
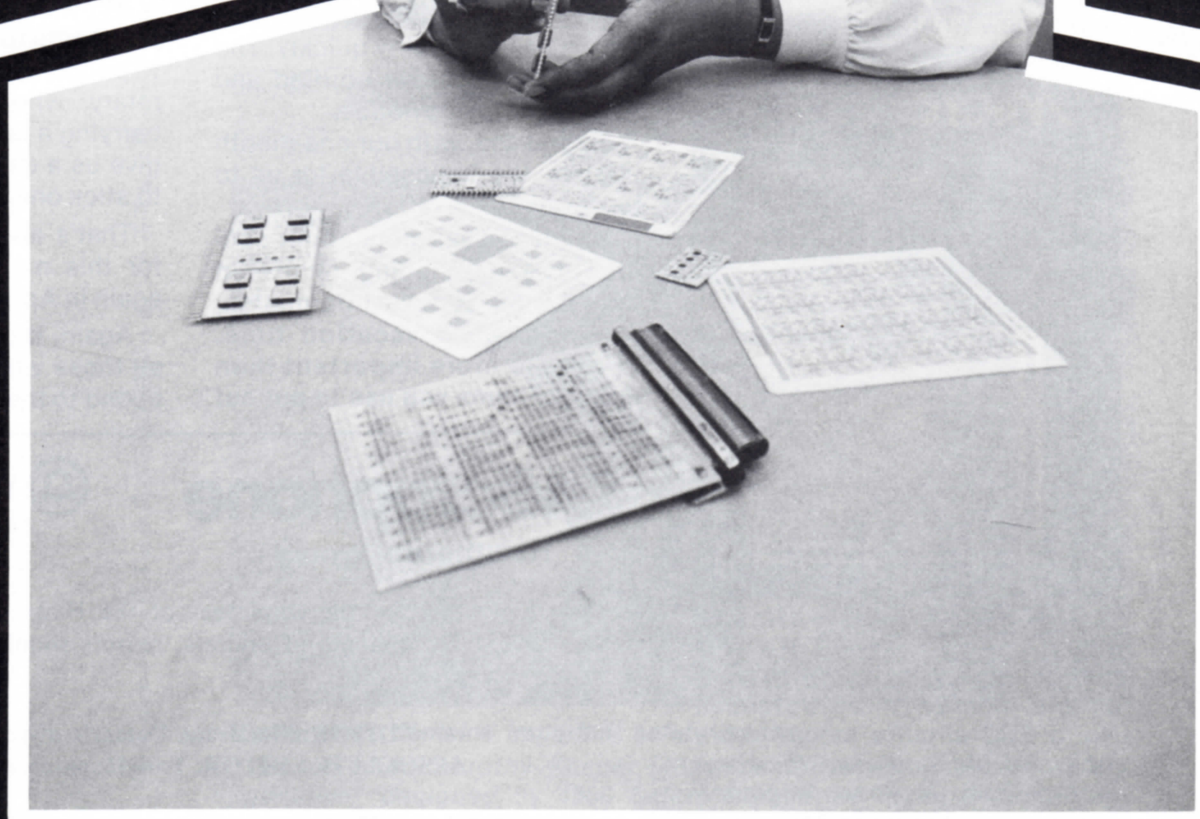


# the **Microphone**

 Western Electric

for employees of the Hawthorne Works  
March, 1982

**No. 5 ESS:  
a switch  
for Thin Film**  
(see page 3)



## Editor's Notes

Here are more questions, comments and responses from December's *Microphone* survey.

**Why not ask the "average" employees how they feel about things—working conditions, supervision, restaurant service—and what can be done to improve morale at Hawthorne?**

Your point is well taken, and we've already started doing more "Photo 'Pinions." Again, we can't promise to do this every month because of space limitations, but we'll try.

In the meantime, you can always use "Letters to the Editor" to voice your opinions. You'll note that there are **none** this month.

**We have a number of people here who do very interesting and exciting things. Also, people who are generous and give a great deal of themselves. How about some feature stories on them.**

Yes, we know those people are out there—a lot of them. But, we don't know what they're doing un-

less someone tells us. Please, if you or someone you know is doing something you think is of interest, give us a call. Our numbers appear on this page.

**The *Microphone* tells us business is great at the same time there are layoffs.**

**Tell us about layoffs before they happen.**

The *Microphone* tells you business is great when it is great. Remember, business can be booming in one area and slumping in another. Just because you read that things are looking up in the Cable Plant or the Thin Film area, don't automatically assume that it's doing equally well in all other product areas.

We've been very consistent lately in informing you of business and personnel conditions. We cannot, however, notify you of layoffs in advance since we only come out once a month.

Because no one likes to lay off people, the final decision to do so is delayed until the last possible moment. Once it is made, therefore, it happens fairly quickly. The affected people are notified and given one week's notice.

So you see, with our one-month interval, it's impossible for us to be current on layoffs.

**I want to hear more about contract talks, including increased salary and benefit information, also increased vacation time. These are more important than the filler items you use to put out**

**an issue of the *Microphone*. Signed, Not Another Satisfied Customer.**

Dear Unsatisfied: I'm sorry you feel that way. We'd like all of our customers to be happy.

There are no contract negotiations going on right now. When new contracts are signed (and we can't talk about them until they are), we do print the results. But, if that's all we talked about, we'd only publish once every three years. The current contract expires in August, 1983.

**I was on sick leave for six months. I missed the *Microphone*. I think it would be nice if you sent copies to folks on sick leave.**

It's nice to be missed, and as much as we'd like to oblige, it would be an administrative nightmare for both the Benefits organization and for us to try and keep track of all the people who are in and out on sick leave. In fact, by the time the paper settled, the people would be back to work.

So, we have to rely on the departments to mail the *Microphone* to people who are out. If your secretary, who is probably already carrying a large load, overlooks it, give us a call, and we'll be happy to stick one in the mail.

That's about all we have room for this month. We'll pick it up again in April.

Again, though, I'd like to thank all those who took the time to respond to the survey. ■



**ON THE COVER:** Continued production of FA packs (foreground) combined with work on the smaller, more advanced No. 5 ESS circuits means more jobs and big business for Hawthorne. Pam Jackson, engineering department chief of the No. 5 ESS Thin Film Development Department, explains why on page 3.

the **Microphone**  
Hawthorne Works

 Western Electric

Published monthly for the employees of the Hawthorne Works, Chicago, Illinois 60623. For changes of address, retirees should notify their regional benefit service office.

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**ASSOCIATE EDITOR: Tom Hopkins, 494-3614**

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*Hand bench operator Maria Mateja (8229) inspects and verifies that circuit patterns are located properly on the substrates. On some No. 5 ESS circuits, the patterns are on both the top and bottom sides, a*

*large difference between them and the FA circuit packs. Because the two sides must match up, engineering associate Ray Chmielewski (8575) designed this special optical equipment.*

## Thin Film readies for No. 5 ESS

There's a flurry of activity in Thin Film these days as it gears up for No. 5 ESS.

A hot project in the Bell System right now, No. 5 ESS is one of the most advanced and flexible switching systems in the world. And, Hawthorne will be the major contributor of hybrid integrated circuits (HICs).

According to Pam Jackson, engineering department chief of the No. 5 ESS Thin Film Development Department that was formed last May, these HICs, and the film integrated circuits (FICs), will mean about 400 jobs and some \$50 million in business for Hawthorne by 1985.

"Many people believe that the No. 5 business will replace the FA packs that we currently produce," says Pam, "but actually, the FA decline will not be dramatic.

"For example, in 1982 the No. 5 business will account for about five percent of the total Thin Film business. In 1985, that percentage will increase to about 50.

"So, even with a drop in FA production, there's still a significant increase in total business for Hawthorne."

As a result of the anticipated growth, the Thin Film shops have been allocated \$15.9 million in capital for new equipment.

"We've spent \$4 million over the last two years," explains Pam, "and have been allotted \$5 million for this year and another \$6.9 million for next year."

To make room for the new equipment and additional business, parts of the Thin Film operations will be housed in the TA Buildings.

"From an engineering stand-

point, No. 5 technology is very exciting," Pam points out. "It combines everything we use now, plus many new developments, including thick film technology. This allows the circuits to handle higher voltages. The FA packs that we produce now operate at about three volts. The No. 5 circuits must be able to handle more than ten times that amount."

Flexibility for growth is an important factor that is built into the system, which will be adaptable to rural, suburban or metropolitan areas.

And, says Pam, the combined technology in a smaller package, allows a competitive cost and greater reliability.

"That's what the No. 5 electronic switching system is all about," Pam says. "And, that's what makes it a Bell System priority." ■

# Procknow answers questions . . .

*In late January, Western Electric President Don Procknow held an informal meeting at Headquarters with employees from Company facilities in the New York area to discuss the effects on Western Electric of the modification of the 1956 Consent Decree agreed to by AT&T and the U.S. Department of Justice. The following article contains the edited remarks of the President and some of the questions and answers exchanged during the one-hour session.*

I've had the opportunity over the past several months to visit many of the Company locations around the country and talk with many of our people. They, like you, are very much interested and concerned about just what is the future of our business. Some events have been taking place at a rather rapid pace that are setting the direction and the priorities for our business.

The proposed modification of the 1956 Consent Decree which was announced on January 8 and

agreed to by AT&T and the Department of Justice certainly does open up new horizons and set new directions and new tones for our business. Now, of course, there's much to be done to make sure that the Decree is finally made effective. Right now it's in the review process in Judge Greene's court, and it will be for some time yet to make sure it is in the public interest.

Many questions still remain to be answered in that regard. Also, many questions still remain as to just what the form of legislation will be, if any. The legislation that has been proposed and has passed the Senate was conceived and developed in a different kind of environment, and I'm sure it's going to have to be revisited, and many questions answered. And the same is true of the various proceedings before the Federal Communications Commission. The Computer II proceedings and others will need to be revisited in light of this proposed modification of the Consent Decree.

Although there are many questions that still remain to be answered, we face the future in this business with a great deal of optimism, and with a great many opportunities. I am certainly very optimistic. We face the future with great strengths that have been built up in this business for a long, long while. We've been in business for 113 years, and during that time there have been many, many strengths developed and passed on to various generations.

We've got a good product line, and we're investing heavily in new technologies to make that product line even better and even more responsive to the needs of the business. We've got a fine employee group, 155,000 people, well trained and dedicated to the viability and the future enhancement and the growth of this business.

But underlying that, I think we've got basic principles in this business that have been with us for a long, long while. They are going to be very important for the

*WE President Don Procknow recently participated in a discussion program for management employees from the New York area. The session was designed*

*to answer employees' questions about the Consent Decree modification and its implications to the Company.*



# . . . he's very optimistic

future, just as they've been very important in the past. I'm speaking about principles like our dedication to low cost, to high standards of service and quality and reliability, which have meant so much to this business in the past and which undoubtedly will continue to mean so much to us.

As I mentioned, the proposed modification of the Consent Decree does leave a number of unanswered questions that need to be worked out over the next several months. On the other hand, it seems to open up new freedoms for Western Electric—freedoms that many of us that have been in the business for a long while have not really enjoyed. We will have freedom to sell to whomever we want to sell, and we have freedom to make whatever we want to make. So, certainly that opens up many new areas and avenues of opportunity.

At the same time, freedom brings challenge, and we do have many significant challenges facing this business. We've seen growing competition make inroads into various areas of our business—competition that is becoming more intense with almost every passing month. We do indeed face the challenge of competition. It's important that we strengthen our marketing forces, our product lines and the investment that we put into new technologies. And of course, we're going to have the challenge of deciding just where do we allocate our resources in meeting the needs and the opportunities that we face.

Perhaps the most immediate challenge we face is the year 1982. It's right here, on us, right now. We had a great year in this business, in 1981. But at the same

time, as you know, we've had to cut back many of our operations at various places around the Company. We've had to cut back because the economy was just not producing the sales and growth that we would have liked to have seen. Those cutbacks are continuing into 1982. We're still faced with resizing our operations to fit in with the kind of sales that we can expect this year. Our business is not immune from the effects of inflation, of high interest rates, or certainly recession, either. We're subject to those things just like many, many other businesses.

So we face the challenge in 1982 of operating the business and keeping it healthy. So the future, I believe, is filled with opportunities and new horizons for us. At the same time, it's filled with challenge, some of which we're feeling right now. I, for one, am certainly looking forward to the future.

**Mr. Procknow, with the hopeful freeing of Western and AT&T to do business, do you envision a direct sale responsibility for Western Electric, or will we continue to work through a distributor network?**

Well, I think it's a little early to say, at this point, just how we will sell and market our products. Our modification of the Consent Decree is only a couple of weeks old. But as you know, we do sell directly from Western to the government. We do sell a number of our products—a fairly sizable number at that—outside of the Bell System. And that business has been growing. As our plans develop, I would visualize that there will be some direct sale responsibilities from Western Electric. We're going to have to deal at an arm's length relationship

with the traditional Bell operating companies—which will be known as local exchange companies. That will be a different kind of relationship than what we've had in the past. But we'll be selling directly to them, as we sell to other customers, or other areas.

**To follow up on that question—marketing. Mr. Brown has said that under divestiture, Western Electric will have to be a quality marketer, or marketing outfit, as well as manufacturer. Does that mean we'll do our own marketing, or will we continue to follow the lead that AT&T established?**

This has yet to be worked out, but I can certainly visualize that Western Electric will be doing a great deal more marketing than what we're doing today. We've been doing a lot of things in the decade of the '70s to get ready for competition and to meet the competition that's emerging. We established, with the help of McKinsey and Company, some years back, a product line planning organization and product management groups to manage our product lines. We established account management-salesmen right in the field. Those are two areas that are going to be very important for the future, and we're going to continue to grow and develop our expertise in those areas. We have a fine foundation on which to do that growing and developing.

Now, Western Electric, in a fundamental sense, probably hasn't done the marketing that many other companies have—the market management job where you go out and look at the problems and the needs of your customers. We'll have new customers. What do they need? And how can you match those needs with our resources? How can you bring to

*(continued on page 6)*

## Procknow . . .

(continued from page 5)

bear the resources and the strengths that we have to meet those needs, and therefore generate new opportunities? That's an area that we're going to have to pursue in order to do a complete marketing function. We recognize that, and we're planning and looking into that area right now.

Also, there are different ways in which you contract with your customers outside the Bell System. As I mentioned, we'll have an arm's length relationship with them. We'll have to contract with them. We have to look at such things as warranty and pricing and terms of a contract and that sort of thing.

When you put all those areas together, that's really marketing. We do some of it today. Some of what we're already doing we'll have to grow and develop further. We'll also be growing and developing in other areas of marketing where we don't do much right now.

**Some of the articles mentioned the increased emphasis on international sales activity. Could you comment on how that looks down the road?**

For the past three years we've been trying to expand our sales in the international arena. AT&T has been very supportive in this area, and has set up an organization, ATTI, which is the worldwide sales arm to market the Bell System's products in the international arena. The recent decisions and the recent planning that has taken place reinforce that decision, and make it even more evident that we're desirous of marketing and selling our products worldwide.

Many of the new products that are under development at Bell Laboratories, with increased development budgets, are geared to

the international arena. And we think in years to come that can be a very, very important part of our business. As you know, we have some very important work in Korea these days. We have a joint venture there in manufacturing equipment. Recently, ATTI entered into a joint agreement with a manufacturing concern in Ireland. So I think you'll see that the efforts will continue to grow, the products will be made available, and that will become a very important part of our business in the future.

**In light of the recent agreement reached, why must we continue to set up separate subsidiaries—for example, for business and residence products? Would you just clarify why we're continuing to go down that road?**

I'm sure there's a lot of thinking that has gone into this on the part of the parent company, and certainly the planning is continuing down that road.

The fact is that that kind of product is going to be deregulated, detariffed and sold much the same as any other manufacturer would.

It's very important that there be clear lines of separation between that and perhaps other areas of the business which will still be subject to regulation, such as the long distance network and the items that go into that long distance network. So there's still a need to keep that separate.

I believe, too, as they study the future market, a case could and should be made that to be fast on our feet, to be responsive, that part of the business must be compact. It's got to be able to move quickly. And by pulling it all together—from marketing to manufacture to development—would enable the System to respond faster.

**Mr. Procknow, can you speculate on what effect the Congressional hearings by Rep. Wirth**

**might have on a timetable for adoption of new telecommunications legislation by Congress?**

There are hearings, of course, that are taking place right now before Congress. Chairman Brown testified yesterday before the Senate. There'll be other hearings. I think there's a need to re-examine that legislation in light of what's happened with the modification of the Consent Decree. And I'm sure that process is going to go on. There very well may need to be legislation. We're working under the Communications Act of 1934. The environment when the law was passed is entirely different from the business environment today. So there very well could be a need for legislation. But it needs to be rethought and revisited in light of the proposed modification of the Consent Decree, and I believe that's what will happen.

Timetable? It's very difficult to predict how bills will get through Congress, even under the best of circumstances. So I doubt very much whether there would be legislation this year.

**Do we now have plans on the drawing boards which are ready to apply leading edge technology to new products and/or services concomitant with the freedom that we will enjoy in 18 months or whenever?**

Yes, we have some thoughts in that area. But with the Consent Decree proposed modification being so new, I really can't comment on it. In fact, as I told a **New York Times** reporter the other day, you wouldn't want me to overhang the market, here, would you, at this point?

And I think we're perhaps at that point. But the answer is yes, we've been doing some thinking as to what we might do and we will continue to do and will continue to pursue this very vigorously.

**As we become more of a marketing-oriented company, do**

**you see any shift from cost-based pricing to market-based pricing to our customers, including Long Lines? Essentially, will we let the marketplace test the reasonableness of our prices?**

Certainly we'll be looking at more freedom and flexibility in our prices. On the other hand, Long Lines and interstate service will still be under regulation by the FCC, and our prices for the items that we'll sell to Long Lines will continue to be under scrutiny for reasonableness. On the other hand, I think, as we sell outside of those traditional areas, we will have more freedom in our pricing philosophies and practices. But that remains to be developed.

**What about fire and flood jobs? In an integrated system, they are a lead pipe cinch; we know what to do. What will we do when we're separated? How can we have the freedom, if you will, that we have in the present system, when we're separated?**

That's a good question, and I don't think it could really have a general answer. I would say that even today, when there have been fire and flood jobs in independent territories, we've gone to great lengths to try to help them out. There are many examples of this. Humanitarian needs develop here. The operating companies

are valued customers today, and they will be very valued customers tomorrow. If New York Telephone Company has a catastrophe of some sort, I'm sure we're going to go to great lengths to try to take care of their needs.

Maybe it won't be easy to persuade Southwestern Bell or Mountain Bell that we need that equipment over here. It very well may not be as easy to do so. But I suspect we'll go to great lengths to try to take care of those kinds of humanitarian needs, as they develop.

**Another group of people very much interested in the impact of this on them is our retirees. One of the main ways they have of interacting, or maintaining ties with the Bell System, is through the Telephone Pioneers. What impact do you see this modification having on the Telephone Pioneer organization?**

Telephone Pioneers include Pioneers in Canada and some independent companies, as well as the Bell System. It certainly would be the intent that the Pioneers would stay organized the way they are today. It would be up to the Pioneers, I guess, in some respects, as to how they would want to operate and organize.

I think Pioneering is a tremen-

dous source of strength in our business. I am constantly impressed and amazed at the tremendous work that's done by Pioneers. The basics of loyalty, fellowship and service are very much alive today in Pioneering activities around the country. I personally would like to see Pioneering grow and develop. And I see no need for it to have to change as a result of the Consent Decree modification.

**Will this separation make more capital funds available to Western and Bell Labs?**

I would say to the extent we're successful, that we can take advantage of our opportunities, that we can find markets for our products around, I would suspect that we would have a much better opportunity to have more funds available to Western Electric. So I guess I'd have to tell you, it's up to us.

**Do you see Western Electric remaining a subsidiary of AT&T or eventually being absorbed into the AT&T Company?**

I see the Western Electric Company remaining as the Western Electric Company at this point. We've been Western Electric for a long while, and I would certainly anticipate that we'll continue to be Western Electric in the corporate structure that we have. ■

## Hawthorne is partners with Love

Chicago Superintendent of Schools Ruth B. Love held a press conference Friday, February 19, to announce 33 new partnerships in the Adopt-A-School Program she started last year.

Hawthorne is among those new partners because of its relationship with the Roswell B. Mason School in Chicago.

"We actually 'adopted' Mason about ten years ago," notes public relations specialist Henry Wilson, "when we initiated our Tutor-

ing Program there."

According to Henry, who coordinates the Tutoring Program at Hawthorne, 15 Works employees spend two and a half hours a week with selected Mason students.

"The student/mentor relationships have been enormously productive in providing direction to many youngsters who otherwise were foundering with little or no sense of purpose," says school principal Raymond Gerlik. "The success image generated by the

Western Electric employees has been instrumental in turning a considerable number of students around and making them goal oriented young men and women who have gone on to worthwhile careers in business."

Superintendent Love's program, designed to stimulate business involvement and improve the quality of education in the public schools, currently has 75 schools and 7 districts adopted by 60 different organizations and businesses. ■

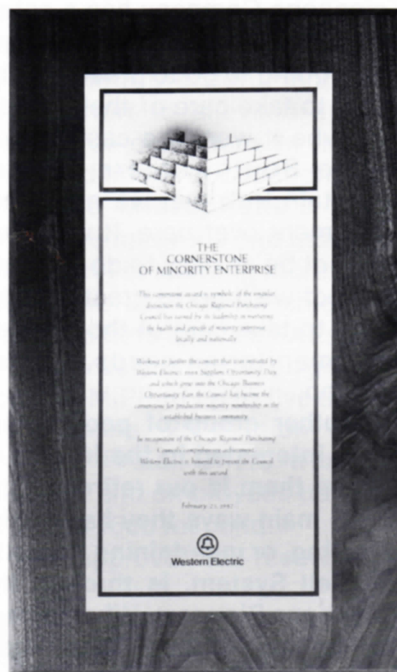
# WE honors Purchasing Council

Western Electric Purchasing and Transportation Vice President Robert A. Kraay presented a special award to the Chicago Regional Purchasing Council February 25 for its leadership in nurturing the health and growth of minority enterprise.

The presentation was made in conjunction with a two-day workshop February 25-26 for Western Electric manufacturing location buyers plus regional buying and transportation representatives.

Designed exclusively to honor the Chicago Regional Purchasing Council, the award describes the Council as "The Cornerstone of Minority Enterprise."

In part, it reads, "Working to



(Photo by Marty Labno)

further the concept that was initiated by Western Electric's 1968 Opportunity Day, and which grew into the Chicago Business Opportunity Fair, the Council has become the cornerstone for productive minority membership in the established business community."

Suppliers Opportunity Day was the first large-scale event anywhere to bring minority suppliers into contact with buyers from large firms for the purpose of doing business together.

The Council harnessed the momentum of the now annual Opportunity Fair by working year round to match minority suppliers with buyers. It also provides technical assistance to the suppliers throughout the year. ■

## Tech/Pros recognized by peers

Ten technical/professionals received Engineering Recognition Awards February 26 as a climax to Hawthorne's week-long observance of National Engineers Week.

General Manager Virgal Schad made the presentations following Friday's guest speaker.

Recipients were selected from a field of 40 nominations submitted by their peers. A special committee headed by senior engineer Bob Harazin (8531) reviewed the nominations and made the final selections.

The recipients, their achievements and categories are:

**Cost Reduction**—Occupational engineers Don Keller and Roger Pratali, both of Department 8552, worked on two cases which resulted in \$1.8 million in savings.

The first case was the development of an in-house system for stamping capacitor shells; and the second case was the installation and development of an auto-

mated capacitor lead attaching and encapsulating machine.

Sharing in the Cost Reduction honors was engineering associate Tom Preston (8514). Tom initiated several cases that totaled more than \$800,000 in savings. All the cases involved the acceptable substitution of costly nuts and screw fasteners with less costly items.

**Cost Avoidance**—Senior engineer Bob Broniarczyk (8531) came up with a plan that eliminated the need for moving an automatic zinc rack plater. His share of the \$1.565 million case was more than \$700,000.

**Engineering Innovation**—Five tech/pros capped this honor. Senior engineers T. M. Ramani (8543) and Don Pruess (8514) and engineering associate Joe Kmiecik (8543) worked together to develop and install the new bonded sheath cable line to significantly

improve cable rejection rates.

Senior engineer Gene Przybylski (8541) designed and developed the largest size cable ever manufactured—a 4200-pair cable.

And, engineer Paul Powers (8551) developed a software program for the microprocessor that controls the multiple polystyrene capacitor heat treating ovens. This provided more exacting control in the heat treating cycle and improved the manufacturing yield.

**Special Achievement**—Senior staff engineer Warren Cook (8539) took this award for outstanding service outside of the Company. Warren served as president of Berwyn School District 100, composed of 1,700 students at seven schools and as section committee chairman of I.E.E.E. Both organizations conferred outstanding service awards upon Warren. ■





(Left to right) trucker Ray Julius (8176) and Museum committee members Vic Cross (8514) and Frank Ourada (8176) examine their "lucky find"—

movie equipment manufactured by Western Electric more than 60 years ago. The equipment was used in a Chicago theater up until last year.

## Antique projectors find a new home

The Hawthorne Museum committee recently acquired antique Western Electric movie equipment that was durable enough to show more than 60 years of films from silent movie classics featuring idols like Gloria Swanson to today's big-budget blockbusters.

The equipment—two projectors and accompanying sound systems—was donated by the Davis Theater on Chicago's north side where it was still being used only last year.

But without a lucky phone call and a lot of hard work, the equipment may never have wound up a shining conversation piece in the Hawthorne Museum.

That fortunate call came to Museum committee member Vic Cross (8514) from one Don Helgeson, a radar equipment enthusiast. Don called asking if

Hawthorne had any materials on radar. Well, one thing led to another, and Vic eventually discovered that Don works as a projectionist showing movies at various Chicago theaters. "Just as an aside, I told him that Western Electric used to manufacture movie projectors. He laughed and said, 'How well I know.'"

As they say in the movies, the rest is history. Don put Vic in touch with the Davis Theater, and they offered the equipment to Hawthorne. "We're very thankful to Don and the Davis," says Vic. "Without them, the whole thing wouldn't have been possible."

Moving the 1,000-pound cast iron projectors from the theater to Hawthorne, however, seemed like "mission impossible." They were too heavy to move intact and had to be partially dismantled. Vic,

trucker Ray Julius (8176), Museum committee member Frank Ourada (8176) and Don Helgeson all had a hand in moving the massive projectors.

"A great deal of credit should also go to Joseph Sostarich (8171)," says Vic. "He received the equipment in bushel baskets, refurbished it and somehow put it all back together."

The Museum's latest relics have quite a history. Manufactured by Western Electric in the late 1920s, the projectors predated "talkies" and were rented to theaters for those silent film classics.

For a time, when sound became the rage, the projectionist would have to synchronize the film with sound from a phonograph. "That was pretty tricky,"

*(continued on page 12)*



*Reel Yard section chief Bob Mohr (8118) is well aware of the hazards winter presents and always emphasizes safety.*

"In the summer, the job is beautiful," says Reel Yard section chief Bob Mohr (8118). "But in the winter . . ." His voice trails off, and he finishes his thought with an expressive shake of the head.

Bob doesn't have to finish. His gesture is worth a thousand words. Winter is Chicago's season of discontent, and nobody knows the bone-chilling facts better than Bob Mohr and his Reel Yard crew.

They spend more than 75 percent of their time outdoors facing every nasty element "old man winter" can dish out. Freezing rain, sleet, snow and biting cold slow them down a bit and make things uncomfortable, but the work never stops. In fact, they contributed greatly to the Cable Plant's outstanding achievement of 200 weeks of perfect shipping last December.

The Reel Yard is staffed by 27 hardy souls including crane operators, layout operators, checkers, fork lift truckers and laborers. Their work involves shipping, receiving, moving and storing reels of cable ranging anywhere from 600 to 20,000 pounds.

Layout operator Rick Lesley, who is mainly responsible for moving cable to the customer and within Hawthorne's various cable departments, pulls double duty in the winter. "If it snows, we come in early and start clearing the area," he says. "Ice and snow limit traction and make conditions hazardous."

The snow removal task involves 2,500 feet of dock area, as many as 30 40-foot flatbed truck trailers and, as Rick says, "numerous cracks and crevices."

They can clear the snow, but there's not much they can do about the frigid temperatures. "The company gives us warm clothes, but you always worry about frostbite," Rick confides. "Working with frozen or wet steel," he explains, "really makes your hands cold and chapped."

Yet, he's quick to add, "I like it out here. There's never a dull moment."

Fork lift truck driver Ken Kozel agrees and says, "I'm an outdoor guy. If I'm dressed warmly, I don't mind working in the cold." He admits to having some reservations, though. "You look out the window

# Reel Yard winter warms brave t g



# riors . . . he elements, et the job done

Layout operator Rick Lesley (top) bundles up against the chilly touch of "old man winter." Despite the weather, trucker Ken Kozel (below) would rather work outdoors—for now.



Trucker Angel Claudio could be nicknamed the "ice man." He's worked in the Reel Yard for 12 years under some rough winter conditions.



in the morning and see all that snow blowing around and think 'Oh, no,' but you just deal with it. Maybe, when I'm older, I'll want to transfer to an indoor job. Right now, it's OK."

Fellow trucker Angel Claudio, who's a 12-year veteran of the winter wars, says, "It takes awhile to get used to. I've been doing it so long, I don't think about it. If you keep moving, you'll be all right."

Safety, however, is always a

concern—especially when things get cold and icy. "You've got to slow down a little and be more careful in winter," Ken says. "If you don't, accidents will happen."

The problems and challenges of winter weather don't escape the Reel Yard section chief. "I try to make everybody as comfortable as possible," says Bob. "But, let's face it—they do a tough job under rough conditions. They work hard, and I really admire them." ■

## Bell System Savings and Security Plan

Following are the unit values for the Bell System Savings and Security Plan (non-salaried employees) as of January 31:

	Value per Unit	Units Credited per Dollar
AT&T Shares	1.2988	.7699
Guaranteed Interest Fund	1.3374	.7476

## Museum

(continued from page 9)

says Vic. "More often than not, the sound and motion were probably out of sync."

After the stock market crash of 1929, people flocked to the movies to forget their troubles. And Western Electric and Bell Laboratories were ready with a new innovation that put sound on film. Western soon modified its projectors and became a leading supplier of movie and sound recording systems through a subsidiary called ERPI (Electric Research Products, Inc.)

While the parent company, and

most everyone else, fell on hard times during the Depression, ERPI flourished. The fledgling subsidiary began installing the new sound system and projectors in movie houses across the country.

In fact, from 1930 to 1939, Western Electric and ERPI licensees won 10 consecutive Oscars for sound recording technical achievements. Western eventually divested ERPI and got out of the movie business.

But, as Vic points out, "the equipment's durability, quality and significance in the movie industry make it a special addition to the Museum." ■



Brian Foley—3154

## Out with the old in with the "new"

With the recent addition of some 25 new antique items, including the projectors, the Hawthorne Museum is taking on a slightly different look.

Keen observers will note that it's the first time since the Museum opened in 1980 that so many new items of interest have found their way to the display cases.

"It's been our plan all along to rotate displays and maintain a museum that's dynamic and interesting," says Vic Cross, Museum committee member. "So, we've tried to stockpile as many old Western products as we can and are always on the lookout for possible additions."

Topping the list of sought after items are a Western Electric milking machine, wooden drum clothes washer (circa 1910) and a ceiling fan.

As part of their ongoing efforts to improve the Museum, the committee also installed a "dial up" self-starting system for the slide show. If you happen to be in the Museum and want to see the slide show, just follow the dialing directions. Then, all you have to do is stand back and enjoy. ■

## Foley earns 2nd degree

Procedural review associate Brian Foley (3154) has become the fifth graduate of the Elmhurst Management Program (EMP) since it became available at Hawthorne, and is the first graduate of the second "group."

EMP, an out-of-hours, in-plant program designed for adults who work in a business environment, was first offered at the Works in the fall of 1979. Eleven Hawthorneans completed the first offering, and four of those have earned the bachelor of science degree in business administration.

Ten employees signed up for the second year which began in October, 1980, and Brian is the first to earn the degree.

Employees who participate in the program must have at least 48 hours of college credits to be eligible. Then, the 42-week curriculum is equivalent to the senior year.

Divided into three semesters, the curriculum concentrates on the courses required for a business degree. Most students have some general education requirements and electives to complete

when they're through with the core program.

Brian had a bachelor of arts degree in speech communications from the University of Denver. "I decided to expand my horizons," he explains, "and realized that the Elmhurst Management Program offered a good opportunity for a working adult to earn a business degree."

Continuing to "expand his horizons," Brian is currently studying computer programming at Elmhurst, planning to take enough hours to earn a minor in it.

"The Company really makes an offer 'that you can't refuse' by including programs like Elmhurst's in its Tuition Refund Plan. Few of us could afford to pursue higher education if we had to fork over the tuition out of our own pockets."

Employees interested in learning more about the Elmhurst Management Program can call Hawthorne School coordinator Joan Maday on ext. 5764.

For general Tuition Refund information, call coordinator Grace Bosanac on ext. 2481. ■

# Poor attendance: a Hawthorne illness

"A small percentage of Hawthorne employees could be jeopardizing all of our jobs."

Strong words, but according to the new chairman of the Attendance Review Committee, Dr. Daniel DeMichael (3620), the poor attendance of a relatively few people cost Hawthorne over \$9 million last year.

"Nearly 70 percent of our employees were awarded perfect attendance certificates last year," notes Dr. DeMichael. "That's a remarkable achievement. But equally remarkable is the fact that there were 12.9 days of absence per Hawthorne employee in 1981. That really means that 30 percent, or about 1,600, of our employees averaged 42.6 days of absence."

Dr. DeMichael, the Works as-

sociate medical director, says he recognizes that many absences are legitimate. "But, I think these figures show some chronic absence problems that shouldn't exist.

"That \$9 million expense, which includes salaries and benefits, contributed absolutely nothing to Hawthorne. This kind of waste makes it very difficult for Hawthorne to operate competitively.

"At a time when we must scrutinize all expenses, our committee will be zeroing in on the absence abusers."

According to Dr. DeMichael, the Hawthorne Attendance Performance Plan was designed five years ago to recognize and reward the efforts of employees

maintaining good or outstanding attendance, and to rehabilitate or discipline those with unsatisfactory attendance.

"Under the Plan, we can suspend or terminate employees with excessive, unreasonable absences.

"No one wants to see trained, experienced people lost, but we should understand that Hawthorne can't afford to keep unreliable people. They cost the Company money, and they burden their co-workers who are forced to fill in for them when they're not here."

Dr. DeMichael believes it's just good common sense. "Control of our attendance problem is preventive medicine for the whole Works." ■



Art Keir—8176



John Eyestone—8561

## Two employees honored

Security department chief Art Keir (8176) and senior staff engineer John Eyestone (8561) have had to practice acceptance speeches lately.

Art has been selected to receive the Chicago Association of Commerce and Industry's 1982 Award of Merit for outstanding service in crime prevention.

He'll accept the award March 26 at the annual Crime Prevention luncheon. Art will be in pretty good company, because others receiving awards include Illinois Attorney General Ty Fahner and Chicago

Police Superintendent Richard Brzeczek. Governor Thompson will be the luncheon speaker.

John Eyestone was recently honored with the most prestigious award given by the Boy Scouts of America—the Silver Beaver Award. John received the coveted award for exceptional contributions to the goals of Scouting and the betterment of youth. He's been active in Scouting for over 25 years and has been a member of the executive board for nine years.

## Personnel changes announced

Since the first of the year, the Works has had the opportunity to call back fifty-seven 32-grade operators. The majority of these employees were placed with the Capacitor organization, and a few with the Thin Film and Miscellaneous Relay operations.

In other areas, business conditions have required the Works to lay off a total of 31 employees who had no contractual bumping rights—thirty 34-grade and one 35-grade.

In addition, Hawthorne has received corporate approval to offer the Western Electric-Management

Income Protection Plan (WE-MIPP) and the Supplementary Income Protection Plan (SIPP) in an effort to alleviate surplus work force conditions in the salaried and trades occupations.

At the **Microphone's** press time, 31 employees had indicated an interest in learning more about MIPP: two department chiefs, 24 section chiefs and five PAEs.

Authorization has been given to approve MIPP to up to five department chiefs, 25 section chiefs and five PAEs. Offers went out March 2, and employees have until March 16 to respond.

SIPP approval was received for

the following: six engineering associates, 25 salaried 500-series, 40 salaried represented, 50 Local 1859 tradesmen and 20 Local 1864 toolmakers/machinists.

At press time, 137 employees had expressed an interest in SIPP: three engineering associates, 16 salaried 500 series, 61 salaried represented, 45 Local 1859 tradesmen and 12 Local 1864 toolmakers/machinists. Those employees will be invited to a meeting to learn more about SIPP.

In 1982, 1,400 employees have been laid off Company wide, including 1,200 from Indianapolis. ■

## It's an incredible story of a man and his dog

Layout operator Brian Paller (8224) knew something was wrong.

Major, his 10-year-old German Shepherd, was the kind of dog that loved to run, romp and play with just about everyone. He was the kind of dog that would even shine up to strangers and always earn a pat on the head or scratch behind the ears. But suddenly, the frisky Shepherd became listless and withdrawn. He soon be-

gan limping badly—favoring the right hind leg.

Brian, the dog's concerned owner, took him to a vet who diagnosed arthritis. But soon after, the left hind leg weakened, and Major struggled to walk, often collapsing under his own weight.

A second vet suspected a nerve disorder and recommended an animal neurologist. Sure enough,

the dog suffered from a degenerative nerve disease that was gradually weakening the dog's back muscles. Without the ability to move about freely and exercise, Major would develop a litany of illnesses. The vet recommended that Major be put to sleep.

Brian, however, had other ideas. "I didn't think he was ready to die, and I wasn't going to let him." Always handy with wood



Brian Paller (8224) and Minor lag behind Major, a healthy—and obviously speedy—"dog on wheels."

and metals crafts, Brian put his skills to work. The trick was to design something that would keep the dog moving and active—a tall order considering the dog was rapidly losing the ability to move its hind legs. But, as the owner says, “it was either come up with something or put him to sleep.”

Brian labored for months studying his dog’s movements, measuring him and ultimately designing a kind of canine wheelchair. Using scrap metals and 20-inch bicycle wheels, Brian built a cart tailored for Major. He designed it so that the dog could move as normally as possible with its weight distributed properly. But, Brian confesses, “I had no idea it would work or how the dog would react to it.”

Major’s disease, meanwhile, had progressed to the point where the dog’s hind quarters became dead weight. “He could hardly move and looked like he was ready to give up,” Brian recalls. “But when I put him into the cart, he seemed to know what it was for. He took to it like a fish to water.”

With his new-found mobility, Major almost literally came back to life. “From the waist up, he’s as healthy and active as ever. Strapped to that cart, he runs like a trotter,” says the proud owner.

The 16-pound cart works like a charm and is safe for the dog. “Everything fell into place and worked better than I ever imagined. I’m just lucky, I guess,” he says.

While he didn’t intend to invent anything, Brian may eventually try to patent the cart. “A vet told me it was the most advanced cart he’d ever seen,” he relates. Several vets have encouraged Brian to obtain a patent and put the cart on the market. “I’m not out to make money,” he insists. “But if

it works for my dog, it’ll work for others, too.”

With wheels taking the place of his hind legs, Major gets plenty of exercise—walking more than eight miles a day. And, Brian laughs, “That means I get a pretty good workout, too.”

A 10-year Tinley Park resident, Brian “walks” Major and another dog, Minor, around the south suburb and has turned more than a few heads. “I guess you don’t see a dog on wheels everyday,” he deadpans.

The local police were one of

those to get an eyeful of the unusual threesome. While Brian was walking the dogs one afternoon, a squad car rolled slowly past two or three times. “Finally,” he says, “they called me over to take a closer look at the cart. They even called an animal warden out to take a look. They just couldn’t believe it.”

The story hasn’t made “Ripley’s Believe It, Or Not,” but it has grabbed the attention of the news media. Brian and Major were featured in February in newspapers

*(continued on page 16)*



*With quick thinking and a bit of craftsmanship, Brian designed a cart for Major that saved the dog’s life.*

## Major . . .

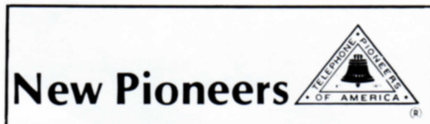
(continued from page 15)

and in a segment by Frank Mathey on WLS-TV, Channel 7. And, don't be surprised if the two wind up on "That's Incredible" or "Real People." Brian's father thought the story was remarkable and submitted it to both shows.

Considering that Major wasn't expected to live more than a few weeks but has thrived for almost a year, the story really is amazing.

Brian admits, however, that Major's nerve disorder will completely incapacitate the dog in a few years. But for now, Major is healthy and happy. "And," says Brian, "he still fetches my newspaper."

They say a dog is man's best friend. Well, Brian Paller proves it's a two-way street. ■



Hawthorne Chapter 45 of the Telephone Pioneers of America gained 17 new members during February. They are:

**Edward J. Cray—3185**

**Harry L. Cummings—8101**

**Maria Domany—611**

**Kenneth J. Drozd—8234**

**Doris H. Fritz—8233**

**Florence V. Jamrozik—8227**

**Irene C. Kurucz—8234**

**Beulah H. McCulla—4824**

**Mary A. Ortez—8233**

**Renee M. Randle—8233**

**Ronald R. Rimgale—8234**

**Sarah O. Runimas—8253**

**Mafalda C. Schmuolgen—3184**

**Virginia R. Wilcek—3151**

**Gertrude L. Windham—8233**

**Ella M. Wittke—8233**

**Mary D. Zavala—8229**

Any employee or retiree with 18 or more years of Bell System service may become a Pioneer by calling the Pioneer office on ext. 3496. ■



**DOROTHY STUDNICKA (8561),  
Secretary, Metals Engineering**  
*I would give an extra vacation  
day for perfect attendance.*

*I would get more help in the  
Stationery Storeroom. We need  
paper and pens particularly.  
There are orders from last Decem-*

*ber still not filled. It's bad enough  
that we have to haul all the stuff  
ourselves.*

*I would communicate more, if  
possible. We all wonder what's  
going to happen. I guess it can't  
be helped, but I think there could  
be more communication.* ■

# What would you do if you were general manager?





**ART MITCHAM (8551), Associate Engineer, Capacitor Engineering**

*I would try to restore some of the social activities that we used to have. People are beginning to feel like just a number or machine or part of a job. People used to feel that the Company cared about them. I think this would improve morale.*

*I would also see what I could do to get new jobs at Hawthorne. We need the work. I would talk to my superiors and other locations that may be overloaded.* ■



**RAY KUSINSKI (8152), Assistant Furnace Tender, Rod Mill**

*I would try to find the best ways to cut costs and bring up efficiency and quality, especially if I wanted to be promoted. That makes the general manager look good. But, it also makes us more competitive, and that's very important right now.*

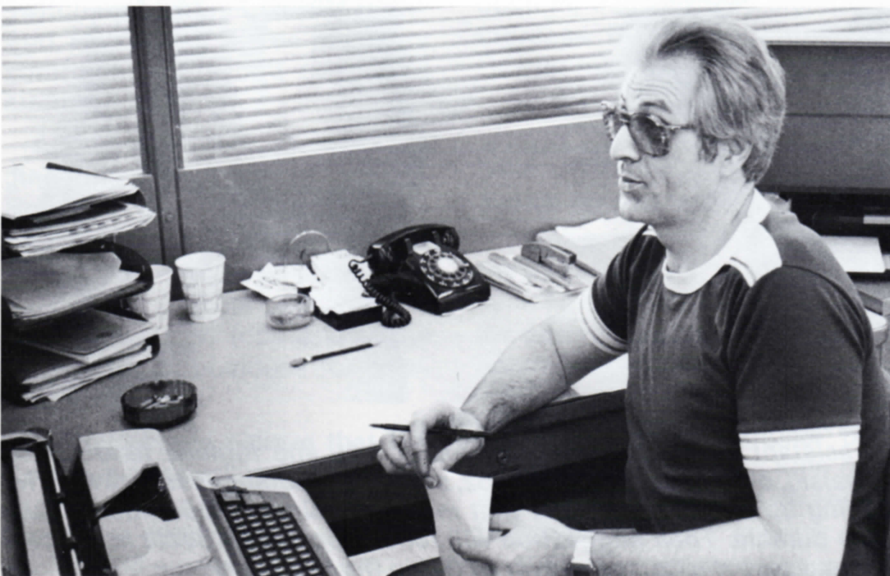
*If I weren't at all interested in being promoted, I would go out and get work and jobs for Hawthorne. I'd still try and make sure*

*that the quality was there, but we need the jobs.*

*I'd put Security back on the gates at night. When you leave at 3:00 in the morning, you don't know what's waiting in the parking lot.*

*And, I'd make sure the showers downstairs are fixed. We've had problems with them for four years.*

*I'd also come around and surprise employees and talk to them to find out their opinions and how things can be changed. You don't get changes by telling management what it wants to hear. You have to tell them what it's really like.* ■



**OWEN ECKERT (4812), Report Clerk, Personnel**

*I probably wouldn't do anything differently. I assume Mr. Schad is doing a good job. I don't have access to all the information he has.* ■

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## Club News

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Spring is just around the corner, and the Arts and Crafts Club welcomes the season with its annual spring exhibit. The show, which includes knitting, needlepoint and crewel work, is set for Tuesday, March 30, in the 24-2 cafeteria; Wednesday, March 31, in the 26th Street cafeteria; and Thursday, April 1, in the Cable Plant cafeteria.

\* \* \*

Former Loading Coil employees will renew old acquaintances at a reunion set for Sunday, April 18, at the Mayfield restaurant in Chicago. Tickets and information are available from Roni Pluzycki, ext. 2954.

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## Pioneer Notes

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Hawthorne Life Members will have the opportunity to ask questions about benefit services of Bob Lippincott, Benefit Administration-Central Region Manager, at their meeting Thursday, March 11, at 1 p.m. in Albright Gym.

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A musical treat from the Hawthorne Male Chorus headlines the Hawthorne Life Member meeting on April 8. The April meeting also gets underway at 1 p.m. in Albright Gym.

\* \* \*

Attorney Thomas Kelligham will be the guest speaker at the West Suburban Life Member meeting on Thursday, March 18. He'll offer members valuable legal information on wills, trusts and recent changes in the law.

A musical program, featuring the Madrigal Chorus from Downers Grove South High School, is also on the agenda.

The meeting begins at 1:30 p.m. in Bell Labs' Indian Hill auditorium. ■

The Hawthorne Heritage and Culture Club is planning a slide tour of the Holy Land later this month. The slide tour will be shown in the "Blue Room," Building 26-6, and at 26th Street in Room 200. Exact times and dates will be posted on the Hawthorne Club bulletin boards and will be announced on WE-LINE.

\* \* \*

They weren't bowling for dollars, but the competition was fierce at the Second Annual Team Classic.

Claiming first place and Hawthorne bragging rights was the team consisting of Pete Bulka (4824), Gerry Wallenbecker (8572), Pat Toigo (8522), Pat Kincaid (8522) and retiree Fred Dovicki.

High game honors went to Rich Kubitz (8172) and Pat Toigo (8522). ■

## Car Pool Ride Board

### Rides wanted

Shift: 7:00-3:00  
Location: TA Buildings  
Home Location: Lemont Road & Hillcrest (Lemont)  
Ext: 3065

Shift: 7:30-4:00  
Location: CM Buildings  
Home Location: 63rd Street & Clarendon Hills Road (Willowbrook)  
Ext: 2806

*Interested in a car pool? If so, the Car Pool Ride Board is just for you. Send your name and the above information to the **Microphone** in Department 4802. Your "ad" will appear in the next issue.*



### Suggestion Program profitable for two

Assistant furnace tender Rich Eskra, left, and furnace tender Rich Kowalski, both of Department 8152, shared a \$650 Suggestion Award for coming up with a "hot" idea that makes holding-furnace pour spouts more durable. Their suggestion will reduce operating costs in the Rod Mill and save the Company over \$4,000 in the first year.

# the *Insert*

March, 1982

A Listing of Retirees and Obituaries for Employees of the Hawthorne Works

## Retirements



**Mary Charnecki**  
8233  
26 yrs.—Feb. 27



**Verlana Elmore**  
9464  
17 yrs.—Mar. 24



**Albert Johnson**  
8175  
37 yrs.—Mar. 11



**Lottie Lezan**  
4824  
31 yrs.—Mar. 6



**Emily Novak**  
8221  
25 yrs.—Mar. 20



**Christine Rudle**  
8121  
26 yrs.—Feb. 18



**Joseph Siska**  
8171  
36 yrs.—Feb. 27



**Henry Stich**  
4814  
32 yrs.—Mar. 11

## Obituaries

**Elmer O. Bloomstadt,\*** 79, January 16. Mr. Bloomstadt retired from the Cable, Loading Coil and Metals shops in 1967. He had 30 years of service.

**Walter L. Carter,\*** 69, February 13. Mr. Carter retired from the Engineering and Manufacturing, Step-by-Step, Power Systems and General Apparatus shops in 1978. He had 32 years of service.



**Juan A. Diaz,** 58, February 1. Mr. Diaz was employed in the Engineering and Manufacturing, Capacitors and General Apparatus shops. He had 12 years of service.

**Renato Donati,\*** 82, February 3. Mr. Donati retired from the Relay and Capacitor shops in 1960. He had 34 years of service.

**William Hutton,\*** 88, January 27. Mr. Hutton retired from the Technical Service organization in 1959. He had 36 years of service.

**Theresa J. Janiak,** 76, January 31. Mrs. Janiak retired from the Technical Service organization in 1956. She had 16 years of service.

**Rowan V. Jelinek,\*** 78, January 22. Mr. Jelinek retired from the Manufacturing organization in 1964. He had 40 years of service.

**Kenneth J. Johnson,\*** 56, December 31. Mr. Johnson retired from the Manufacturing organization in 1978. He had 26 years of service.

**Joseph J. Kaczmar,** 74, January 21. Mr. Kaczmar retired from the Cable and Components Engineering organization in 1972. He had 30 years of service.

**Erwin E. Ketter,\*** 64, January 17. Mr. Ketter retired from the Engineering and Manufacturing, Step-by-Step, Power Systems and General Apparatus shops in 1979. He had 40 years of service.

**Eleanor M. Kiedrowski,\*** 63, January 20. Ms. Kiedrowski retired from the Engineering and Manufacturing, Thin

Film Circuits, Metals, Electronic Apparatus and Components organization in 1979. She had 40 years of service.

**Vera C. Kiemele,\*** 75, January 18. Mrs. Kiemele retired from the Manufacturing organization in 1966. She had 20 years of service.

**Theodore Knudson,\*** 78, January 30. Mr. Knudson retired from the Step-by-Step shops in 1968. He had 36 years of service.

**Katherine E. Korkos,** 80, February 10. Mrs. Korkos retired from the Step-by-Step shops in 1964. She had 20 years of service.

**Joseph W. Kozak,\*** 73, January 10. Mr. Kozak retired from the Quality Assurance organization in 1973. He had 29 years of service.

**Laddie G. Kristufek,\*** 86, January 23. Mr. Kristufek retired from the Fullerton Avenue shops in 1960. He had 46 years of service.

**Venita M. Lemke,\*** 66, January 19. Mrs. Lemke retired from the Engineering and Manufacturing, ESS Memories, Capacitors, Relays, Components and Finishing organization in 1976. She had 32 years of service.

**Willard H. Levene,\*** 72, February 2. Mr. Levene retired as department chief in the Engineering and Manufacturing, Cable, Rod and Loading Coils organization in 1974. He had 45 years of service.

**John R. Marek,\*** 82, January 20. Mr. Marek retired from the Power, Panel and Common Systems shops in 1964. He had 40 years of service.

**Joseph E. Marganelli,\*** 69, February 1. Mr. Marganelli retired from the Power, Panel and Common Systems shops in 1965. He had 21 years of service.

**Walter C. Mastalerz,\*** 64, January 11. Mr. Mastalerz retired from the Manufacturing organization in 1976. He had 28 years of service.

**John Napietek,\*** 82, January 20. Mr. Napietek retired from the Cable, Rubber and Loading Coil shops in 1961. He had 45 years of service.

**Frank J. Niekelski,** 77, February 14. Mr. Niekelski retired from the Plant and Technical Services organization in 1969. He had 25 years of service.

**William P. Niemand,\*** 87, February 13. Mr. Niemand retired from the Fullerton Avenue shops in 1959. He had 49 years of service.



**Mingo Nixon,** 41, January 26. Mr. Nixon was employed in the Engineering and Manufacturing, Capacitors and General Apparatus shops. He had 11 years of service.

**Anna P. Ochsner,\*** 71, February 2. Mrs. Ochsner retired from the Engineering and Manufacturing, ESS Memories, Capacitors, Relays, Components and Finishing organization in 1975. She had 40 years of service.

**Louis J. Prucha,\*** 86, January 25. Mr. Prucha retired from the Equipment Service organization in 1956. He had 40 years of service.



**Esther B. Rogers,\*** 54, January 22. Mrs. Rogers was employed in the Engineering and Manufacturing, Capacitors and General Apparatus organization. She had 30 years of service.

**Otto H. Schmakel,\*** 69, January 30. Mr. Schmakel retired from the Common Systems and ESS Equipment organization in 1972. He had 33 years of service.

**Anna F. Seyk,\*** 62, February 4. Ms. Seyk retired from the Relay, Capacitor and General Products shops in 1971. She had 30 years of service.

**Emmett J. Sittar,\*** 69, January 20. Mr. Sittar retired from the Engineering and Manufacturing, Cable, Rod and Loading Coil shops in 1976. He had 29 years of service.

**Merrill W. Wagner,\*** 68, January 25. Dr. Wagner retired from the Medical organization in 1974. He had 32 years of service.

**Adam L. Wallukavich,** 70, February 15. Mr. Wallukavich retired from the Plant and Technical Services organization in 1974. He had 32 years of service.

\*Member, Hawthorne Chapter, Telephone Pioneers of America.

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# The Hawthorne Microphone

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FRIDAY, MARCH 18, 1932

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*Bounces off ounces. If you prefer to do your "Bend Down, Sisters" to the tune of a lively volley ball game, you'll be interested in this class that has been formed for beginners and girls not too athletically inclined. Ella Edwards, 6820-S, and Elinor Hayes, 6086-1, are taking care of registrations. The class meets on Thursdays from 5:30 to 6:30 P.M.*

# Anniversaries

Name	April
<i>40 Years</i>	
Agnes Badura (4824)	28
Martha Duda (3187)	28
Margaret Feely (8259)	5
Teddy Komakowski (8256)	30
George Patek (8175)	21
<i>35 Years</i>	
Anthony Bertucci (8259)	24
James Bruno (8113)	7
Joseph Gajda (8254)	30
Arthur Gomulka (8254)	26
Theodore Iwanski (4419)	30
Eugene Kunysz (8115)	18
Walter Machala, Jr. (4824)	23
Orville Mormann (8176)	23
Steve Ozga (8172)	7
Jacob Piller (8121)	23
Joseph Racicik (8121)	22
George Roubik (4826)	11
Robert Thayer (3151)	7
<i>30 Years</i>	
Ruey Belt (8111)	21
Morris Bushrod, Jr. (8254)	26
Ultimo Contilli (8254)	4
Percy Davis (8174)	28
Charles Foys (4417)	28
William Klug (8115)	7
Edward Moskal (811)	7
Edward Myslek (8254)	22
Henry Pietrowski (8152)	16
William Popp (8254)	14
Francis Rachal, Jr. (5441)	2
John Rehak (8238)	7
Antonio Santiago (8121)	15
Juan Santos (8156)	16
George Soukup (9155)	7
Clarence Stevens (8233)	28
Earl Thomas (8229)	14
Robert Weems (8121)	4
Helene Woroszylo (8234)	17
Frank Zglobicki (8253)	15
<i>25 Years</i>	
James Biagi (8521)	8
Guenther Brucha (8254)	8
Harry Cath (8256)	27
Walter Cierlik (8234)	16
Bonnie Cortes (8233)	13
Cecilio Figueroa (4419)	9
Mercedes Hodge (8224)	10
William Katralis (8111)	2
Rudolph Kocian (8257)	17
Eleanor Malinowski (8222)	5
Richard Marcin (8121)	9
Fannie McKay (4824)	11
Dorothy Mech (8221)	20
Jack Parr (8511)	5
James Proctor (3187)	30
Richard Schmook (8113)	1
Mary Stazuk (8150)	9
Charles Stoker (8114)	4
Basil Vrentas (4824)	11
Kasimir Wismont (8233)	15
<i>20 Years</i>	
Sophia Cibas (4824)	19
Joseph Marusz (5443)	18
Martin Rola (4824)	9



**Kudos to George Hradecky (3633), Hawthorne's staff advisor on alcoholism, who was recently certified as an Associate Alcoholism Counselor. He successfully completed an examination and met the requirements and standards set by the Illinois Alcoholism Counselor Certification Board. George urges employees who think they may have a drinking problem to contact him on ext. 3137. The matter will be kept confidential.**



**Mystery box contains important safety message**

*Bench hand Dorothy Kaspar (4824) demonstrates the new safety "gimmick" designed by 4800 Safety Committee member Arnie Jan-nenga (4824) and his employees. The box, which will make the rounds of 4800 buildings, has double doors, that when opened "reflect" an important safety reminder.*

*What's happening?*

## **WE-LINE: your pipeline to news**

Staying on top of the news, whether it unfolds in politics, telecommunications or right here at Hawthorne, can be tough. But WE-LINE puts all that and more at your fingertips.

From world events and the latest in Bell System news to benefit updates, reorganization and Hawthorne happenings, WE-LINE has it all.

It's a quick and easy source of news, too. If you're in the plant, just dial ext. 5858, or call from home on 494-5858.

WE-LINE offers a brief but informative news program. Regular features include coverage of Bell System news, Club activities, stock quotes and weather updates.

For fast-breaking news, you can't find a better medium for getting the story out than WE-LINE. Just moments after the historic antitrust agreement between AT&T and the Justice Department was announced, WE-LINE broke the story to Hawthorneans. More than 3,550 callers dialed 5858 that day to hear details of the proposed settlement. In the past, WE-LINE monitored stories like the release of American hostages



*WE-LINE editor Tom Hopkins, microphone in hand, prepares for a morning broadcast in the WE-LINE booth. If you're not making WE-LINE a regular part of your daily routine—start now. Just dial ext. 5858 for a quick report on the latest news and information happening in the Bell System, at Hawthorne and around the world.*

in Iran and the attempted assassinations of President Reagan and Pope John Paul II, and provided up to the minute reporting.

So, if someone asks, 'What's

happening?,' call WE-LINE and find out. And if you have any news tips or suggestions, call WE-LINE editor Tom Hopkins on ext. 3614. ■

# ***WE-LINE***

# ***5858***

# ***for the latest news***