

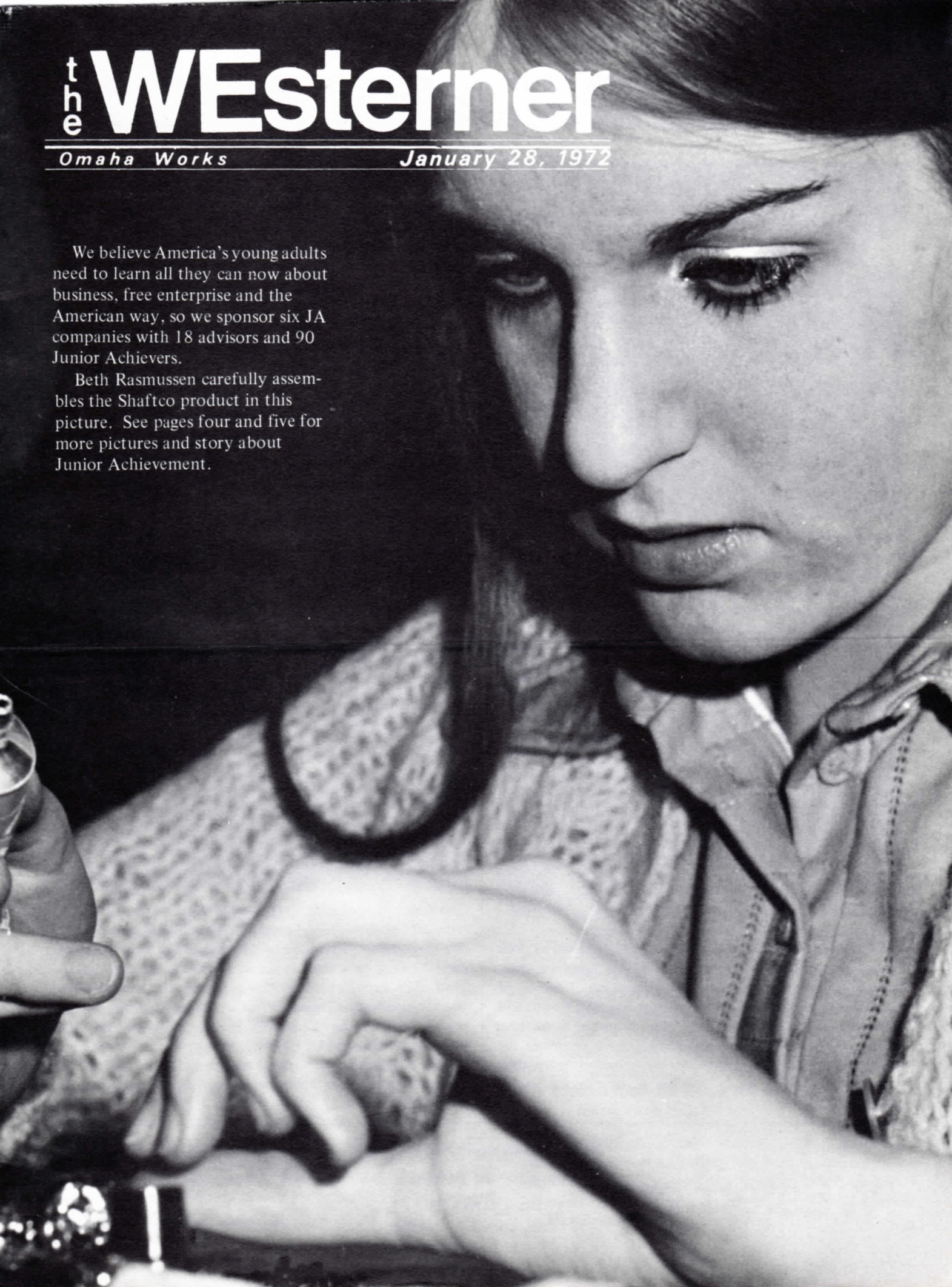
# the WEsterner

Omaha Works

January 28, 1972

We believe America's young adults need to learn all they can now about business, free enterprise and the American way, so we sponsor six JA companies with 18 advisors and 90 Junior Achievers.

Beth Rasmussen carefully assembles the Shaftco product in this picture. See pages four and five for more pictures and story about Junior Achievement.





# WE.....the people



During his one-day visit to the Omaha Works on December 27, Executive Vice President Joe T. West toured manufacturing facilities with General Manager Frank J. Lefebvre. He is pictured above with the test equipment on the 770A PBX system.



Dolls, dolls, everywhere dolls. Surrounded by a sea of dolls dressed by Omaha Works' employees for the Salvation Army Dress-a-Doll project are Mrs. Brigadier Rose, Director of Women's Services of the Salvation Army and Miss Weoma and her court. (l-r) Shelley Block, Mrs. Brigadier Rose, Miss Weoma XIV, Janice Moore, and Lana Eickmeyer. When the dolls were dressed and returned to the Salvation Army, they were distributed to needy families in Omaha for use as Christmas gifts.

Roy Jahnke, Section Chief, Jig and Fixture Maintenance and Construction in Department 791, has set his retirement date for February 5, 1972. The last working day for Roy was December 29. He began his career with the Company in 1926 at the Hawthorne Works as a Bench Hand.



John Gundry, a Toolmaker in Department 791, also has set his retirement date for February 5, 1972. He began his career with Western Electric in 1945 as a Toolmaker at the St. Paul Shops. John's last day of work was December 27. He will make his retirement home in San Diego, California.



An idea to use nylon flyer bows on the Hi-Speed Twisters returned a generous \$4560 suggestion award for Donald Moore, Department 251. Last month Don received the second supplemental award on a basic award of \$2130 awarded in August, 1969. The second award, \$995, was given when the suggestion was adopted by the Phoenix Plant. In January, 1970 the idea was put into use by the Kearny Works, which paid the first supplemental award of \$1435.

Don is pictured above (right) with W. P. Dugan, Director of Engineering and Manufacture, who is making the supplemental award presentation.



the **WEsterner**

Frank J. Lefebvre, General Manager

Western Electric - Omaha Works

James H. Beck, Editor

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Number 2

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# Employees Mark Service Anniversaries



**ALTON ANDERSON**  
40 Years  
1-11



**RAYMOND KNIEWEL**  
35 Years  
1-18



**FRANK LEFEBVRE**  
30 Years  
1-27



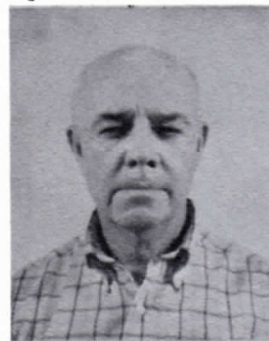
**GEORGE ROSNESS**  
25 Years  
1-2



**FRED JIRKOVSKY**  
25 Years  
1-6



**LLOYD STEVENSON**  
25 Years  
1-6



**JOHN GUNDRY**  
25 Years  
1-18



**CLARK SCHROEDER**  
25 Years  
1-24

## 20 YEARS

Allen, Lynn W. 333 1-02

## 15 YEARS

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Tompsett, Clarence C. 110 1-02  
Wenstrand, Lynn D. 473 1-02  
Grant, Norman G. 356 1-03  
Brown, Lela P. 452 1-05  
Ahrens, Dwayne M. 258 1-07  
Goeser, Norbert J. 112 1-07  
Oglevie, Richard F. 795 1-07  
Orsi, Clement J. 796 1-07  
Neal, William C. 143 1-09  
French, Alvin W. 143 1-10  
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Smith, Joyce B. 144 1-13  
Rehberg, Charles G. 796 1-14  
Harper, Jack R. 412 1-15

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Houska, Felix 253 1-16  
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Drinnin, James M. 134 1-22  
Murphy, Aloris S. 433 1-23  
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Hughes, Clarence R. 795 1-28  
Madsen, Raymond J. 795 1-28  
Slosser, James 263 1-28  
Tingwald, Val G. 420 1-28  
Hutchison, Glen M. 794 1-29  
Stout, Clarence J. 253 1-29  
Krumel, Ermin F. 791 1-30  
Wofford, William R. 141 1-30

## Pay Checks Grow Through January 17 Merit Increases

When many Omaha Works' hourly-rated employees opened their pay envelopes recently, they found their pay checks substantially larger. The increase in pay came as a result of a merit raise granted by the Company to many Omaha Works' employees represented by the IBEW Local 1974.

Those employees, receiving the merit increases, earned the raises in their hourly base rate of pay by demonstrating over a period of time their conscientious service and top work perfor-

mance. Employees qualify for merit raises on an individual basis; therefore, increases are awarded for individual effort and performance.

Supervisors select from their eligible employees those who have demonstrated continuing top work performance. The increases are added to the base rates of individual employees, whose base rates are at or above the job rate of their job grade or the trade rate of their trade group.

## WE Sponsors Radio Journey to the Twenty-First Century

Walter Cronkite is your host in a spectacular, weekend-long radio journey to THE TWENTY-FIRST CENTURY.

Throughout the weekend of February 5 and 6, the CBS Radio Network will devote virtually every network broadcast to an exploration of man's future.

No fiction; no fantasy; the reality will be fantastic enough. Computers in

the home - helping your children do homework, among other functions.

The changing shape of our cities.

Lawns and shrubs that grow only so high and no higher.

This radio journey into THE TWENTY-FIRST CENTURY, will be sponsored by Western Electric and may be heard in Omaha on KLNG Radio, 1490.

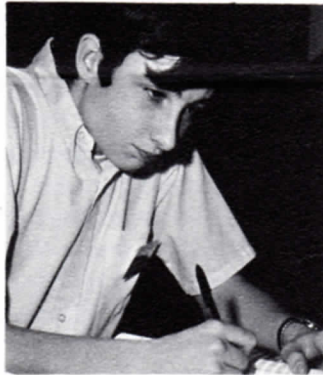




If you were a kid somewhere else, you would have missed America. You would have missed the snowcapped mountains, green valleys, cold streams, simmering deserts, sprawling urban centers and isolated rural settlements that are America.

This is a land of contrasts. It has many faces, and each of us is moved in a different way by its awe-inspiring beauty. America is a big country with room to roam, to breathe, to see and to do.

From her birth some 200 years ago, America has been doing just that, always doing. Doing, building, growing, trying, sometimes failing, but always doing; it's the American way. And Junior Achievement is learning about the American way. The Omaha Works of Western Electric Company is playing a big role in helping the young adults



and future leaders of Omaha learn about business in America through the Junior Achievement program.

To the Omaha Works it is important that the American businessman of tomorrow know about American business and industry today. Through Junior Achievement, we have an opportunity to introduce America's young adults to the America that they will inherit in the near future.

We believe America's young adults

need to learn all they can now about business, free enterprise and the American way, so we sponsor six JA companies with 18 advisors and 90 Junior Achievers.

Western Electric Company is involved, because we have a big stake in the America of tomorrow. We're part of the America they are learning about today.

**we're part of the America  
they're learning  
about!**

**LEARNING ABOUT THE AMERICAN WAY -**  
In the picture at left, F. J. Lefebvre, General Manager of the Omaha Works, listens as Judy Koperski tells about her Junior Achievement Company, Ventus. At right, Larry Cahill, son of Kevin Cahill, Dept. 511-1, updates his company's records.



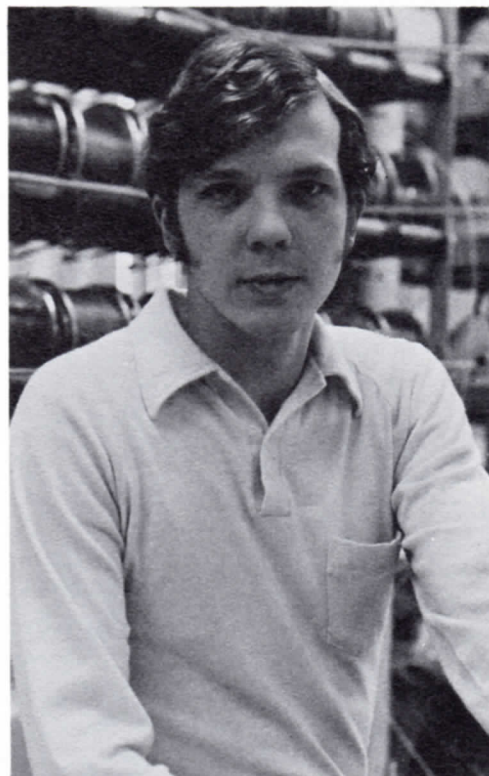
# We Build Communications Equipment; Our Employees Build Better Communities

While the Omaha Works is building communications equipment to meet the needs of the seventies, its employees are building a better community. Dick Doxon, PBX Cable Former in Department 423, is one of our community builders.

When the Omaha Community Playhouse is in action, you can find Dick either behind the scenes or at stage center. From behind the stage lights and over the applause of the crowd, he presented a smashing performance in the lead role of "Mousetrap" last year. Off stage and behind the set, Dick has become a key man in set construction and lighting in most Playhouse productions.

Equilibria, a free clinic offering medical help to youth caught up in the drug subculture, also garners much of Dick's "free" time. At Equilibria, Dick has helped redesign, renovate and put into service an old building in which medical help is provided for any off-the-street people in need of help. Why? Because he has had friends who have had problems with drugs and feels that it is his responsibility to do what he can to help his fellowman.

Boys grow into men, but whether man or boy, Dick



feels a responsibility to help. From age 8 to 14 boys need a father or big brother, and if they don't have one, Dick has offered to fill in. Through the Big Brother Association, he is getting involved in youth development. When a boy of 14 is asked to be the head of the household and man of the family, the responsibility is too much, the load too heavy. It takes a man to help out. Dick is such a man, offering counsel and just friendship through a Big Brother relationship.

And if this list of civic involvement is not enough, Dick is a member of the Coast Guard Reserve, a part-time student at the University of Nebraska at Omaha, and a husband and father himself.

We make things that bring people closer, and employees like Dick Doxon help bring our communities closer together.

## Omaha Works Ak-Sar-Ben Drive Set

At the Omaha Works the password is "AK-SAR-BEN, the thing to do in '72."

AK-SAR-BEN is the password to a full season of fun and entertainment for you and your family. This year again, AK-SAR-BEN will be bringing to Omaha a wonderful world of entertainment and entertainment personalities. For an investment of \$12, you will open a world of fun to yourself including Jeannie C. Riley, Carol Lawrence, George Kirby, Sonny Davis, Debbie Reynolds, and Danny Davis and



JEANNIE C. RILEY

the Nashville Brass.

If you have not already been contacted, you will soon be approached by a solicitor for the AK-SAR-BEN membership committee. So, don't pass up this chance to schedule a full year's entertainment for only \$12.

AK-SAR-BEN offers its member a unique two-for-one opportunity. Through AK-SAR-BEN, you can make contribution to a better Nebraska, as well as open a door to a full year of entertainment.

AK-SAR-BEN's vast under-

takings for agricultural, civic and educational causes have benefited Nebraska and Western Iowa in a large number of ways including this partial list:

- Over 500 scholarships
- Grants for county fairs
- Support for 4H and FFA Camps
- Support of the Henry Doorly Zoo
- Funds to combat drug abuse
- Aid to the Salvation Army Life saving equipment to more than 180 Nebraska towns.



# Incentive Rates and EHO Discussed

## December Wage Incentive Information

DEPT.	PAY GROUP	% EARNED	% PAID	DEPT.	PAY GROUP	% EARNED	% PAID	DEPT.	PAY GROUP	% EARNED	% PAID
113	110-1	19.39	19.39	143	140-8	19.01	19.01	413	410-4	31.18	31.18
133	130-3	19.86	19.86	144	140-1	20.49	20.49	413	410-5	31.97	31.97
133	130-4	18.47	18.47	144	140-5	36.64	36.64	421	420-2	.08	7.00
134	130-1	23.82	23.82	251	250-1	25.17	25.17	422	420-3	19.03	19.03
134	130-5	21.81	21.81	251	250-2	27.99	27.99	422	420-10	17.22	17.22
134	130-11	25.75	25.75	252	250-3	25.81	25.81	426	420-5	23.03	23.03
135	130-8	26.24	26.24	252	250-4	21.80	21.80	428	420-11	16.04	16.04
135	130-9	16.24	16.24	253	250-8	29.16	29.16	429	420-12	13.65	13.65
137	130-2	20.00	20.00	253	250-9	27.30	27.30	431	430-7	13.11	13.11
137	130-7	24.07	24.07	257	250-6	21.90	21.90	431	430-8	29.31	29.31
141	140-2	17.54	17.54	257	250-7	22.04	22.04	432	430-4	16.05	16.05
141	140-3	23.56	23.56	257	257-4	19.22	19.22	433	430-4	16.05	16.05
141	140-9	23.70	23.70	258	250-5	33.94	33.94	451	450-2	20.61	20.61
142	140-11	17.67	17.67	262	260-2	28.73	28.73	452	450-3	30.53	30.53
143	140-4	23.25	23.25	263	260-3	26.49	26.49	454	450-6	20.13	20.13
143	140-6	18.31	18.31	266	260-1	26.92	26.92	455	450-7	27.18	27.18
143	140-7	25.60	25.60	411	410-9	21.52	21.52	WORKS AVERAGE: 20.66% Earned, 20.94% Paid			

EDITOR'S NOTE: This is the second article to appear in the Westerner dealing with the Western Electric group wage incentive system. It will address itself to questions about wage incentive rates and expected hourly output. Reprints of the earlier article, appearing in the January 7 issue of the Westerner, will be available on request from the editor.

The wage incentive system is applied to many jobs at the Omaha Works. To be covered, however, the job must meet specific criteria based on manufacturing information (tools, materials, facilities etc.) provided by the Product Engineer. The Industrial Engineer then determines the most economical motion pattern for performing the operation. In other words, the Industrial Engineer develops the amount of time necessary for an average experienced operator to do a specific amount of work. From this a wage incentive rate is established that tells the supervisor what work is to be performed and the allowed time.

The rate also includes the number of parts an operator can produce in one hour. This is known as the expected hourly output or EHO.

EHO is the quantity of acceptable quality product that an average experienced operator, working with reasonable skill and effort, can produce during a standard hour at 100 per cent efficiency.

**Remember, for wage incentive purposes the standard hour is 55 minutes providing time for rest periods, personal needs and infrequent interruptions.**

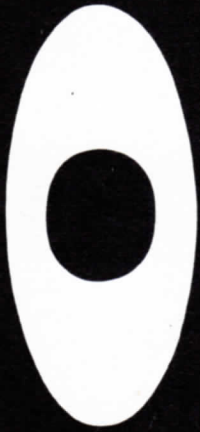
Take, for example, a job with an EHO of five parts per hour (55 minutes): in an eight hour shift, an employee on that job would be expected to produce 40 parts. If the employee meets this EHO, he (she) is 100 per cent efficient for that shift. If a pay group is 100 per cent efficient for a fiscal month, each member of that pay group will receive his (her) base pay, plus a bonus of 20 per cent of his (her) income for that month.

In a group wage incentive plan an employee is guaranteed a minimum rate of pay (hourly base rate) of so many dollars and cents per hour depending on his (her) job grade level. The hourly base rate is paid at 83 per cent efficiency.

At the end of each fiscal month, the Cost Accounting Organization compiles the output of each pay group. Only shipped products of acceptable quality are included in this output. Then, using the established wage incentive rates, the total delivered hours for each pay group is compiled. The Financial Organization ascertains the total hours worked by each incentive worker in each pay group. This is based on the time charges recorded on the individual clock cards. Then Cost Accounting computes the per cent earned using the total wage incentive hours recovered by the group compared with the total hours worked by the individuals in the pay group.

If an employee's hourly base rate of pay is \$3.00 an hour and during the previous fiscal month he (she) worked 160 hours, his (her) base income for the month is \$480 (\$3.00 X 160 hours). If the pay group to which the employee belongs earned an incentive bonus of 25 per cent, this employee would then receive an incentive bonus of 25 per cent of \$480 or \$120 (\$480 x .25). His (her) total pay for that fiscal month would be \$480 plus \$120 or \$600. The wage incentive bonus for the previous fiscal month is included in the second pay check of the following fiscal month.

In the next article about Western Electric's group wage incentive system, the Westerner will develop the importance of each individual member of a pay group, the importance of quality products and summary of the guarantees of the incentive plan. That article will appear in the following issue.



Equal Employment Opportunity is more than black and white: white words on black paper, or black words on white paper. EEO is action; it is doing something when something needs to be done.

The Western Electric Company believes in the fairness and rightness of equal opportunity. It is fully committed to a policy of equal opportunity for all of its employees. In matters affecting employment, Western Electric treats employees and employment applicants without regard to race, color, religion, sex, age or national origin. In addition, the Company is taking affirmative action to increase the number and utilization of minority and female employees in all classifications. Affirmative action goes beyond the practice of nondiscrimination.

If you have any questions or suggestions concerning this policy, talk with your supervisor or the Western Electric EEO coordinator in the Employment Organization.



Omaha Works

