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for a pull system

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On the cover

When Marty Homes and Jane Phillips wear their navy blue jackets, there can be no doubt that they work in an area that adheres to strict quality standards governing manufacturing processes. The back of each jacket proclaims that the processes in three associated areas in Building 50 — the die lab (where these two work), the No. 1 wire draw and the compound room — are "quality certified." They are the first to be certified in the Works' process certification effort. Employees who work in these areas each have received the special jackets in recognition of their achievement, as will employees in other areas whose processes become certified. A story about process certification begins on Page 4.

WESTERNER

Linda Ryan, editor
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Cable terminal cell nears 'pull system'

Employees who make the 105 cable terminals are operating in a work area that has 2,000 square feet less floor space now, but they don't really miss it.

They are members of a Just-in-Time (JIT) work cell within the protectors and cable terminals individual business unit (IBU). During the July 4 holiday shutdown, manufacturing operations which had been spread out in Building 30 were consolidated to accommodate what supervisor Mary Stanosheck describes as a "one-piece process flow" or "pull system."

Gone are 57 racks of cable terminals in various stages of assembly. Instead, a one-piece, U-shaped manufacturing process is in place that permits a more uniform flow of product and encourages "quality at the source," commented engineering associate Ted Killham who is assigned to the work cell.

Operating on a pull system basis means making a complete product — the 105 cable terminal — from start to finish, one at a time. This differs from completing different stages of assembly in bulk loads, with product parts stacked up before they are moved to another area for the next stage of assembly.

The system saves money because there is no inventory tied up on the floor. With better product flow customers ultimately are more satisfied because they get exactly the products they want, when they want them. And as Killham mentioned, a one-piece process flow enables employees to detect defects right away and to resolve problems before they are repeated in bulk quantities.

As with other JIT work cells whose floor plans were redesigned, the 105 cable terminal employees masterminded their floor layout. A project team was formed with supervisory, product and SQC engineering, production control and hourly employee representation. The names of six production employees on the team were drawn from those who volunteered from among the cell's 22 total employees.

Reaching agreement

"The hardest part was getting everyone to agree," said production employee and team member Paul Clark.

Production employee Eileen Vendetti, also a team member, said reaching agreement was further complicated because so many proposed changes to the floor plan "affected other (adjacent) sections not involved in our JIT cell." It took time to "consider all of the aspects" before making a responsible decision, she said.

With their floor plan on paper, it was up to factory engineer Sam Virgillito to "figure out how to make it work on the floor," he said. Even at that, Virgillito said the work cell's employees "did 90 percent of the work."

"I think operating employees have a lot of good ideas — they know better than anybody" about what floor plan would work best for them, he said. Virgillito said he likes working with JIT cells because employees "already have agreed to the floor plan changes they envision." There is less chance of major changes being made once the work is in progress.

JIT manufacturing is "a change



ALL TOGETHER NOW... Members of the 105 cable terminal JIT work cell gather around the staking machine. The employees and the areas in which they work are (from left) Shirley Martin, shell operations; Edith Woodruff, wiring; Wilda Adams, boot and bracket operations; Paul Clark, compound operations; and Joyce Lively, wiring.

for the better," in Virgillito's view. "Employees are more willing to make it work when they have a say" in production.

Production employee Fred Harnish has no doubt that JIT manufacturing will work to the benefit of the Omaha Works, and stressed the importance of "cooperation on all levels, all branches" of employees.

Nearing goal

When the Westerner went to press, the cable terminal work cell wasn't quite operating on a true pull system basis, but the project team was continuing to work toward that goal. The revised floor plan is a major step in the right direction, but the team has been focusing on other aspects to make it a reality, Harnish said.

Among them is a major improve-

ment the team has planned that will cut tooling changeover time on a staking machine (a machine that secures terminals to panels) by almost 90 percent. This is critical to maintaining "zero inventory" and uniform product flow, Harnish said.

Another involves setting up a desk adjacent to the production area from which engineering associate Killham can operate so that he can "keep in better touch with the operations," and problems can be brought to his attention much quicker, he said.

And all of the employees have been involved to some degree in cross-training, noted Vendetti, so they are able to perform different functions involved in production — wiring, testing, staking, bracket work, for example — as needs dictate.

The changes that have been made

so far already are having a positive impact, she said. "Our turnover rate is much better now," and that translates into satisfying customers.

Clark noted that there are times when work cell employees "wonder how it's all going to work out," but overall he thinks that employees are making good strides toward working as a team.

Process certification: 'Quality at the source'

Employees working in the No. 1 wire draw area, the die lab and the compound room in Building 50 are sporting a new look these days.

On a chilly autumn day you are apt to see them wearing navy blue windbreakers with their names and AT&T logos embroidered on the front. Lettering on the back of the jackets signifies that the wearers have achieved a status reserved

only for those who have met rigid requirements in the field of quality.

These employees have worked to make their manufacturing areas the first to attain quality process certification at the Omaha Works.

Why bother with process certification? After all, quality has always been serious business at the Works. Inspectors check for quality in product samples and there is follow-up

and feedback on customer complaints. Bellcore, the quality watchdog for our Bell Telephone customers, maintains an office on Works premises, and an AT&T quality assurance (Q.A.) organization conducts regular audits of the quality of products ready to ship.

Process certification is important because its focus is on "quality at the source," said Doug Brake, a statistical quality control (SQC) engineer who works with the operating shops in Building 50.

Quality at the source, integral to the success of Just-In-Time (JIT) manufacturing, implies that everything that goes into making a product — the process — is as close to being free from defects as possible.

Defect-free

When the process — not the product — has met rigid quality standards acknowledged industry-wide, the process is certified. A certified process, then, should be capable of producing product that is defect-free. You eliminate the costs of wasted labor and wasted material that may not have been realized until an inspector tested a large sample of defective products later.

"Today, customers are calling the shots," Brake said, and we're in stiff competition to provide quality products at reasonable cost.

Subjecting our internal processes to demanding certification requirements is similar to the vendor certification program the Works has begun. Vendor certification assures us that our vendors have a quality system in place and, therefore, will provide us with quality material.

With internal process certification, "we're assuring ourselves that everything's in place for a quality system," Brake explained, and "we're assuring our customers that we are a quality manufacturer."

The means of achieving process certification follows a pattern similar to that used in attaining JIT manufacturing: It's based on teamwork.

The Works' strategic business



RED TAG IT... Wire off of the insulating line that used to be scrapped now is red-tagged to signify that it can be used by another line instead. Pictured are members of the process certification team — (from left) Doug Brake, Bob Holz, Charles Gibbs and Al Drozda.

Quality Month observed

October traditionally is National Quality Month and to observe it the Omaha Works scheduled a number of events during the month.

At the start of the month employees were invited to enter an SPC (statistical process control) Super Prize Contest. To enter, employees had to chart statistics of any nature — personal fitness, sports, business, whatever.

The purpose of the contest, which was designed by senior planning engineer Bob Burdett, was to draw attention to the importance of using statistical data to maintain quality in manufacturing processes.

Two grand prizes — a \$1,000 U.S. Savings Bond — will be awarded during the week of Nov. 6, along with other prizes. Winners' names will be drawn from those entries that meet the contest rules.

Employees also had the opportunity to hear about quality

expectations straight from the customers themselves. Cross-sections of employees attended three gatherings in the auditorium during October at which customers were featured speakers. The speakers were Rick Cole, manager for U S WEST regional quality assurance support group and chairman of Bellcore quality and reliability technical support group; John Di George, manager of quality assurance operations and technical functions for Bell South services; and Jack Pence, vice-president of Bellcore.

Displays on Just-in-Time (JIT) manufacturing and quality certification were set up in the main cafeteria during the month.

Quality assurance organization engineering associate Bob Wolkins chaired this year's committee to plan the local observance of National Quality Month.

units (SBUs) designate those work areas where process certification is the goal, then process certification teams are formed within the areas. In some cases, the certification team is the same as the JIT work cell project team. These teams spearhead the work that is to be done to achieve certification.

The team for the wire draw/die lab/compound room certification consists of Butch Ott (supervisor), Dennis Gosch, Bob Koster, Marty Homes, Gary Reese, Al Drozda, Bob Holz, Tom Murray (production employees), Rick Novak, Jerry Glenn, Charles Gibbs and Doug Brake (engineers).

Once a team is formed and its members introduced to the goals of certification, a "baseline audit" is conducted by SQC engineers with assistance from Q.A. The audit, which is based on an 18-point list of quality standards endorsed by quality professionals, points out those areas that need improvement to attain certification, Brake noted.

Butch Ott's cable shop team learned it needed to focus especially on product layouts, preventive maintenance measures, communication (particularly between shifts), education and training, and control of scrap.

The team members then meet with each other and gather input from the area's other employees to try to find ways to resolve problems. This is what is meant by "taking ownership" of quality, said Brake.

Problem solvers

Marty Homes, who serves as secretary for the certification team, said employees rallied to remedy problem areas. "We worked with the product engineers to update the layouts," he said, and he and co-workers drew up a manual detailing procedures on how their manufacturing areas can meet certification requirements.

Al Drozda lined up training videotapes for the area's employees — focusing on making improvements in quality — which seemed to "help change attitudes and perspectives."

In addressing scrap problems, the certification team came up with one system, for example, which makes use of wire from the insulating line — which otherwise would have been scrapped — by routing it to a different line that could accommodate short pieces of that gauge, noted Bob Holz.

In about a year's time, the area requested a preliminary audit, which is more detailed than a baseline audit, Brake said. The cable shop area really had very little yet to be resolved, recalled Brake, and shortly thereafter they met all requirements of a formal certification audit. The certification team hasn't disbanded, however, and continues to function as an ongoing "quality improvement team."

"It's a definite step in the right direction," said Holz, referring to process certification. "I've been to a lot of meetings in the past and nothing ever seemed to amount from them."

This time he thinks changes and improvements are taking place because employees have been given the opportunity to take an active part. Production employees are less hesitant to investigate solutions to

their problems and pose suggestions, encouraged by fewer lines of approval to do so, he remarked. "When you become more involved, you become more quality conscious."

"In 30 years you can get into a rut and not really feel you need to do much more than expected," added Homes. "But it can and has made a difference working together as a team. When you think about it, quality is people."



PROUD BUILDERS... Circle No. 18 members gather around an FDI cabinet to show where "Built with pride" decals (see photo below) are placed. They are (from left) Mary Ellen Maxwell, Kathy Schutte, Jim Roberts, Jan Harris, Alta Cooper and Rita Pickering. Not pictured are Elizabeth Williams and Mary Pfeifer.

Circle 18 takes top recognition honors

Circle No. 18, "Friday's Dedicated Individuals," came away from the fifth annual Quality of Work Life (QWL) Recognition Day gathering in the auditorium with the top award: Outstanding Circle of the year.

The circle was recognized for instigating improvements in the general working environment and efficiency of the FDI cabinet area and, most notably, for its "Built with pride in the USA" project.

The purpose of the project is to "show people who buy our cabinets how we take pride in the fact that they are made in Omaha and made in the USA," said former circle leader Jim Roberts.

A red, white and blue decal, designed by circle member Mary Ellen Maxwell, is placed on the inside of cabinet doors before the product is shipped. The decal proclaims worker pride and pinpoints Omaha on the United States map.

As part of it's project, the circle also proposed to imprint the decal design on packing boxes and to have stamped into the metal of cabinets the words, "Built in the USA." At Westerner deadline time, those plans were being reviewed at corporate levels to assure that they

comply with regulations governing logo usage.

Besides Roberts and Maxwell, other members of the circle are Kathy Schutte (current leader), Elizabeth Williams, Mary Pfeifer, Jan Harris, Alta Cooper and Rita Pickering.

Two other circles tied for the Most Innovative Circle Award this year: Circle No. 12, "Blockbusters," and Circle No. 4, "Metal Manglers." Circle No. 12 introduced ways to keep wiring from shorting out in terminal blocks. Members are Alberta Khols, Renee Jurgenson, Joe Bonaiuto, Ellie Klosky, Bill Jones, Paulette Mullen and Don Trimble.

Circle No. 4 developed a way to detect errors and keep layouts up-to-date in metal fabrication, thus curtailing scrap. Its members are Bob Hosier, Bob Bloodsworth, Charlie Newell, Mike Roehr, Ken Jarrett, Georgia Rush, Terry Walsh and Duane Elsasser.

The Best Safety Project Award went to Circle No. 1, "The Central Store," whose members are Bob Hogg, Stan Vachal, Brenda Williams, Joanne McGerr, Gary Rezek, Doris Ettlin, and JoAnn Jones.

Circle of Excellence Awards went



to the following: Circle No. 1; Circle No. 2, "QWL Owls"; Circle No. 3, "Connector Pride"; Circle No. 4; Circle No. 5, "Paper Pushers"; Circle No. 6, "Changing Times"; Circle No. 8, "Lightning Strikers"; Circle No. 9, "Who Cares, We Care"; Circle No. 10, "Ohms Law...yers"; Circle No. 11, "QU-IN-TRA"; Circle No. 12; Circle No. 13, "Traders"; Circle No. 14, "Planners' Paragon"; Circle No. 15, "Mechanical Surgeons"; Circle No. 16, "Secretaries, Inc."; Circle No. 18; Circle No. 19, "Quality Cross-Connect"; Circle No. 21, "Brainstormers"; Circle No. 22, "Mind over Metal."

Guest speaker for the recognition program held Oct. 11 was Ray Lempke, a local motivational speaker.

Glesinger merits \$10,000 award

When **Tom Glesinger** of Dept. 571 puts on his thinking cap, he doesn't just think — he thinks big.

It's no wonder that an idea he submitted to the employee suggestion program earned him the program's top award, \$10,000.

Glesinger's idea has led to the smoother operation of the 110C connector machine, eliminating a production snag that was resulting in costly detail work and jeopardizing commitments to customers.

Amounts of awards presented are directly related to how much money ideas save the company. Understandably, Glesinger is quite proud of the fact that he was able to come up with an idea with such positive impact on production.

The award, by far the largest he has earned in the 30 years he has participated in the program, already has been applied toward his son's and daughter's college education costs, he said.

Meanwhile, other Works employees are sharing some of the limelight with Glesinger as recipients of suggestion awards. Among them are employees who have received awards of more than \$1,000.

Bennie Richardson and **Kathy Palu** of Dept. 581 submitted a joint

suggestion, for which each was awarded \$1,332. They recommended that spacer brackets be eliminated in 80-type cabinets and that cable be secured in a more economical fashion.

Kathy Schutte, also of Dept. 581, proposed that duplication of identifying labels on DSX cable be eliminated. For her suggestion, she was awarded \$2,065.

In Dept. 551, **Dennis Gosch** figured out a way to keep tinned copper wire on the No. 4 wire draw from breaking. His idea earned him a \$1,850 award.

Other suggestion awards that have been presented include:

Tim Porter, Dept. 572, \$509.

Daniel Kirsch, Dept. 551, \$325.

Grace Aken, Dept. 581, \$315.

Howard Hollingsworth,

Karen Fidler and **Kathleen Smith**, Dept. 581, joint award of \$248 each.

Larry Duros, Dept. 582, \$188.

Eileen Stock, Dept. 583, \$175.

Danny Dockweiler, Dept. 552, \$157.

Betty Clanton, Dept. 573, \$145.

Willard Huetson, Dept. 552, \$120.

James Dostal, Dept. 581, \$100.

Tom Glesinger, Dept. 571, \$100.

James Richardson, Dept. 556, \$100.

A committee of management and union representatives currently is reviewing the employee suggestion program, as noted in September's special JIT edition of the *Westerner*. The committee seeks to encourage a broader range of employee participation in the suggestion system.



Tom Glesinger



Dennis Gosch



Bennie Richardson



Kathy Schutte

Don Horvath is...

'Our kind of people'

If you don't know Don Horvath of Dept. 582 personally, you may recall reading about him in the *Omaha World Herald* a couple of months ago. Horvath and a lifeguard he supervises at Upland Park swimming pool, which he manages during summer months, used CPR (cardiopulmonary resuscitation) to revive a young, near-drowning victim.

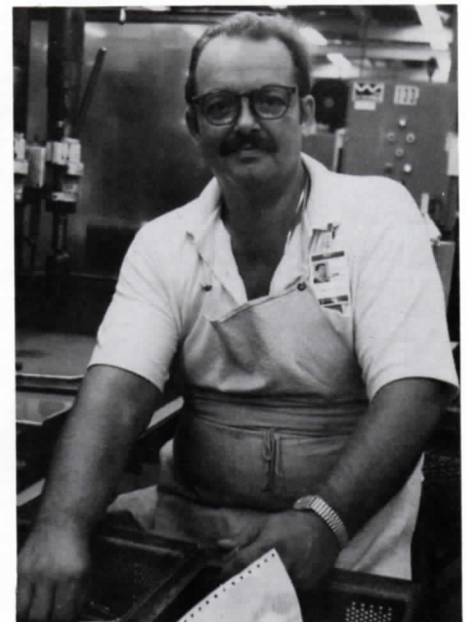
It was a dramatic example of the generosity and concern for people that is Horvath's nature, said three employees who suggested that he be featured in "Our kind of people" — Jerry O'Dell, Al Pickering and Don Wieczorek.

Wieczorek said that Horvath, who

has five children of his own, is "the type of person who takes the extra step to make the world a better place for children and young adults." A night-shift employee, Horvath doesn't just manage the pool during the summer, but takes a real interest in his charges, often serving as a role model for many of them.

"I know for a fact that he has found temporary homes for kids with personal problems who needed a place to stay," Wieczorek said.

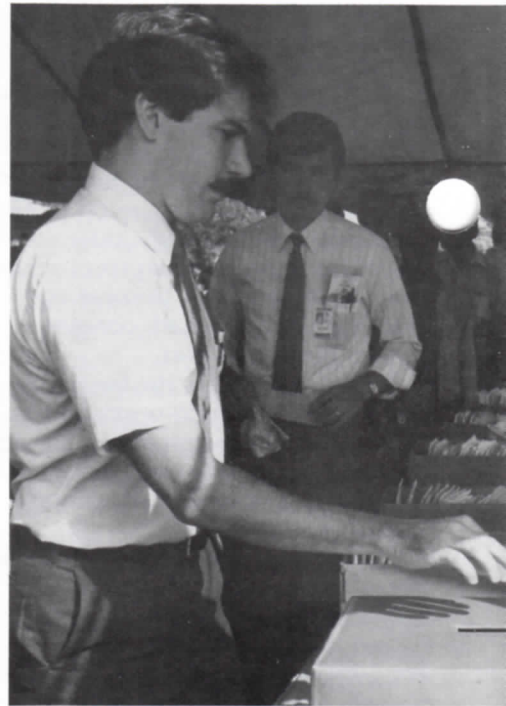
As for the young girl who might have drowned, Horvath has promised her mother that he personally will teach the child to swim next summer.



DON HORVATH... He grew up in the South Omaha neighborhood where he is a pool manager during summer months.



CASUAL APPROACH... Employees pick up informational material from United Way/CHAD agency booths (left) then grab a bite to eat (lower left). Donation pledges are dropped in a box (below) before leisure lunch in the shade (bottom).





Booths featured at rallies

In the everyday rush of taking care of family and job-related responsibilities, "we tend to lose sight of the problems facing our community," noted Kevin McCarthy, who chaired this year's in-plant United Way/CHAD campaign.

Not that it's intentional — Works employees always have been most generous in helping those in need, he said. But sometimes we need to take a break from hectic schedules and take a closer look at the world around us.

That was the idea behind morning and afternoon United Way/CHAD rallies in the courtyard for all three shifts. Popcorn, apples, breakfast or lunch, musical entertainment and prizes were the fare from under colorful tents. A highlight was the chance to visit any of a dozen United Way/CHAD agency booths to learn firsthand about services provided to the community.

The atmosphere was purposely casual, McCarthy said, so employees could enjoy a meal outdoors on a balmy day, maybe learn something new about the world around them, then decide for themselves how they would like to help.



SIT OR STAND... Workers relax as they listen to music (above), while some prefer to visit and nibble on popcorn and apples (below).



Paths criss-cross on land, on sea

Maybe it really is a small world. How many times have people's paths criss-crossed in their lives until they finally criss-crossed right here at the Omaha Works?

Most of us will never know, except for four Works employees who have a pretty good idea. Jim Black, Frank Caruso, Larry Poffenbarger and Tom Rickard are good friends and co-workers now, but there was a time when theirs was a relationship that literally could be described as ships passing in the night.

None of them knew each other until they began their jobs here. But when they tell you about their backgrounds and you realize the similarities in their lives, you wonder if more than coincidence had a role.

All four began working here in the first few early years of the plant's history. The four eventually settled into jobs in the trades

organization. And all have been long-time members of the Naval Reserve, the four of them having a total of 110 years in the service.

While they were still in high school, they signed up for military duty. Each has traveled extensively throughout the world as part of his service, frequently serving in the same waters at the same time (although unknown to them back then). And all four men have worked their way up in ranks, achieving chief petty officer status.

Caruso and Rickard are chief petty officers and Poffenbarger is a senior petty officer with the reserve. Black is master chief petty officer, the highest ranking enlistee in the Navy, although now he is officially retired from the reserve after 34 years of service.

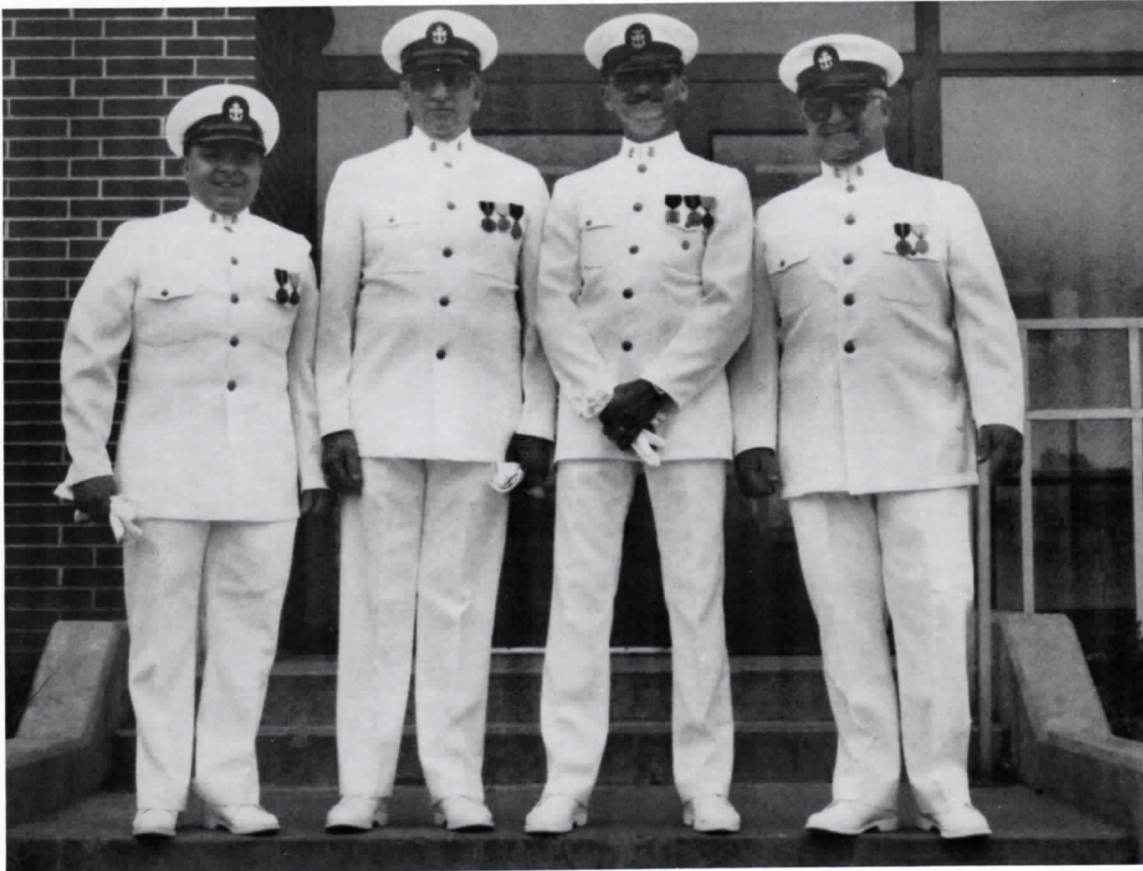
"The funny thing is we'd see each other around the reserve center and think, 'hey, they look familiar',"

Poffenbarger said, but it didn't dawn on them that they were all trades co-workers at the plant.

Black and Rickard were even neighbors for a time, Rickard not realizing that Black was in the Naval Reserve. (Rickard originally served in the Coast Guard before signing up with the reserve in later years.)

"I think the uniforms threw us off," Poffenbarger theorized. "You look different in a uniform."

When the four eventually began talking to each other and comparing notes, they found out just how much they all had in common. In fact, Poffenbarger and Caruso were able to narrow down a time when they both were on patrol duty in the Mediterranean for six months with the 6th Fleet at the same time, although on different ships. The four men speculate that other similar instances have occurred while they have been on active duty.



RECOGNIZE ANYONE?... This photo was taken at the Naval and Marine Corps Reserve Center on the occasion of Jim Black's retirement from the reserve. Left to right are Frank Caruso, Tom Rickard, Black and Larry Poffenbarger.

Promotions announced

The Omaha Works has announced organizational changes and several promotions.

Mike Fuller, formerly a supervisor in Bell Laboratories electronic wire and cable process and materials development, has been transferred to Network Cable Systems where he is now manager, electronic wire and cable SBU operations, Organization 550. He replaces Graham Seiter who is now manager, Omaha Works quality, Organization 080, reporting to Jack McKinnon.

Three employees have been promoted to senior engineer. They are Larry Bleich, Dept. 723, insulating process and development engineering for Teflon®; Terry Kamino, Dept. 746, precious metal plating development and production support; and Chuck Mann, Dept. 585, metal fabrication, manufacturing system development and production support.

Chuck Meyers has been promoted to department manager, quality engineering, Dept. 083. Wayne Andersen has been promoted to DIW cable IBU engineering and operations manager, Dept. 553. Phil Warren has been promoted to material flow and control systems (MFCS)/systems support manager, Dept. 541. Promoted to supervisor

are Gene Baier, Dept. 532-1, customer service, and Tom Schulte, Dept. 572-5, apparatus assembly.

"Between the four of us, there are few places in the world we haven't been to," Poffenbarger said. The other three agreed with Poffenbarger when he said that despite the excitement often associated with travel to foreign countries, "I never had anything look so good to me as Norfolk, a., when I returned from overseas." It has been an eye opener to see "how the other half of the world lives" compared to the high standard of living in the United States, he explained.

The four employees recounted how each had signed up in the Navy while in high school in the late '50s with Black, Caruso and Poffenbarger joining the Naval Reserve and Rickard joining the Coast Guard.

Caruso stayed on with the reserve right after two years of active duty. Black waited a year before he went back in the reserve. Rickard signed up with the reserve's Sea Bees 10 years after active duty and Poffenbarger joined the Sea Bees 11 years after duty.

Their reasons for joining were similar. "It's a good community to belong to," said Caruso, while the others agreed in sharing his patriotic pride. They also mentioned educational opportunities, a chance to travel and, of course, extra pay and retirement pension.

"I think the Naval Reserve offers the very best of the Navy itself," Black said. "You don't have seven- or eight-month deployments. It's for people who want to be sailors but not full time."

The training they have received in the reserve — such as in electronics and mechanics — may have been what predisposed them to enter the trades field at the Works, they pointed out. Black is in test set maintenance, Caruso is a toolmaker and Rickard is a millwright. Poffenbarger was a pipe-fitter for 26 years until two years ago and now works in plant inspection.

All four also share a pride in the community service which the reserve has given them the chance to per-



Gene Baier



Tom Schulte



Chuck Mann



Mike Fuller



Wayne Andersen



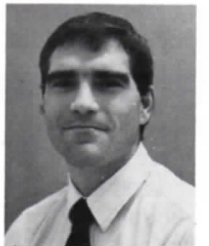
Phil Warren



Larry Bleich



Terry Kamino



Chuck Meyers

form. They cited instances of working in tornado cleanups and assisting in construction work at Girl Scout and Boy Scout camps and state lake sites in Fremont.

Their attaining CPO ranking wasn't by accident. By choice, each spent extra hours in training (beyond the usual one weekend per month at reserve meetings) that would qualify them for promotion. Each met personal advancement requirements, each was recommended by his superior and each passed a variety of tests.

Those who have reached chief petty officer status are responsible for training the Navy's enlistees and junior officers in things like leadership, discipline, military customs, teamwork, standards, "and common sense," they pointed out. In fact, they estimated that a CPO spends an average of four full days a month devoted to carrying out duties.

"The chiefs are the ones who run the Navy," remarked Rickard, only half kidding.

Naturally, the other three agreed.

Service anniversaries

30 years

Elidia Arellano	8/6
James Barrett	8/14
Willard Brink, III	8/18
Robert Cochrane	8/17
Evelyn Connerley	8/10
Larry Doeden	8/17
Lloyd Donahoo	8/24
Henry Eischeid, Jr.	8/10
Larry Fisher	8/17
Logan Fontenelle	8/18
Byron Frank	8/25
Robert Gaddie	8/3
Larry Henry	8/31
Walter Hillebran Jr.	8/19
Janice Humpal	8/11
Jerome Kromer	8/31
Kenneth Krumpus	8/3
Richard Kyriss	8/31
Wesley Lyons	8/5
James Matthews	8/5
Doris McDonald	8/11
Dana McGrath	8/5
Douglas McGuire	8/5
Gary Mintken	8/6
Joyce Mladovich	8/3
Jerome Murphy	8/28
Michael Murray	8/18
Charles Palensky	8/10
John Palu	8/17
Forest Payne	8/17
Steven Prerost	8/13
Norman Rohloff	8/10
Ann Sanders	8/13
Chester Sears	8/3
Marie Sivertson	8/14
James Stoltenberg	8/26
Stanley Szczepanski	8/31
George Thiel	8/3
Larry Tremayne	8/11
James Turner	8/3
Jackie Williams	8/10
William Witte	8/24
Richard Wozny	8/21
Hubert Cappen	9/8
Ivan Cheers	9/30
Joan Durbin	9/16
Doris Ettlín	9/15
Wanda Gouldsmith	9/14
Gary Hall	9/8
Daniel Hayden	9/14
Virginia Heitman	9/28
Herman Junge, Jr.	9/28
Walter Kassube	9/4
Juris Klavins	9/29
Frank Markesi	9/29
Kenneth Paulison	9/9
Jack Perfect	9/8

Earl Pollard	9/18
Donald Severa	9/24
Paul Shomshor	9/3
Don Teague	9/3
Larry Vandeman	9/30
Neal Walter	9/15
Melvin Weaver	9/21
Melvin Wilson	9/14
Marvin Abramson	10/26
La Vearle Baker	10/5
Paul Brzezinski	10/15
Richard Chard	10/5
Jack Fay	10/7
Charles Gallup	10/5
Douglas Haase	10/5
Ronald Halvorson	10/13
James Johnson	10/14
Paul Kennedy	10/2
Gary Kushinsky	10/1
Donald Kuta	10/7
Ruth Lake	10/1
William Loring	10/21
Dale Meisinger	10/12
James Morris	10/21
Walter Onisk	10/19
Darrell Seaton	10/20
Marvin Seaton	10/20
Graham Seiter	10/1
Hortencia Toledo	10/12
Robert Walters	10/19
Ronald Welsh	10/21
Marvin Willenborg	10/12
Norman Anderson	11/16
Peter Broderick	11/10
Ignatius Cianciolo	11/2
Joann Clarke	11/3
Rodney Conser	11/9
Robert Dean	11/27
Leslie Domina	11/18
Darwin Fager	11/17
Henrich Fast	11/16
Jerome Green	11/30
Wayne Harris	11/2
Betty Kroll	11/5
Ethel Kushinsky	11/17
Delmer Kyles	11/2
Eugene LaChapelle	11/25
John Lynch	11/9
Ronald Machacek	11/25
Joan Powers	11/30
Richard Rall	11/9
Jack Reed	11/20
Robert Russell	11/11
Robert Smyser	11/9
Dale Snyder	11/16
Willam Sucha	11/9
Palmer Thomas	11/23
Lauren Throener	11/6

Gene Utterback	11/23
Paul Warren	11/10
Henry Wnuk Jr.	11/9
25 years	
Loretta Baker	8/17
Sharon Banks	8/13
Irvin Black	8/10
Eugene Bowman	8/28
Lillian Circo	8/5
James Filipiak	8/10
Lorraine Gardner	8/10
Annie Grant	8/20
Charles Gray	8/13
Norma Hopkins	8/12
Louis Johnson	8/24
Catherine Kern	8/28
Bernard Kraska	8/31
Edward Olsson	8/5
Patricia Patterson	8/19
John Price Jr.	8/27
Marlene Sedlacek	8/31
Edward Snawerdt	8/10
Helen Solomon	8/25
Joseph Backes	9/10
Willie Chambers	9/16
Connie Clark	9/1
Cassie English	9/28
Theodore Frye	9/29
Steve Griffith	9/17
Connie Gunther	9/21
Lora Hibbeler	9/15
Opal Jarrett	9/28
Queenie Lieth	9/12
Richard Mapp	9/28
Steven Merrill	9/3
Richard Miller	9/14
John Moore	9/2
Adeline Nelson	9/10
Darlene Parks	9/10
Everett Peterson	9/8
Charles Pridgeon	9/17
Charles Scott Jr.	9/4
Joseph Sopcich	9/8
Thomas Welchert	9/14
Richard Wheeler	9/21
Joan Anthony	10/6
Nancy Beasley	10/7
Mary Belmudez	10/2
Nancy Carbonell	10/28
William Echtenkamp	10/7
Gloria Fallon	10/19
Emma Grooms	10/20
Frank Hoepfer	10/15
Jessie Klingeman	10/12
Myra Krahmer	10/15
Robert Krokaugger	10/26
Alice Lucas	10/25
John Mabry	10/5

Ramute Mitchell	10/20	Vincent Seaman	8/11	Paul Galus	10/20
Paulette Mullen	10/26	Marvin Seitz	8/27	Mildred Gates	10/27
Judith Nelson	10/8	Joanna Swirzinski	8/28	Robert Gillam Jr.	10/13
Gary Reese	10/5	Frank Tesnohlidek Jr.	8/25	Enish Gills Jr.	10/2
Georgia Rush	10/7	Elberta Tipler	8/26	Janette Goodhard	10/21
Jean Salvatore	10/26	James Wachter	8/20	Jerry Grego	10/21
Jerry Sempeck	10/3	Mary Williams	8/4	William Halstead	10/1
Nathaniel Shaw	10/5	Jerry Wyman	8/12	Rachel Hartley	10/11
Robert Taylor	10/1	Leonard Zealand	8/6	Carolyn Hodges	10/20
Lloyd Warren	10/12	Mark Zimmerman	8/14	Julianne Keller	10/20
James Webster	10/6	Louise Alcaraz	9/30	Francis Kennedy Jr.	10/14
Marlene Wilson	10/12	Sharon Allas	9/2	Timothy Klimiuk	10/27
Alta Amos	11/9	Andrew Allen	9/3	Dorothy Kot	10/20
Sharon Anderson	11/5	Ida Arehart	9/22	Donald Kramer	10/6
William Campbell	11/10	Robert Blacketer	9/2	Eleanor Krutina	10/20
Susan Dellinger	11/19	Brenda Boger	9/2	Mary Maxwell	10/20
Linda Giebler	11/30	Jody Brewer	9/11	Carl Michel	10/13
Norman Honaker	11/2	Arleen Chavanu	9/22	Juanita Mitchell	10/23
Alice Jones	11/9	Betsy Church	9/7	Joseph O'Grady	10/13
Karen Madison	11/24	Charles Coffin	9/2	Timoty Porter	10/2
Katherine McGinnis	11/17	Alta Cooper	9/24	Burdine Rogers Jr.	10/27
Richard Melton	11/11	Doris Elliott	9/16	Ghazi Sawaged	10/6
Helena Rhode	11/19	Donna Erickson	9/6	Thomas Schliffke	10/27
James Schlautman	11/19	Harold Gulbranson	9/26	Kathleen Seibel	10/2
Glenn Sievers	11/18	Richard Hergenrader	9/8	Charles Sharpe	10/8
Evelyn Winters	11/23	Richard Hopkins	9/29	Germaine Sorenson	10/5
		Thomas Hurlbut	9/8	Ruby Stennis	10/15
		Earl Johnson	9/2	Walter Swierczek	10/6
20 years		Walter Konik	9/2	Linda Vleck	10/18
Beverly Barko	8/27	Dale Kreick	9/29	Jessie Walls	10/13
Sandra Barnes	8/15	Elizabeth Leggitt	9/30	Gail Wasser	10/24
Clifford Barrick	8/12	Marie Lemke	9/29	Hugh Wells	10/8
Florence Beckman	8/3	Robert Meeker	9/2	Angeline Winger	10/13
Mary Bennett	8/24	Ronald Monroe	9/15	Leland Winterstein	10/20
Betty Borstad	8/26	Linda Moore	9/3	Jan Zieman	10/13
Michael Brock	8/26	Donald Morgan	9/10	Leonard Bowen	11/17
David Buddenhagen	8/11	Joyce Newman	9/16	Janice Carlson	11/4
Michael Casper	8/28	James Nixon	9/29	Phyllis Depue	11/24
Betty Coniglio	8/27	Mary Nowak	9/29	John Dinovo	11/3
Manuel Delgadillo	8/6	Agnes Peterson	9/10	Dennis Everman	11/5
Cora Dennes	8/19	Doris Preston	9/23	Karen Fiderler	11/5
Shirley Dimauro	8/25	Mary Ann Rutten	9/16	Charles Fischer	11/26
James Edmonson	8/20	Barbara Sedlak	9/26	James Geiger	11/24
Margery Etherington	8/11	Julie Springer	9/8	Donald George	11/3
Dennis Fleming	8/4	Darlene Tesnohlidek	9/29	Betty Gillogly	11/12
David Gorden	8/11	Ollie Thomas	9/17	Daniel Grimshaw	11/24
Leslie Guest	8/25	Helen Tibbs	9/10	Delores Hansen	11/10
Patricia Hamilton	8/31	Annie Toney	9/30	Ruth Jurgens	11/10
Lynn Hapke	8/18	Patsy Wallinger	9/10	Willetta King	11/3
Susan Harriman	8/20	David Wells	9/30	Theresa Koenigsman	11/6
Joyce Hascall	8/25	Eddie Adams	10/6	David Koenig	11/25
Sylvia Hearn	8/27	Beatrice Amos	10/13	Lizzie Kolp	11/3
Donald Horvath Sr.	8/13	Marvin Anderson	10/20	Grace Lee	11/17
Virginia Hyslop	8/4	William Baldwin	10/1	Doris Little	11/24
Carl Kinney	8/25	Edward Betzer	10/20	Janet Menks	11/6
Steven Kush	8/27	Robert Bevers	10/28	Gail Merrick	11/3
David Martin	8/4	Laverne Boryca	10/29	Darlene Miller	11/11
Dennis McCauley	8/14	Robert Bradley	10/14	Gladys Miller	11/17
Phillip McCormick	8/25	Sharon Buzzell	10/27	Vincent Miller	11/24
Robert McKim	8/5	Douglas Carlson	10/6	Gayle Nemecek	11/24
Peggy Modlin	8/18	Maritza Carlson	10/13	Walter Peszulik	11/3
Judy Nebe	8/27	Bonnie Chleboun	10/7	Daniel Pfeifer	11/24
Eugene Nicholson	8/12	Clyde Comstock	10/28	Raymond Putjenter	11/24
Nancy Pegg	8/28	Luther Cox	10/6	Jay Ridenour	11/11
Dale Plambeck	8/25	Connie Fogle	10/22	Wilma Sumner	11/24
Carolyn Schrader	8/27	Donna Gallagher	10/3		
Gary Scott	8/12				

(Continued on Page 15)

Retirements

The employees listed and pictured on these pages have retired from the Omaha Works. Their retirements became effective during the months of July through October.

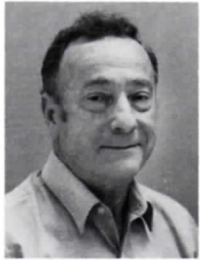
* * *



Mike Barry
37 years



Patricia Down
30 years



Lloyd Hartman
42 years



Mary Hartman
32 years



Lowell Iske
33 years



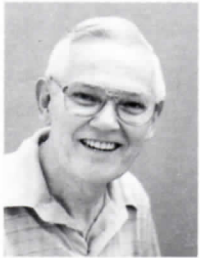
Don Evans
31 years



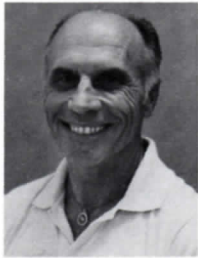
Joseph Dimmitt
33 years



John Weidenhamer
30 years



Leo Kalinowski
20 years



Henry Hendrix
32 years



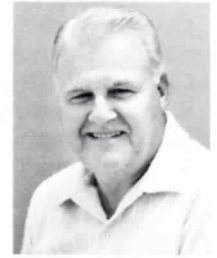
Letha Hardin
20 years



Duane Suhr
31 years



Edward Allen
32 years



Max Obrecht
31 years

Not pictured:

Beverly Barko — 20 years
 Ronald Bressman — 30 years
 Harriette Brown — 19 years
 Robert Byrd — 20 years
 Dorothy Dubas — 24 years
 Jack Fay — 30 years
 John Fletcher — 30 years
 Ida Flott — 26 years
 Wanda Gouldsmith — 30 years
 Ronald Hallett — 33 years
 Leon Hunt — 29 years
 Carol Judds — 33 years
 Joseph Koch — 42 years
 Orville Kollars — 32 years
 Clifford Kuhns — 30 years
 Peter Lysenko — 27 years
 Harold McEvoy — 30 years
 Fred Mihavetz — 36 years
 Charles Miller — 31 years
 Joseph Palmesano — 30 years
 Al Pegg — 30 years
 Connie Peterson — 25 years

Tony Piccolo — 31 years
 Robert Rican — 20 years
 Ann Sanders — 30 years
 Lamont Secret — 22 years
 Richard Spain — 29 years
 George Thiel — 30 years
 Dorothy Udron — 25 years
 Jack Walker — 34 years
 Larry Williams — 21 years
 Bernard Witulski — 31 years
 Jerry Wyman — 20 years



John Ulicky
33 years



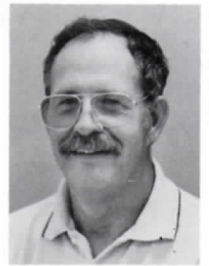
Betty Coniglio
20 years



Keith Nieman
29 years



James Faulhaber
29 years



Elliott Banner
38 years

Don Lanspa
30 years

Edward Jershin
31 years

Don Teague
30 years

Kathryn Gates
25 years

Norman Clark
30 years



Betty Murphy
30 years

Joseph Meyer
29 years

Al Myers
28 years

Melvin Roth
33 years



Joe Verbocy
27 years

Paul Kennedy
30 years



Richard Filarecki
29 years

Martin Scheibelhofer
32 years

Service anniversaries

(Continued from Page 13)

Anna Wheeler	11/10
Elizabeth Williams	11/18
Ruby Williams	11/10
Darrel Yonkie	11/24
John Young	11/10
Deanna Zach	11/11

15 years

Bonnie Anderson	8/23
Gregory Jardee	8/12
Sherry Van Nortwick	8/5
David Brown	9/29
Gary Cook	9/7
Rodolfo Delgado	9/15
John Gulizia	9/20
Claudia Bonham	10/9
Roberto Delgado	10/2
Elaine Folkers	10/28
Suzanne Hart	10/30
Charlene Tolston	10/5
Alice Woods	10/5
Lawrence Lind Jr.	11/27

10 years

Jonathon Bullock	8/13
Julie Dunn	8/27
James Karros	8/6
Earl Koziol	8/15
Sandra Petska	8/13
Brenda Schuster	8/2

Rebecca Smith	8/17
William Tift	8/6
Geraldine Young	8/10
Mary French	9/1
Annette Mehok	9/20
Marge Garrean	10/7
Derrick Williams	10/1
Carlos Chavez	11/5
Jeffrey Gamble	11/1
Loretta Lewis	11/12

5 years

Robert Wright	8/27
Robert Agee	9/24
Thomas Crosby	9/10
Bryan Dring	9/24
Chris Erbes	9/24
Dwayne Hanel	9/24
James Johnson	9/17
Kurtis Lamb	9/17
Troy Lanning	9/24
Donald Roach	9/10
David Wiebelhaus	9/17
Wesley Christensen	10/1
Jeffrey Hunt	10/1
Arnold Jacobsen	10/5
Ronald Kaspar	10/1
Douglas Sieberg	10/1
Thomas White	10/1
Vincent Winkler	10/8
Richard Faulhaber	11/13
William Storm	11/5



Last frame

Giving blood to the Red Cross is somewhat of a family affair for Bob Bloodsworth of Dept. 581.

Bloodsworth, pictured here after having given blood during the Works' most recent Bloodmobile visit in September, estimated that he and his wife, father and three sisters have donated some 50 gallons of blood to the Red Cross over the years.

Bloodsworth himself has donated 12 gallons and two pints of blood since the first time he gave while in the military service some 30 years ago — "a habit I learned from my father," he said.

While Bloodsworth holds the record as being the current Works employee who has donated the most blood, an impressive number of other employees aren't far behind him. Thirteen other employees have donated at least 10 gallons of blood. They are (with number of pints given): Dixie Krutina, 93; Henry Novak, 93; Pauline Mangelsen, 92; Don Kadereit, 90; Richard Kubie,

86; Larry Poffenbarger, 85; Robert Coufal, 83; Gary Blohm, 82; Larry Anderson, 81; Melvin Wilson, 81; Robert Belter, 80; Bruce Kreger, 80; Ted White, 80.

In addition, 13 employees have donated at least 9 gallons of blood; 29 employees, 8 gallons; 32 employees, 7; 51 employees, 6; 56 employees, 5; 71 employees, 4; 78 employees, 3; 110 employees, 2; 133 employees, 1.

At the last Bloodmobile collection, more than 300 employees donated blood. Since 1967, almost 800 employees have donated a whopping 29,716 pints of blood during Bloodmobile visits.



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Omaha Works

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