

WESTERNER

Omaha Works
November/December 1984



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On the cover

Will the real dolls please stand up? Three-year-old Monique Wyatt (left) and Heather Pfeifer, 2½, found their look-alikes from among the 939 dolls that Works employees dressed up for the Salvation Army's annual dress-a-doll project to benefit needy children. Judges from Millard South High School — two teachers, two students — awarded trophies to employees contributing the best-dressed dolls, said Jan Menks (Dept. 444), chairperson for the Works' effort. Monique's mother, Lillian Wyatt, works in Dept. 443. Heather's parents, Mary and Dan Pfeifer, work in Dept. 429.

WESTERNER

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Company consolidates financial operations

Take a look at your paycheck stub. Notice anything different? You shouldn't.

Many changes have occurred with the way the company handles your paycheck, but for the most part, those changes shouldn't be recognizable. Above all, the changes shouldn't interfere with your getting your paycheck on time.

Since Oct. 1, the company's Atlanta Financial Operations Center in Georgia has been handling the Omaha Works' payroll function. In a related effort, the center also began paying essentially all suppliers' and freight bills for the Works on Nov. 19.

The transfer of functions to the center is one step in a comprehensive corporate plan to consolidate financial operations

to reduce operating costs. The Atlanta center and one in Ballwin, Mo., eventually will handle these functions for all AT&T locations.

The Atlanta Center expects to handle a payroll of close to 65,000 employees by the end of the first quarter of 1985. Companywide, the shift in functions should result in a \$5 million savings in payroll operations and a \$5.2 million savings in accounts payable (vouchering) operations.

Those who noticed the change most were employees who worked in payroll and vouchering sections at the Works, said Don Tatreau, a section chief in Dept. 1225 who now oversees what's left of payroll and vouchering operations locally. The original payroll staff of eight employees

The words of American poet Ralph Waldo Emerson still ring true: "Rings and jewels are not gifts, but apologies for gifts. The only true gift is a portion of thyself."

In the two years I have been here, one of the most impressive qualities I have noticed about Omaha Works employees is the care and concern you show for each other and for your community. Giving a portion of yourself seems to come naturally.

I saw it when you generously surpassed this year's United Way in-plant goal and pledged \$660,000 toward community agencies and services. I see it now when you return hundreds of dolls you have dressed, new toys you have purchased and mittens and hats you have made for the Salvation Army to distribute to needy youngsters.

It's apparent when WEOMA choir members sing Christmas carols at nursing homes or when WE Corny Clowns cheer up children in their hospital rooms.

You give something of yourselves throughout the year by donating to food drives and Bloodmobiles, or volunteering your help with WEOMA and Cornhusker Pioneer-sponsored activities to benefit the community. And there are countless others of you — foster parents, coaches, volunteer firefighters and the like — whose time and service may go unheralded, but certainly not unnoticed.

Surely this is what Emerson was writing about. And surely this is the spirit of the holiday season which endures 365 days of the year because of your efforts.

May the happiness and peace of mind you have unselfishly given to others return to you many times during this holiday season and throughout the new year.

General manager

has been reduced to six.

The current vouchering staff consists of three employees, down from 12, noted Kathy West, a section chief who formerly was responsible for accounts payable operations. The change in both payroll and vouchering generated some personnel movement in which job slots in other areas were filled as they became available, she said.

The duties that remain at the Works are basically these:

The vouchering staff continues to research conditional payments, keeps tabs on what actually is shipped out of the plant, and handles miscellaneous mailing and distribution of reports.

In addition, certain bills (for example, tuition refund, conference dinner charges) will come first to the Omaha Works, but they will be forwarded to Atlanta via express mail for payment. All other bills are sent directly to the Atlanta center, West said, and suppliers have been notified of the change in billing address. A microfilm reader has been purchased so vouchering employees may look up information on microfilm — all "hard copies" of invoices are in Atlanta.

Locally, the payroll staff handles clock and attendance cards, long distance reimbursements, garnishments, and disposition of net pay. Net paychecks are printed and handled locally, while deductions that are noted on a pay detail are handled out of Atlanta, Tatreau said.

The Atlanta center, Tatreau explained, will take care of group insurance, the AT&T savings plans, taxes and tax exemption changes, health plans and life insurance and various reports and analyses. The center also will handle union dues, donations to charities, credit union business, savings bonds, employee sales and Pioneer dues deductions.

This division of payroll functions has resulted in fewer interruptions and phone calls in the local payroll office, Tatreau added. For the most part, the transfer of responsibilities has been smooth with a few minor exceptions.



PRECIOUS CARGO . . . You can depend on Acil Harris of Dept. 204 to deliver your paycheck to the bank if you are among employees who have selected the "direct deposit" option. That part of the payroll operation hasn't changed.

The only problem both Tatreau and West foresee is speeding up response time to employees with problems. For example, deposits to an employee's credit union account are sent through express mail, but if for some reason a deposit is late, the problem is handled through Atlanta — it's more than a walk down the hall to the payroll office.

Handling deposits through an electronic system out of Atlanta is being considered, Tatreau noted. In the meantime, should employees have problems on matters handled by the Atlanta center, they can call a toll-free number — 1-800-638-7849. Locally based matters should be directed to Tatreau on Ext. 3261.

Gift Lift advocate: Toys make difference

If there's one thing Mozella "Mo" Grigsby won't stand for is indifference, especially when it comes to the annual Gift Lift toy collection program at the Omaha Works. Maybe that's because she's been on the receiving as well as the giving end.

Gift Lift is a project toward which employees donate new toys at Christmastime for the Salvation Army to distribute to needy youngsters. For Christmas 1982, Grigsby — now a wirer in Dept. 442 — found herself in line with other parents, waiting for a chance to select toys for her two daughters.

She had been laid off from

her job here. Her husband Robert, now working in Dept. 423, was a painter out of work. Between them they had \$166 a month in unemployment and CETA training program allowances.

Standing there in the Salvation Army warehouse full of toys made Grigsby realize how easily anyone can be secure in a job one day and out of work the next, using up savings for everyday living. "The people there were so nice," she recalled, "and it made me feel good to see that someone cared."

Grigsby hasn't forgotten what it's like to be on a lean budget, and points it out to fellow

workers whenever she thinks it might benefit people in need. Last year she encouraged co-workers to contribute to the Gift Lift which provided the Salvation Army with almost 1,000 toys. And she's promoting the drive again this year because, she said, "you ought to give to someone who doesn't have because you never know when you will be without."

Toys for this year's drive are being collected from Dec. 3 through 10 and are to be displayed in the Works auditorium Dec. 11 and 12. Tom Schulte (Dept. 402) and Sharon Swingholm (Dept. 448) co-chair the campaign.

AAP-H/V policy restated

The policy statement of AT&T Technologies on the employment of handicapped individuals, special disabled veterans and veterans of the Vietnam Era is permanently posted on bulletin boards throughout the Omaha Works.

As noted in the policy statement, the company has prepared and maintains an Affirmative Action Program developed to comply with Section 503 of the Rehabilitation Act of 1973 as amended, and Section 402 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974 directed to those who are handicapped, special disabled veterans or veterans of the Vietnam Era. L. B. (Timm) Timmerman, department chief of human resources, administers this program as the appointed

head of equal opportunity programs at the Omaha Works. Assisting him is Works equal opportunity investigator, Gail Bailey Merrick (Ext. 3597).

The management of the Omaha Works firmly supports the company's commitment to full compliance under the AT&T Model National Affirmative Action Program for Handicapped Individuals, Special Disabled Veterans, and Veterans of the Vietnam Era (AAP-H/V).

Employees who believe themselves to be covered by the Affirmative Action Program and wish to be considered for such coverage are invited to voluntarily identify themselves to the personnel organization. Refusal to provide the information will not subject an employee to any adverse treatment. The information submitted will be kept confidential and used only for affirmative action purposes.

It is not the company's intention to leave employees with the impression that self-identification under any of the three categories will grant them any preferential treatment

with regard to training or advancement opportunities. The Affirmative Action Program is aimed at ensuring equality of employment and providing reasonable accommodations to the physical and mental limitations of employees and applicants. It is to this end that the company reaffirms its commitment to all employees and applicants.

Updated copies of the AAP-H/V have been distributed to all supervisors and also are on file in the personnel office, available for employee inspection.

All persons who believe themselves covered by this program and who believe that an alleged violation of its provisions has occurred are asked to contact Gail Bailey Merrick. She will provide counseling, assistance or information related to filing a complaint.

The company will take appropriate action to ensure that the right of individuals to file complaints, furnish information or other activity related to the administration of the Acts will be respected and not hampered in any manner.



IN THE BEGINNING . . . Visitors from the People's Republic of China began their tour of Building 30 in the punch press room of Dept. 443 where terminals are made for 710 connectors. Besides 710 connectors, the delegation was most interested in seeing closures, cabinets, protectors and drop wire connectors.

Visitors from China

When is a tour of the Omaha Works a historical event? When the people touring comprise a delegation from the People's Republic of China.

Five representatives from China's Ministry of Post and Telecommunications were guests of the Works Oct. 18 and 19. Staff members from AT&T International, the Product Management Organization in Atlanta, and the Works' Product Display Center worked together to acquaint the visitors and their interpreter with the display center and shop areas.

The delegation, whose itinerary included visits with two other companies considered competitors of AT&T, were invited to the Works for an overview of AT&T products and manufacturing operations, with the possibility of a business agreement.



WATCHING CLOSELY . . . Lana Baxter of Dept. 442 had the undivided attention of the visitors as she soldered a 128 central office connector panel.

Trip reaffirms best gift of all

When you live in a land of plenty, it's easy to get caught up in the trappings of commercialism that encroach upon this holiday season.

Shall you buy your wife a new dishwasher with 15 washing cycles or settle for a model with just eight because you get a free mini TV with it? Would Uncle Louie prefer a camera that "talks" to him or one with auto-everything except pushing its own shutter release?

We have so much, too often we forget what the season really signifies. But Terese Lesley, an accounting analyst in Dept. 072, doesn't think she will have that problem this year. A journey back to her native Lithuania behind the Iron Curtain has made her even more appreciative of her life in this country.

Last June, Terese and her nephew Michael were part of a tour group that visited Lithuania. However, Terese wasn't your average tourist.

In 1944, Terese and her parents and sister fled their hometown of Marijampole and came to the United States. They left behind aunts, uncles, cousins, and numerous relatives.

Because they are considered fugitives from their homeland, the Soviet government doesn't recognize their U.S. citizenship, Terese said. As such, it was very risky for her to return for a visit.

"I've wanted to go back for a long time," she said. When fellow Lithuanian refugees told her they had returned recently to their homeland with few incidents, she was encouraged. And because her mother and father are getting older, she wanted to return for them, making personal contact with the fami-

lies they know they never will see again.

Stay with tour

The tour group flew to Moscow where they were bused to another airport for a flight to Vilnius, Lithuania's capital. Relatives greeted Terese and Michael there, but the twosome couldn't return home with them. Instead, they had to stay with the tour group in a hotel.

"You can't stay with your relatives unless you get the permission of the city general," Terese explained — but that's the "Catch 22."

"Whatever you do, never ask for permission," she said, "because you will never get it — but you will be followed" by KGB security personnel. Soviet laws severely restrict contact between its citizens and foreigners in the country, only recently declaring punishment of citizens who give shelter or transportation to visitors "without permission."

To visit Terese in her hotel room, her relatives had to get passports and permission from the city general. "On their first visit, I sized everybody up," she said, trying to guess individual clothing sizes. The reason?

Terese and Michael each were allowed two suitcases and one carry-on case for the trip. They filled their smaller suitcases with personal things and packed the larger cases with items to give to their relatives.

Among the items they brought were jeans — "they're very expensive to buy there and not very stylish" — and pairs of jogging shoes. She had enough variety in size that "everybody got something," Terese said.

Customs officials comb through the suitcases of visitors arriving and leaving, she added. She and her nephew each wore crucifixes around their necks because they wanted to give them to her relatives. If they were packed in the suitcases, they would have been confiscated and held until the Americans departed for home. This is to assure that religious articles, which are strictly controlled, aren't given to Soviet citizens, she explained.

From the moment she arrived, Terese felt uneasy — not just out of fear that she would be detained by authorities, but because the living environment was so very different from the United States.

"Everywhere you go you see truckloads of soldiers with guns," Terese said, and you feel the presence of the KGB, the Soviet secret police. At the "Dollar Stores" the KGB "are all over watching you," she said.

The Dollar Stores are set up for tourists and sell items which aren't available to Soviet citizenry. American currency must be used to buy things, Terese said, and it's permissible to bring Soviet relatives to the store to purchase items for them.

"They want to sell as much as they can at these stores" to get the American currency, she added.

Black market

Ironically, that's not the case with goods sold among Soviet citizens. "Everything is government-owned — there is no private enterprise" and therefore, no motivation to make a successful business, Terese pointed out.

"People don't care if you buy something or not. In fact, they hope you don't buy so they can sell it themselves in the black market."

Shortages of marketable items are severe in her homeland, she explained, contributing to a strong black market. "It's very strange. You will look in a restaurant and see nobody in there but the sign will say,

'all chairs taken.' " With food scarce in the government-owned restaurants, workers want to save the food for their families, friends or the black market, Terese said.

The black market even affects building construction. For example, workers skimp on the quality of cement used to pour floors of apartment complexes, resulting in "powdery" floors, she said.

Product advertising is conspicuously absent — no billboards, no commercials on TV. Instead, billboards everywhere display pictures of Lenin, the hammer and sickle or political slogans, Terese recalled.

TV is different

And you won't find soap operas or comedies on television. Programming stresses art and education, agricultural reports and maybe a soccer game or two. Programs also boast about Soviet military strength and how happy Soviet citizens are.

"But you know, nobody smiles on the public streets in the Soviet Union," Terese said. They may smile and joke in the privacy of their homes, but in public it's as if they are expressing the "hopelessness of the situation," she believes. Her own relatives expressed to her an overriding fear that the United States and the Soviet Union would go to war against each other.

After five days in Vilnius, Terese said she was ready to come home.

"I wanted to get out of there. I felt I had to watch what I said to anybody. I was afraid who was behind me . . ." Yet, she plans a return visit in a couple of years.

Her visit left a great impression upon her which words alone cannot express adequately, she said. But there is one thing she realizes now that she never fully appreciated before.

"My father and mother left all of their loved ones and their home to ensure a better life for their children — to ensure my freedom . . . and I'll never forget that."



HOME AGAIN . . . Wearing her native garb, Terese displays some of the handmade articles she brought back from Lithuania. She holds a traditional wood carving made by one of her uncles who lives in Australia. Symbolically, it has come to mean that the wolves will bay until Lithuania is free.

Even a good laugh takes its toll on back

The following is one in a series of articles about health as part of "Love-Life," a health education program developed by Immanuel Medical Center.

There once was a man named Mack.
Who had a great pain in his back.
However he tried
It just wouldn't subside
Till he caught 20 Z's in the sack.

Two out of every three Americans know exactly what poor ol' Mack was going through. Next to headache, it is estimated that lower back pain is the most common chronic pain complaint in this country today.

And when we take a look at the abuse we heap on our backs, it's no wonder.

Mack's cure of taking a nap for his back pain isn't too far off the mark. In fact, bed rest is the most often prescribed treatment for minor lower back pain. Theoretically, one of the best ways to avoid lower back pain is to stay in bed and never laugh. Laughing puts 70 percent more strain on the back than standing does.

Unfortunately, most of us have to work and many of us like to laugh. Luckily, however, there are other ways to avoid lower back pain. But in order to avoid chronic back pain, we have to know a little bit about how the back is made.

The culprits

The spine, or backbone, is made up of 24 separate bones called vertebrae. The backbone is divided into three sections. The last three vertebrae, called the lumbar, are the culprits most often involved in chronic back pain.

Between each vertebrae is a cushion-like material called the disc. The disc is designed to absorb shock and make the backbone flexible so that you can bend in every direction.

Ligaments, which hold the vertebrae and discs together, and muscles make up the rest of the support of the back. Back pain can be caused by putting too much strain or shock on the discs.

Stress on back

It doesn't take a particularly rigorous movement or heavy load to cause back soreness.

According to a recent study done by an American and a Swedish doctor, bending over and lifting about 20 pounds, the weight of a medium-sized suitcase — causes about 70 percent more stress on the back than standing straight does. Lifting two suitcases increases that strain to about 165 percent.

Walking at a normal speed increases the strain by 20 percent when compared to standing, while sitting unsupported adds 45 percent more stress. Coughing increases stress by about 55 percent. Lying flat on your back decreases the strain by about one-half over standing.

Those numbers indicate a pattern. Your backbone is capable of supporting the entire upper part of your body without much trouble when you stand up straight, but just about any other kind of movement requires some extra support from you.

One of the easiest rules to remember is don't bend your back — bend your knees — when you need to lift anything, even a paper clip off of the floor. Keep your back as straight as possible.

Don't carry a package in front of you if it can be avoided. If you must, carry it as close to the body as possible. It is better to pull a package from behind or even carry it tucked under your arms.

If you have to bend over while

working at a desk, remember to support your weight on an arm. That way you can reduce the stress on the discs of your lower back.

Sit in chairs that offer good back support. Ideally, the back of the chair should slant backwards. There should be arms and the seat of the chair should be higher in the front than in the back. Recliners generally offer excellent back support.

If you don't have this kind of chair, roll up a towel so that it is about 1½ inches thick and place it between the chair back and your back, in the curve of your spine. That will help add the support you need.

Word to the wise

Your back is a vital part of your body. It is involved in nearly every move you make. If you ever have experienced the agony of back pain, you understand the importance of taking care of your back.

If you never have had back problems, be aware that the effects of stress over time can lead to back problems in the future. So be careful and support your back — it supports you.

New section chief

Denny Horner has been promoted to section chief in Dept. 403, tool and machine making. He formerly was an engineer associate in Dept. 557.

His promotion was effective Nov. 1

Denny Horner



Engineers earn patents

Three more Omaha Work engineers have joined the ranks of those people who have been awarded U.S. patents — Bob Loesch of Dept. 471, Dean Davis of Dept. 473 and Lyndon Ensz of Dept. 475.

Loesch was awarded a patent for a design he developed when the Omaha Works manufactured station cords — the cords that plug into telephones. The senior engineer developed a mechanism to transfer the retractable or spring cords (the "curly" cord) from the unload station on an assembly machine to an automatic bagger.

Davis, Ensz and AT&T Bell Laboratories engineer Matt Grubelich were awarded a patent

for a design that streamlined the manufacture of strip stock binding post terminals, used in FDI cabinets. Essentially, they totally redesigned the operation, changing it from one involving a "coin and trim" method to one including the use of punch presses and a laser welding process. It meant that the terminals could be made entirely in-house and eventually saved the Works \$4 million in a year's time.

General manager Jack Childs presented the patents to the recipients last month. For Loesch, it was the third patent he has received since he began working here. For Davis and Ensz, it was their first patent.



Bob Loesch



Lyndon Ensz



Dean Davis

Wise Owl membership list grows

Dick Lloyd is a believer and so is Dennis Angleton.

The two men wouldn't think of working on their jobs here without wearing their safety glasses. Lloyd is a heat treater in Dept. 402 and Angleton is a machine operator in Dept. 423.

Both are now members of the Wise Owl Society, an honorary group for people whose eyesight was saved in accidents because they were wearing safety glasses.

Lloyd was heat-treating some tool steels in a furnace. When he opened the furnace door, an air pocket apparently caused some internal gases to ignite, singeing his face and hair.

His glasses, however, protected his eyes from injury.

Angleton was working on 50-type closures, installing inserts with an airmatic press. One of the inserts popped out toward his eye. The impact broke one lens of his safety glasses. But had his glasses not stopped its path, Angleton thinks the insert would have penetrated his eye "like a bullet."

Lloyd and Angleton both said not only do they always wear safety glasses at work, but also at home in their workshops.



Dick Lloyd



Dennis Angleton



Service anniversaries

35 years

R. F. Morton 429 11/30

30 years

F. E. Hermanson 204 12/28

25 years

N. K. Anderson 290 11/16

P. A. Broderick 402 11/10

A. D. Budell 081 11/16

I. P. Cianciolo 502 11/2

J. N. Clarke 424 11/3

R. A. Conser 472 11/9

E. J. Cooperrider 532 11/9

R. W. Dean 424 11/27

D. V. Doty 443 11/9

D. H. Fager 402 11/17

H. A. Fast 202 11/16

R. E. Filarecki 558 11/28

J. A. Green 204 11/30

W. L. Harris 448 11/2

B. D. Kroll 429 11/5

E. S. Kushinsky 050 11/17

D. J. Kyles 442 11/2

J. G. Lynch 552 11/9

K. M. Nieman 402 11/9

J. S. Powers 423 11/30

R. L. Rall 203 11/9

R. R. Russell 402 11/11

R. V. Schwarte 429 11/2

J. L. Shane 554 11/9

R. J. Smyser 448 11/9

D. J. Snyder 402 11/16

W. F. Sucha 423 11/9

L. J. Throener 201 11/6

P. D. Warren 558 11/16

H. J. Wnuk, Jr. 403 11/9

V. G. Beisch 072 12/14

D. C. Bucknam 072 12/7

D. H. Cain 425 12/27

A. B. Cernius 421 12/1

E. A. Dawson 425 12/11

E. O. Freitag 402 12/28

D. E. Herman 204 12/23

F. K. Holz 426 12/2

P. R. Jenkins 3442 12/9

R. D. Jenny 425 12/7

E. L. Kritenbrink 421 12/7

A. R. Madsen 425 12/5

D. B. Madsen 202 12/2

D. L. McKinney 202 12/21

J. A. McManigal 201 12/14

J. K. Murphy 429 12/7

P. G. Nowak 444 12/24

W. H. Ott 444 12/11

J. R. Pinkerton 446 12/23

B. K. Rogers 204 12/30

J. D. Rosno 502 12/14

B. F. Sabata 423 12/7

W. L. Sanford 426 12/16

F. C. Scott 055 12/21

P. L. Segobia 425 12/14

L. L. Slaughter 072 12/14

G. E. Thoms 203 12/18

S. J. Toscano 558 12/14

D. L. Vosler 202 12/16

H. B. Willcoxon 425 12/14

G. L. Williams 403 12/7

W. W. Woodrum 402 12/7

R. G. Yearsley 428 12/7

20 years

A. B. Amos 425 11/9

S. M. Anderson 425 11/5

W. J. Campbell 429 11/10

B. H. Desterhouse 442 11/9

B. T. Eyestone 429 11/1

L. K. Giebler 800 11/30

N. H. Honaker 201 11/2

A. O. Jones 502 11/9

K. E. Mass 558 11/9

K. J. McGinnis 424 11/17

R. R. Melton 446 11/11

B. B. Clark 429 12/5

D. D. Dirks 402 12/3

D. R. Fiscus 424 12/29

P. P. Fleming 3444 12/29

E. L. Haubensak 1722 12/1

H. D. Johnson 502 12/21

D. P. Kerr 081 12/7

J. F. Martin 449 12/12

V. W. Moore 444 12/15

G. W. Pfund 502 12/15

N. E. Rodrigues 081 12/17

M. H. Roehr 444 12/7

W. S. Romer 081 12/28

H. E. Suter 403 12/28

D. L. Tyler 201 12/7

J. L. Wajda 202 12/9

J. P. Willey 443 12/1

15 years

C. C. Bliazis 502 11/13

V. S. Bovce 444 11/12

J. B. Carlson 447 11/4

J. P. Dinovo 271 11/3

D. J. Everman 421 11/5

K. L. Fideler 423 11/5

C. J. Fischer 402 11/26

D. W. George 444 11/3

B. O. Gillogly 203 11/12

D. S. Hansen 443 11/10

R. A. Jurgens 443 11/10

W. C. King 425 11/3

T. S. Koeningman 444 11/6

L. C. Kolp 448 11/3

J. S. Menks 444 11/6

G. B. Merrick 061 11/3

G. D. Moss 448 11/3

W. D. Peszulik 429 11/3

J. H. Ridenour 203 11/11

A. G. Wheeler 444 11/10

D. M. Wilhelm 423 11/11

R. H. Williams 429 11/10

J. R. Young 444 11/10

D. L. Zach 423 11/11

C. B. Allen 203 12/15

R. R. Barrett 202 12/15

M. J. Bouc 428 12/8

L. D. Brown 202 12/8

M. B. Colon 446 12/24

R. R. Desautles 429 12/9

W. B. Dishman 448 12/22

1985 calendar

The Omaha Works has designated the following as holidays, standard vacation days and management personal days (MPD) or excused workdays (EWD) for 1985. The list includes New Year holidays for 1986:

- Jan. 1 — New Year's Day
- April 5 — Good Friday
- May 27 — Memorial Day
- July 4 — Independence Day
- July 5 — Standard vacation day
- Sept. 2 — Labor Day
- Nov. 28 — Thanksgiving Day
- Nov. 29 — Day after Thanksgiving
- Dec. 23 — Floating holiday
- Dec. 24 — Day before Christmas
- Dec. 25 — Christmas Day
- Dec. 26 — 1985 MPD or EWD
- Dec. 27, 30 and 31 — Standard vacation days

- Jan. 1 — 1986 New Year's Day
- Jan. 2 — 1986 floating holiday
- Jan. 3 — 1986 MPD or EWD

Personal days off without pay or remaining management personal days or excused workdays may not be substituted for standard vacation days. The balance of an employee's vacation eligibility shall be scheduled with the approval of one's supervisors and consistent with the needs of the business.

Retirements

L. N. Elfeldt	443	12/1
D. E. Frye	558	12/19
B. R. Giesing	429	12/29
R. L. Guyton	553	12/1
L. F. Haverman	448	12/10
S. L. Heneger	443	12/15
F. B. Hernandez	448	12/8
M. S. Hoelscher	448	12/16
M. A. Hosch	446	12/22
R. S. Jantzson	425	12/8
J. B. Kerwin	448	12/1
E. P. Kojdecki	444	12/15
L. J. Kriegler	203	12/8
D. A. Kunze	447	12/22
C. H. Lipert	429	12/8
T. C. Marvin	448	12/17
S. K. McClellan	071	12/26
F. C. Meyers	444	12/18
H. P. Miller	203	12/19
B. N. Mitzlaff	202	12/9
G. F. Molt	202	12/16
J. T. Murph	448	12/15
G. T. Nick	448	12/22
P. Y. Olsen	448	12/15
G. A. Petereit	446	12/19
R. J. Pilus	442	12/11
T. F. Price	424	12/29
J. R. Raasch	290	12/18
H. C. Rief	204	12/1
C. M. Schrum	558	12/22
J. D. Schwenck	444	12/18
J. L. Stark	444	12/26
B. S. Sukstorf	442	12/8
E. Troia	444	12/22
T. M. Vanroy	429	12/8
E. B. Vendetti	429	12/15
A. E. Vincent Jr.	429	12/15
D. W. Walter	428	12/29
B. D. Wiersema	448	12/15
C. A. Williams	444	12/9
C. R. Williamsen	448	12/1
D. H. Willie	448	12/8

10 years

L. H. Lind Jr.	428	11/27
R. L. Novotny	444	11/8
S. S. Redlinger	471	11/13
L. A. Bailey	442	12/20
A. F. Campagna	443	12/21
J. L. Fast	442	12/18
B. F. Foster	442	12/11
L. L. Grell	428	12/22
L. B. Wiegel	442	12/9

5 years

C. F. Chavez	476	11/5
J. L. Gamble	424	11/1
L. M. Lewis	083	11/12
P. M. Hurd	274	12/10



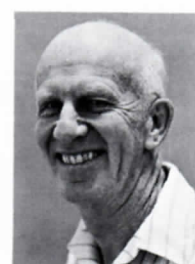
Roy Martin
39 years



Irene Gunia
17 years



Bob Barton
42 years



Russ Rudeen
28 years



Lona Schulz
25 years



Don Nelson
30 years



Catherine
Brown
19 years



Ken Tracy
27 years



Bob Groth
41 years

Not pictured:

Jerry Morrissey—26 years

Bessie Harmon—25 years

Lydia Mohr—26 years

Frank Belsan—28 years

Crochet Club presents robes

One of the newest — and biggest — WEOMA activity clubs is really owning up to its name.

The Crochet Club, which was organized by Susie Harriman of Dept. 443, boasts 71 members who are keeping the yarn goods stores in business.

Not long ago the club presented 35 handmade lap robes to residents of the Louisville Care Center. Several of the club's members brought the robes to residents one Saturday, letting them pick their own colorful robes. The club even brought a Polaroid camera to photograph

recipients, leaving them the photos.

Members have been busy making mittens and slippers — some for the Salvation Army to distribute, and others to be presented to residents of the Golden Manor Care Center in Omaha before the holidays.

Harriman said the club seeks to offer its members more than the opportunity to get together and share crocheting techniques and friendship. She said she hopes similar community projects will continue in the future.



Last frame

Mitten Tree project co-chairpersons Sharon Carpenter (left) and Alice Gilbert of Dept. 443 counted hundreds and hundreds of mittens, hats and scarves that Works employees donated to the effort this year.

Almost 150 pairs of the

mittens and numerous hats were handmade by Loretta Whitney and other members of the Castelar Presbyterian Church knitting circle. She is the mother of employee Marlene Wilson of Dept. 443.

Items collected go to the Salvation Army for distribution to needy children. To promote the project this year, a poster contest was held for employees' children and grandchildren. Winners of the contest and sponsoring employees are the

following:

Jason McIntosh, son of Ted McIntosh (Dept. 429); Annette Kluck, daughter of Sharon Kluck (072); Joey Eisenhauer and Julie Eisenhauer, son and daughter of Joe Eisenhauer (081); Tammy Cruz, granddaughter of Jerry and Rosey Grego (201); Tanya Smith, daughter of Eldon Smith (429); Johanna Sievers, daughter of Glenn Sievers (421); and Holly Cefrey, daughter of resident employee Dick Cefrey.



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