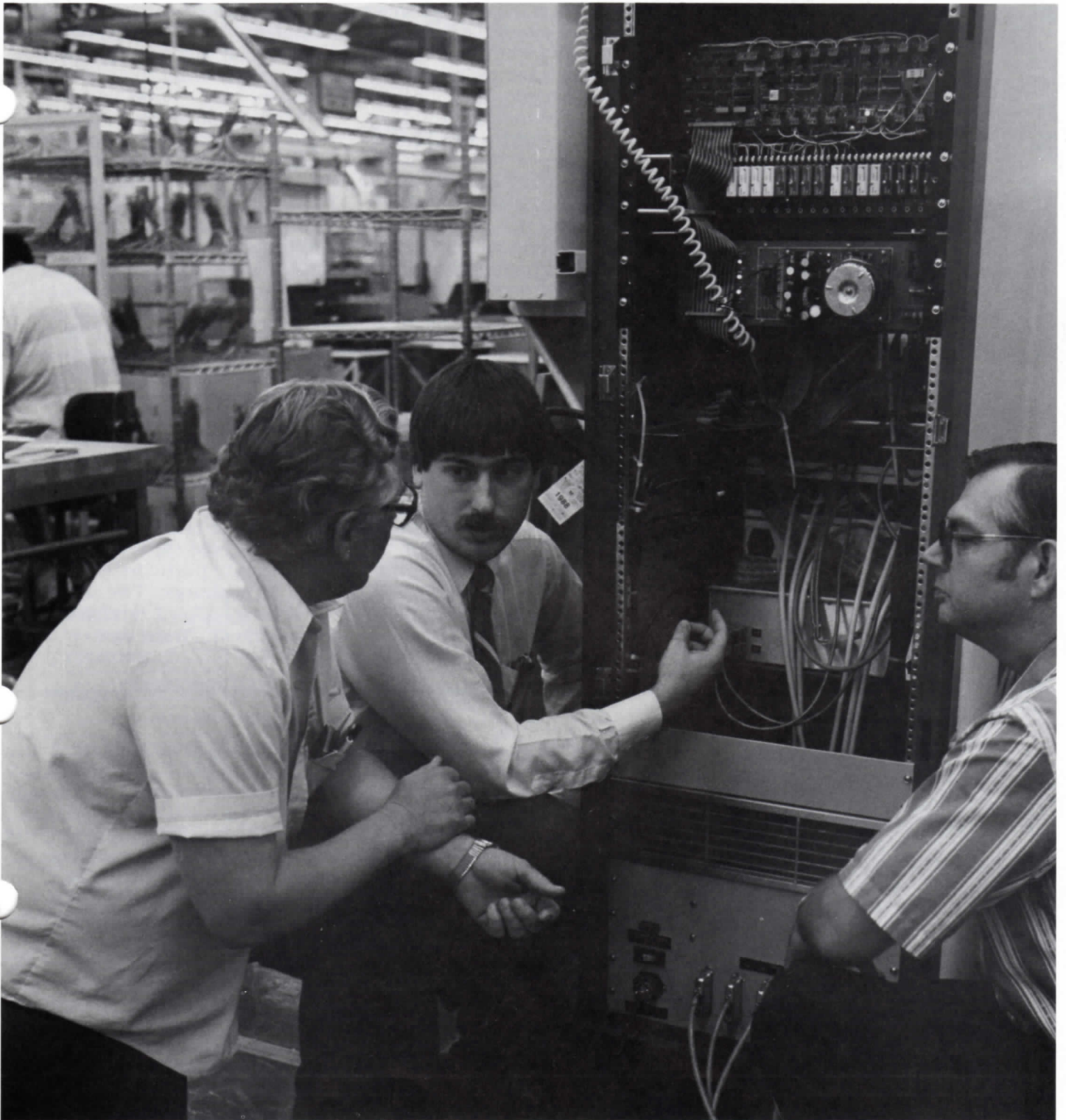


WESTERNER

Omaha Works
August 1988



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August 1988

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On the cover

Kelly Casey (center) reviews an automatic test set used to test network interface units which are made here at the Works. Gene Stoltenberg (left) and Jack Frum of Dept. 545, who perform electrical maintenance, are Casey's students in a course on test set basics. Casey conducted the course in July for selected maintenance and engineering personnel, to acquaint them with computerized test sets made for us by an engineering development group based in Atlanta. An article appears on Page 4.

WESTERNER

Linda Ryan, editor
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Works launches health program

Could you use a little more TLC in your daily living?

The Omaha Works medical department has begun a program to make TLC available to all employees who want it.

But in this case we're not referring to "tender loving care." Instead, TLC stands for Total Life Concept, AT&T's program to promote employee health.

The program's goal is to "assess, initiate and support positive health practices through individual, organizational and environmental health promotion interventions," said Dr. Lee Grant, Works medical director. Employee participation in the program is on a voluntary basis.

Marlene Petratis has joined the medical staff to oversee TLC at the Works, Grant said. Petratis has an undergraduate nursing degree and a master's degree in exercise science. She has been certified by the American College of Sports Medicine as an exercise specialist, and worked at the Creighton Cardiac Center in the outpatient cardiac rehabilitation program prior to coming to the Works.

At the foundation of the program is a health audit which was sent randomly to about 900 Works employees earlier in the summer. Employees were asked to respond to a variety of questions pertaining to their health habits.

The responses provide a base line with which to compare progress in the program, Petratis said. The audit will be conducted again at a later date to determine the success of TLC in helping employees to achieve higher levels of health and wellness.

Managing for Health seminars for Works supervisors were completed earlier in the month. The four-hour sessions were designed to broaden the supervisors' awareness of how their behavior in the work environment affects employee health, and what they can do to support positive lifestyle practices in their work group.

Employee orientation sessions are scheduled for early fall, at which time participation in TLC will be explained. The sessions will be scheduled randomly by department, Grant said.

Adults can abuse drugs, too

Adults tend to be judgmental about youths who use illegal drugs.

Works Employee Assistance Program (EAP) counselor Bill Ivins, however, warns about

potential drug abuse among law-abiding adults with medicine cabinets full of prescription and over-the-counter drugs.

Aging adults who rely on drugs to control medical problems such as high blood pressure, the availability and promise of new drugs, and doctors who prescribe drugs without realizing what other doctors are prescribing for the patient all contribute to the widespread use of legal drugs, he said.

These drugs in themselves are good, Ivins said, but "we can become psychologically or physically addicted to almost all of

At the end of each session, employees may sign up to complete a health risk appraisal (HRA) questionnaire and to undergo biometric measurements — height, weight, blood pressure and cholesterol — at a later date. This phase of the program gives employees the chance to obtain personalized profiles of their health status.

"Each employee will receive a personal and confidential report of the results," Petratis said.

After employees receive their reports, they will be invited to attend a "wellness planning meeting" to help them make individual decisions on how to improve their health lifestyles. They may choose self-help materials or opt to participate in behavior change modules which Petratis will conduct.

The modules will consist of approximately 40-minute class sessions which meet weekly for six weeks. Core topics will include fitness, nutrition/cholesterol, weight management, smoking cessation, blood pressure control and stress management.

*TLC IS HERE . . .
Marlene Petratis
will oversee AT&T's
Total Life Concept
(TLC) health pro-
gram at the Works.
The Omaha Works
is the company's
first manufacturing
location to introduce
TLC to its
employees.*



Petratis expects that there will be "spinoffs" from the behavior change modules. For example, employees in the fitness module may decide to start a walking club to improve this area of wellness.

Such spinoffs are a key to the success of TLC, Grant and Petratis noted, because employees

are likely to continue a health regimen they themselves helped to design. By the time the next health audit is conducted among Works employees, both Grant and Petratis are hopeful that definite improvements in individual health and wellness will be indicated.

them." People forget about the multiplying and cumulative effects of drugs, and of the effects of mixing some drugs with alcohol.

For example, anti-depressive drugs mixed with alcohol may have serious consequences — "alcohol can negate or add to the effects of the drugs," Ivins said.

The improper use of drugs can do physical damage to one's body, and may impair thinking and reaction times. "This could be very dangerous on the job and while driving," he noted.

Ivins offered some suggestions on how to use legal drugs prop-

erly and avoid becoming too dependent on them:

— First, regularly exercise in moderation to promote physical and mental fitness.

— Be sure to inform all doctors you see about all of the different medications prescribed for you.

— Keep family members informed about the drugs you take and their side effects.

— Keep an accurate list and schedule of medications you must take.

— If you suspect that you are taking too many drugs or that something is wrong with a pre-

scribed medication, check with your doctor. If you still question his or her response, seek a second opinion.

— If you take medication for mild psychologically associated ailments such as stress, anxiety or depression, seek the services of a counselor to get at the root of the problem. "Sometimes if the problem can be resolved, you won't need the medication," he said.

Employees or members of their families who want to talk or meet with Bill Ivins should call 691-3416.

Test sets developed in Atlanta

The test set development group based in Atlanta is both family and vendor to the Omaha Works.

It's family because the seven-member group — with senior engineers Kelly Casey and Howard Flichman as project leaders — are part of the engineering organization responsible for copper apparatus and inside wire and cable development that has reported to the Omaha Works since March 1986. That organization is a spinoff of the former Product Engineering Control Center — PECC.

The test set group is also a vendor because, as Casey pointed

out, the Omaha Works doesn't necessarily turn to it for all of its test sets.

One of the test set group's primary responsibilities is to design, develop, fabricate and prove in test sets to be used by Omaha Works shops. Since March 1986 it has provided many of the larger computer-controlled test sets primarily used in the copper apparatus shops, Casey said. Among them are the automatic test sets for network interface units, the 800 DSX series blocks, and wide-gap gas tube-can assemblies.

The test sets are designed "to eliminate tedious, manual bench testing," he said. "They are faster, eliminate human error, help cut costs and improve quality."

Generally, Omaha Works engineers contact the Atlanta group about a test set project, followed by an on-site assessment of the situation by the Atlanta engineers.

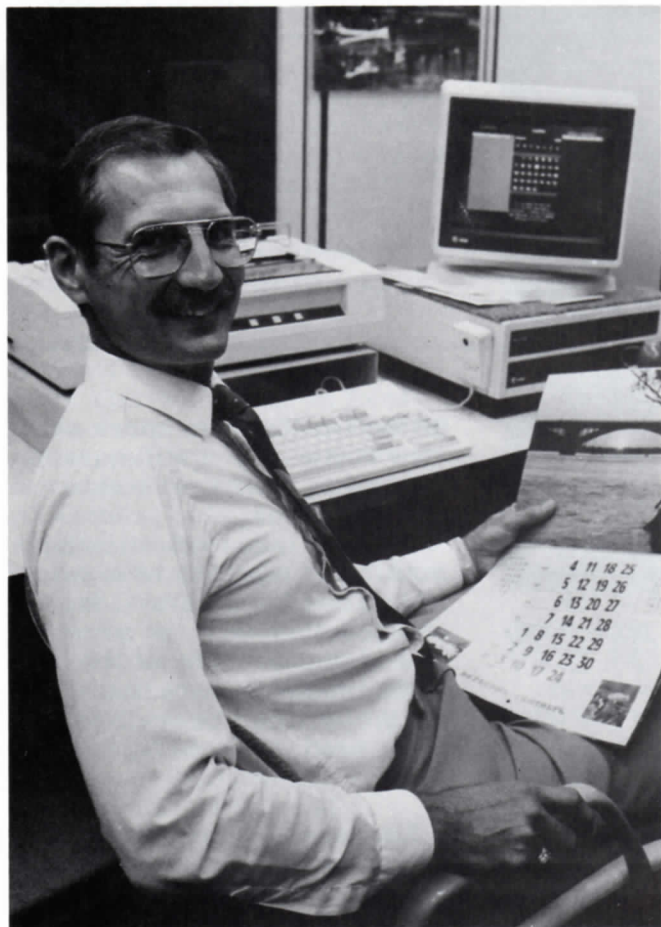
"The final specifications for a test set are a collaboration of

Omaha and Atlanta-based engineers," Casey said. The test sets are built in laboratories at the Atlanta Works, where "the inevitable kinks are worked out" in order to meet specifications. They are then shipped to the Omaha Works where they are installed and proven in by a joint team of Atlanta-based and Omaha engineers.

All of the test sets are computer controlled, Casey said, using AT&T's PC6300 family of personal computers. This allows, he continued, "easy expansion into data collection networks in the future."

In July, Casey came to Omaha to conduct a short course in test set basics for Works' maintenance personnel and engineers.

"Service after the sale is important," Casey said, although it may not always be easy to do when long distances are involved, he admitted. "It just forces us to do an even better job."



U.S. IS HOME . . . Among Gary Kahler's mementos of his trip is a calendar from the Soviet Union. He also shot 20 rolls of 36-exposure film. Now if only he could get his family to look at all of them, he said.

Kahler is 'ambassador' for 2 weeks

Senior engineer Gary Kahler feels fortunate to have had the opportunity to visit the Soviet Union and China as part of a People to People exchange program.

But he is disappointed over the turn of events during the first leg of his journey, that being his visit to the Soviet Union.

Kahler, of Dept. 483, was one of 22 industrial engineers from the Midwest who were invited to participate in the program.

People to People is an ongoing program in which countries exchange delegations of their people to share ideas on both personal and professional levels, in the pursuit of world peace.

Kahler's delegation was to

Goal is to curb absence rate

In July the Omaha Works was prepared to introduce changes to the Attendance Control Plan (ACP). The proposed changes were prompted by an alarming increase in the cost of absence payment expense that had occurred since 1984.

In 1984 the number of absences per hourly employee was 7.4 days. A little more than three years later the number had increased to 10.8 days per employee. The increase amounted to an operating cost in excess of \$1.2 million per year.

In today's marketplace, costs of this magnitude cannot be passed on to customers if the Works is to remain competitive and continue to provide earnings to shareholders and stable employment to employees.

Because the company and the

IBEW locals share a mutual concern for the continued well being of the Works and its employees, the company and the union have engaged in thorough discussions to address this serious problem.

As a result the company and the union have agreed to work jointly toward reducing absences to a level of 7.6 days per year by the end of this year, without changing the current Attendance Control Plan.

The success of this endeavor requires that sickness absence be used only when employees are sick and unable to work. Also, when employees are out on disability sickness absences, they should obtain the necessary and proper care that will enable them to return to work as soon as possible. Extending any ab-

sence beyond the limit of what is absolutely necessary adds to the Works' overall cost structure and limits its ability to compete and be a successful business.

The following statistics show the difficult task that lies ahead in order to reach a goal of 7.6 days per employee by year-end. The list may be retained as a referral guide to gauge progress by department:

* * *

<u>Total Works absences</u>	<u>Yearly cum</u>
Fiscal June 9.6 days	10.3
Fiscal July 10.6 days	10.4

* * *

Department absences Fiscal July cum days

<u>Dept.</u>	<u>Days per employee</u>	<u>No. of employees</u>
237	2.7	27
544	3.8	98
086	3.8	13
283	4.8	138
533	4.8	108
268	5.7	26
282	7.2	72
236	7.6	107
235	8.3	189
545	8.7	167
266	10.4	230
284	10.6	135
269	10.8	353
262	11.8	172
265	11.8	90
239	11.9	87
541	12.5	99
263	12.6	147
281	13.2	189
261	15.9	247
264	16.4	86
084	16.5	48
087	24.1	41

meet industrial engineer counterparts in in the Soviet Union and China during a visit in late May.

But for some unexplained reason, all four meetings with the Americans' counterparts in Russia were cancelled after the delegation arrived. "We didn't even get to see a factory," Kahler said.

The Americans filled the void by taking in more sight-seeing. The delegation made stops in Leningrad, Kharkov and Moscow, and took in the Hermitage Museum, the Kremlin and a cooperative agricultural farm.

Kahler estimated anywhere from 600 to 700 people worked the 2,000 to 3,000-acre farm using techniques "that appear to be outmoded by Western standards," he said.

In contrast, the Russian subway system — the group's main means of transportation — was "fabulous . . . very safe, clean, well-lit, and no graffiti whatsoever." The subways featured examples of Soviet architecture and sculpture.

Kahler noted that the social

atmosphere in Russia was somber — "people there made little attempt to speak with us." But in China's Beijing and Shanghai "everyone smiled and was eager to communicate with us."

Communication was easy in China, Kahler said, because so many people — especially young people — speak English.

The American delegation met with their counterparts in China, with talk frequently turning to China's economic reform and "how they can start businesses in China," Kahler said.

They are anxious for Western business to locate in China because the Chinese "feel they can learn from us," he said. "They promise to provide their best workers for such a venture."

Overall, Kahler said he found his trip to be fascinating and very informative. In fact, he would like to visit China again, with the emphasis on "visit."

"I was really glad to get back home," he said.

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etc.



Karen Moser

Patent awarded

A U.S. patent has been awarded to Karen Moser of Dept. 733. This is the second patent that the senior engineer has earned.

Moser acquired this latest patent for his design of a jacketing line extruder dual-wall core tube. It improves the smoothness of the PVC jacket on certain cable designs.

Ideas that pay

A good number of employees have been putting on their thinking caps, which has been to their financial advantage. In recent months they have been the recipients of suggestion awards in the employee suggestion program.

Eleven of the employees have received awards of \$1,000 or more individually or in joint partnership. Among them are Bi Nguyen of Dept. 269 who received \$3,760 for his suggestion. Al Anthone of Dept. 541 earned \$2,840 for his idea, and an award of \$2,400 was presented to Paul Challengren of Dept. 284.

Among the winners who suggested ideas jointly are Eldon Whale and Richard Mass, both of Dept. 541, \$895 each; Ray Warren and Al Anthone, Dept. 541; \$745 each; David Howell and Robert Shafer, Dept. 541, \$727.50 each; and Laureen Nielsen of Dept. 232 and Ed Dellinger of Dept. 235, \$595 each.

Other suggestion awards include: Marlene Sheffner, Dept. 531, \$860; Charlotte Pfeffer, Dept. 289, \$830; Shirley Peterson, Dept. 263, \$800; Sharon Cubrich, Dept. 266, \$580; Larry Duros, Dept. 235, \$335 and \$170; Dale Kreick, Dept. 263, \$335; Ron Erickson, Dept. 236, \$325; Eugene Nicholson, Dept. 269, \$260; Dave Hamlet, Dept. 531, \$220; John Lassek, Dept. 281, \$200; Al Anthone, \$185; Kathleen Schutte, Dept. 269, \$170; Don Streeter, Dept. 235, \$130; and Ray Warren, \$125.

Corporate Cup

The eighth annual Corporate Cup Run is slated for Sept. 11 at 8 a.m. Participants who will run or walk the 6.2-mile course will start at the Civic Auditorium in Downtown Omaha.

The AT&T team will consist of

employees from all local AT&T entities, said Judy Stroy, team captain. She anticipates that close to 300 AT&T employees will participate in the event.

A pre-Corporate Cup banquet is planned for Sept. 7 at the Peony Park Ballroom, Stroy said. Team members who want to attend may pick up reservation forms in the Employee Activities Mall. Tickets cost \$10 per team member.

Promotion announced

Larry Sweatt has been promoted from development engineer in Dept. 793 to senior engineer. His promotion was effective Aug. 1

Sweatt is based in Atlanta where he works in the engineering organization responsible for copper apparatus and inside wire and cable development.



We're having a picnic

Summer heat got you down? Get yourself and your family over to Peony Park on Sept. 11 for the annual company picnic. This year admission to the picnic, which runs from noon to 6 p.m., is free. In addition to unlimited rides, games and prizes, and the Cornhusker Pioneers' dunk tank, free pop and ice cream will be served all day. Employees may pick up their pre-requested tickets for the event in the main cafeteria Sept. 5 through 9. No tickets will be available at the gate. This year's picnic planning committee consists of Hank Wnuk, Jim Williams, Jerry Zento, Dee Kelly, Dennis Karloff and Miyeko Kostecewa.

Service anniversaries

35 years

I. D. McLaughlin 9/27
J. T. Zarachowicz 9/9

30 years

S. E. Anderson 9/15
R. L. Belter 9/22
D. D. Behrens 9/10
J. E. Black 9/22
V. H. Bowersox 9/4
R. L. Brock 9/9
D. R. Bryant 9/8
F. A. Campbell 9/17
L. C. Campbell 9/9
C. C. Cooper 9/3
G. H. Drehsen 9/29
C. M. Enstrom 9/8
D. L. Evans 9/15
M. C. Finley 9/9
C. C. Johnson 9/9
S. E. Marshall 9/8
R. S. McKulsky 9/29
J. J. Palmesano 9/22
I. J. Rauterkus 9/18
D. G. Robbins 9/16
T. R. Rudd 9/22
S. K. Scebold 9/2
C. L. Sipe 9/2
R. A. Sudyka 9/15
D. D. Swartz 9/2
J. R. Winchester 9/3

25 years

L. A. Booker 9/23
P. M. Brennan 9/22

V. N. Byrom 9/5
R. F. Christian 9/18
R. M. Crouch 9/16
D. M. Davis 9/12
R. G. Lamb 9/3
G. A. Lueders 9/16
I. Z. Schmidt 9/25
J. L. Wheeler 9/17

20 years

F. J. Bartman 9/23
S. A. Brown 9/10
L. S. Ferraguti 9/3
R. A. Goodwin 9/9
M. B. Griffith 9/16
B. T. Hampton 9/3
M. S. Hartmann 9/16
L. O. Johnson 9/3
B. B. Keene 9/10
C. C. Linqvist 9/1
R. L. Lorenz 9/23
D. W. Lubash 9/3
J. S. Knutson 9/9
D. K. Ludwick 9/16
W. A. Minor 9/9
N. O. Peterson Jr. 9/9
P. G. Reber 9/17
W. J. Roach 9/24
R. C. Schaben 9/3
M. J. Schoville 9/24
R. F. Siedlik 9/30
B. B. Smith 9/17
V. K. Spaulding 9/30
C. S. Swedberg 9/16

B. L. Vance 9/12
M. L. Voigtlander 9/9
J. F. West 9/23

15 years

C. S. Charnquist 9/20

10 years

S. K. Coleman 9/21
L. B. Grant 9/1
S. C. Hartmann 9/17
P. F. Lueders 9/16
H. M. Ott-Brasch 9/25

5 years

I. H. Daniels 9/1
R. J. Hadlund 9/8
J. O. Mallory 9/19
C. D. Scott 9/7
L. J. Sellin 9/7
J. C. Sharpnack 9/19

Retirements

ETOP classes start Sept. 12

A second round of classes in computer awareness will begin Sept. 12 in the Works' new ETOP (Enhanced Training Opportunities Program) Computer Training Center. The classes are open to the Works' union-represented employees only.

The newly scheduled classes are being offered in part to accommodate those employees who were unable to attend sessions earlier in the summer. An overwhelming response to the course offering did not allow the

class scheduling of all would-be students.

As before, the new classes will be conducted on all three shifts with students meeting once a week. They will run through Dec. 2.

Special accommodations have been made for hearing-impaired employees who attend this second set of classes.

Meanwhile, approximately 225 employees will have completed the first set of classes in the center which began June 13.



Freda Cate
20 years

Not pictured:

Patricia Metoyer — 25 years



Last frame

The employees in Dept. 263 are letting their fingers do the ordering of parts from the storeroom these days and relying less on their feet.

Using an AT&T A-synchronous terminal, utility operators like Marie Sivertson (front) and Sheryl Hansen may order parts from the storeroom without ever

leaving their work area.

They formerly made two or three trips apiece per day to the storeroom to place orders, they said. With a computerized ordering system, they now save the time it took to fill out order sheets and walk them to the storeroom. Storeroom employees call up the department's orders on their own terminals and deliver the parts requested.

The computers they use are the same as those used throughout the shops, equipped with Material Flow Control System

(MFCS) and Electronic Timekeeping and Attendance System (ETAS) software packages.

Users of the MFCS package also have the option of returning extra parts or making corrections on an order.

Dept. 263 was the first to use the computerized ordering system, but others are slated to follow suit. By the end of September all of the apparatus and sheet metal shops also will be able to place orders by computer, said Merle Dinslage, who is central storerooms manager.



AT&T
Network Systems

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