

the **Microphone**

 Western Electric

for employees of the Hawthorne Works
May, 1982

"Missing in Action"



May, 1944

November, 1943



G. F. Cepek

*Hawthorne Sergeant
Downs Enemy Plane,
Wins Another Medal*

Artilleryman on Duty in Korea



Pfc. Frank L. Riha
March, 1952

Tribute to Hawthorne's veterans

(see page 8)

Far Away Places
'See' Hello Charley Girls



Pfc. Tom P. Zeleny
September, 1951



Cpl. Robert Janusz

... in Vietnam

March, 1968

Field Service Man Gets Air Medal



Sp5 Robert W. Loeffler
July-August, 1966

Editor's Notes

I've been pleased with the amount of feedback I've received on the black perspective that appeared in last month's **Microphone**.

Comments have been pro and con, and I think that's healthy. One of the "con" comments stems from the fact that I didn't make it clear that this was to be a **series** and that other groups would be represented in the coming months.

The second in the series, featuring the woman's perspective, begins on page 12.

Several people wanted to know why I started with blacks. Why not with blacks? I had to start somewhere.

And, several people wanted to know why I was trying to stir things up. I have seen some insensitivity in interpersonal relationships at Hawthorne—racial and sexist insensitivities—and sometimes, a lack of understanding and empathy for each other. Thankfully, these problems aren't across the board, and unfortunately, they aren't exclusive to Hawthorne.

Burying our heads in the sand won't make the problems go away, and I think that's what's been happening. Thanks to government regulation, "protected" groups are able to get jobs and advance. Many members of those groups then believe that problems don't exist. I think they're in error.

And, because they can get jobs and advance, the nonprotected groups believe they (the protected ones) have no cause to complain. And often, there's resentment because many people

ON THE COVER: *The Microphone* has covered three wars since its inception. Many Hawthorne war veterans are still here, and six of them help the *Microphone* salute Memorial Day. See their stories on pages 8-10.

still believe that members of those protected groups have no business being in business.

I started this series hoping to at least get some cards out on the table. I know that prejudice isn't going to miraculously disappear because of the series. But open communication can only help. I'm trying to get all of us to develop some empathy for the rest of us—put ourselves in the other person's shoes.

I'm including white males, even though they aren't considered a protected group, because I can understand the resentment and, yes, even fear that so many of them feel. I've talked to young white males who feel that they're finished before they even get started because they believe that any job opportunities that do come up will go to women or minorities.

And, I know there's a great deal of confusion where women are concerned because even the women can't agree. Some still expect the "chivalry of old" where men light their cigarettes and open doors for them. Some will bite a guy's head off for doing that because "I'm perfectly capable of doing it myself."

There are no easy answers or solutions, but at least talking about it may help to clear the air.

Another criticism came from blacks. Many felt that the issue raised last month was too vague and general. Others felt that their feelings had not been repre-

sented. I have to take some blame for that.

I didn't know how the black people I approached would react to me or to the idea. Frankly, I was apprehensive. I didn't want to appear patronizing. I was very pleased at their willingness to cooperate and at their candor. I think it took courage for them to expose themselves to possible criticism from whites and blacks alike. I put them on the spot and they backed me up.

But, once they agreed to help me, I was hard put to come up with concrete questions to ask them. I had such good intentions, but not the vaguest idea how to implement them. The best I could come up with is, "What's it like to be black?" Obviously that's a vague and general question. I think the people did a remarkable
(continued on page 3)

Letters to the Editor


TO MY "GOOD SAMARITAN:"

On April 14, at 6:15 a.m., I fell in an aisle south of the CMB cafeteria, near the conference rooms.

A man helped me and was so concerned as to my well-being. I never got to thank him or learn his name. I would appreciate his calling me on extension 2292 between 7 a.m. and 3 p.m. so I can thank him for his help. If I'm not there, please leave your name and number with my supervisor.

Isabelle J. Palmer
Department 8255

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.

EDITOR: Marifrank DaHarb, 494-5219
ASSOCIATE EDITOR: Tom Hopkins, 494-3614

VOLUME LII

NUMBER 4

MAY, 1982

Bolt retires



Jack Bolt, director of Industrial Relations and Materials Management, will retire effective June 1. His last day of work was April 20.

A native of Oak Park, Jack served in the U.S. Navy from 1943 to 1946. He studied at Calvin College, Columbia University and the University of Illinois, receiving a bachelor of science degree in mechanical engineering in 1947.

In addition, he was a Sloan Fellow at Stanford University's Graduate School of Business in 1962-63.

Jack began his WE career in 1947 as a development engineer at Hawthorne. He advanced to assistant manager of Engineering Training in 1957, and became assistant manager of Development Engineering in 1961. Two years later he was promoted and transferred to the North Carolina Works as manager of Industrial Engineering, becoming manager of Manufacturing at the Winston-Salem Shops in 1965.

In 1968, he was promoted to director of Site Engineering and Operations in the SAFEGUARD System organization in Greensboro; and in 1972, he was transferred to Headquarters in New York as director of Patent Licensing, International. He was named general manager, Patent Licensing, in 1973, becoming general manager, Administrative Legal Support, in 1976, and general manager, Administration, in 1977. He assumed his present position in June, 1979. ■

Editor's Notes . . .

(continued from page 2)

job of responding under those circumstances.

I did receive some positive feedback from people who are glad to see these issues brought out into the open. I'm grateful for their support.

I would like to encourage letters to the editor. I know that many of you feel strongly in both directions about this. Let's get our feelings out in the open and share them with our coworkers.

* * *

Letters to the editor on all fronts are dwindling down. I know from your comments that you like to read them, and I know that you have something to say. Please take the time to write down your thoughts and send them in. And don't forget that your letters in the

Microphone are an excellent way to communicate with management!

* * *

I've heard through the grapevine that some secretaries were offended at the **Microphone's** tribute to them in last month's issue. My attempt at humor apparently fell flat in some circles, and I apologize for any hurt feelings. I certainly never intended any offense. Secretaries are to be cherished!

I was hurt, though, that only one secretary wrote me a note—anonously—to let me know how she felt. I'm trying to generate open communications, and I wish that everyone felt free to give me a call and tell me when you don't like something—or when you do like something, of course.

C'mon, people. Let's talk! ■

1st quarter results mixed

General Manager Virgal Schad held his first quarterly meeting for 1982 on April 16. Following are the highlights of his talk.

Corporate Results

Total sales for the first quarter were \$3.13 billion, compared to \$3.09 billion for the first quarter last year. While dollar figures are greater, Mr. Schad said that several price increases affected the results, and that actually, the number of products made and shipped out were probably less than the previous year.

Net income, however, wasn't too bad, according to the General Manager. The 1982 figure of \$173.7 million over 1981's \$158 million "is an improvement on the bottom line."

Because we have more invested in the business, the return on average equity is down slightly in spite of higher sales and income figures. In 1981, the return was 13.9 percent, compared to 13.8 percent in 1982.

And, the return on average total capital also slipped some from last year—from 13 percent in '81 to 12.3 percent in 1982.

Hawthorne Results

- **Engineering Cost Reduction**—Our 1982 goal was raised from \$12 million to \$16.5 million. With only \$1.8 million in the first quarter, we're off to a slow start, but Mr. Schad feels confident that we can make the goal. Last year's total engineering cost reduction reached \$16.7 million.

- **Cost Avoidance**—After achieving \$4 million last year, Mr. Schad believes our \$1.8 million goal for '82 is "a little on the thin side." But, also off to a slow start with only \$.2 million achieved so far, he is hopeful that we can "get in

(continued on page 4)

HR 5158 . . .

(continued from page 4)

My guess is that my colleagues from both parties will be paying attention to what we raise as questions and will support us.

Q: Are amendments likely to be made in the full committee?

A: The sponsors so badly want to pass a bill that they will try to compromise on some aspects we're concerned with. On the other hand, they may not be able to answer all of our concerns. My guess is that we'll still have a fight.

Q: Can the shortcomings of the bill be amended away?

A: A telecommunications policy set by Congress is needed, but the timing—should it be made before the court gets a chance to complete its involvement? I think Wirth [Rep. Timothy Wirth (D-Colorado), sponsor of the bill] wants a decision now to influence the court.

Q: Are the comments you're receiving from your constituents pro or con?

A: I had received about 600 letters around the first of April. I don't know the current count, but they haven't stopped. The sentiment is against the bill. Some are in favor of it, but the majority are opposed.

Q: What has been the thrust of the letters you've received that are in favor of the bill?

A: I haven't received too many in favor. The opposition focused on the subcommittee. But, the thrust seems to be a concern that, without the bill, the operating companies' risk would be greater and that the cost for telephone service would go up significantly. However, when you examine the bill, it's anticonsumer, at least for the consumers in Illinois.

Q: Will the bill get out of the full committee?

A: I think there will be a bill. There's a growing sentiment that Congress has to set the policy.

Q: What did you think of Senate Bill 898?

A: I had misgivings about the Senate bill. I think it's outrageous that Western Electric can't com-

pete with other U.S. companies. Even worse, Japan and Western Europe can come in and enter this new, developing market, but our own businesses, which have the best technology, the best track record, can't compete. The bill puts a lot of limitations on development and competition. Those are the kinds of problems I have with the bill.

Q: Is there anything we should or shouldn't do?

A: You're doing well so far. I think the two Illinois senators should be brought in on it. If, in the end, we're unsuccessful, and the bill gets to the Senate, at that point it will be near the end of the legislative year. If just one senator opposes it, we can stop it and protect the interests of Illinois citizens and employees.

Employees have done a good job in responding quickly. I commend you for it. The coalition was misleading—you had to defend yourselves.

What I'm trying to do for the Illinois economy is being significantly jeopardized by what they're contemplating doing in Congress. ■

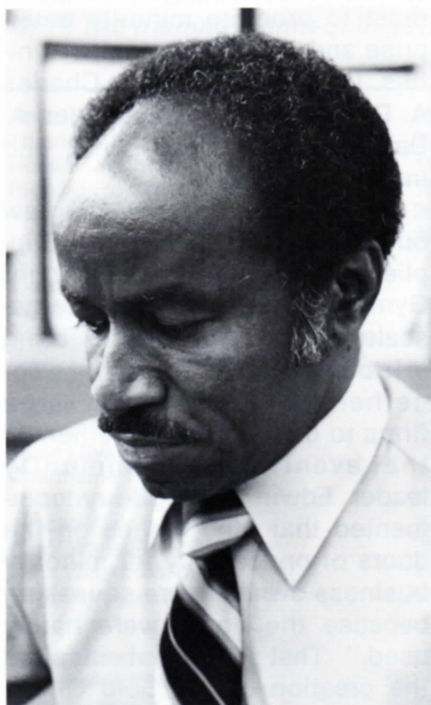
Coleman loaned to Crusade

Adolph Coleman, section chief in Cable, Rod and Wire Inspection (8101), has been named Hawthorne's loaned executive to the 1982 Crusade of Mercy.

He will begin his new assignment in June and serve through the end of the year.

Adolph and some 90 other loaned executives from Chicago and suburban companies will be mainly responsible for assisting area industries in creating and conducting Crusade programs.

The nation's single largest United Way campaign, the Chicago Metropolitan Crusade of Mercy raised a record \$66 million during 1981. This year's goal is \$72 million. ■



Adolph Coleman (8101)

Northern Ill. becomes Lisle Plant

The Northern Illinois Works became the Lisle Plant effective May 1.

The Plant reports to Jack Garrett, who continues as Director of Engineering and Manufacturing. Garrett reports directly to Art Foster, Vice President, Manufacturing-Switching Division.

Former NIW General Manager Fred Wallitsch became the General Manager, Engineering, Switching Equipment Division, also May 1. He will be located at the Network Software Center in Lisle. ■

Safety 'feat' earns Solleret

Twister operator Salvador Jiminez (8112) "toed the line" by wearing safety shoes and saved himself a serious injury.

Salvador was moving one of these heavy reels of wire from a pallet. Unfortunately, he lost his grip and dropped the reel on his left foot. Without safety shoes, his foot would have surely been broken.

For his good sense, Salvador walked away from the mishap unscathed and became Hawthorne's 16th Solleret Award recipient.



Job-related courses draw high interest

The Hawthorne School Education Committee, in late March, sent a survey form to all employees to determine interest in a new series of job-related courses.

Response to the survey showed a high interest in the possible course offerings.

Nearly 400 employees expressed an interest in taking courses that would prepare them for jobs in Accounting and Payroll.

The next highest interest was in jobs to prepare for screw machine operator. Over 350 employees expressed an interest.

More than 300 said they would be willing to take courses preparing them for milling machine operators; and 303 were interested in learning to be press brake operators.

All employees who expressed an interest in the courses stated that they were interested enough to take the courses outside of their regular working hours.

The Education Committee is now working fast and hard to design the courses and arrange for instructors, so that the courses can be offered this fall.

Class schedules will be arranged to accommodate the majority of the class members, but every effort will be made to accommodate employees on all three shifts.

A question on the survey asked employees to specify any other courses that they may be interested in pursuing for better career opportunities. Some of the courses named are being reviewed by the Committee; some are already offered by the Hawthorne School; and some are readily available in local colleges.

Watch for the School's fall bulletin in late summer. It will announce new course offerings. ■

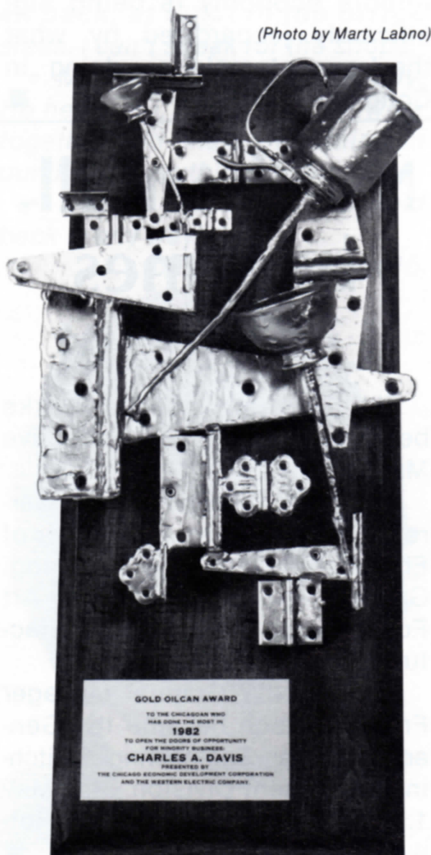
'82 Gold Oilcan goes to Davis

General Manager Virgal Schad made this year's award presentation at the jointly-sponsored

Western Electric/CEDCO (Chicago Economic Development Corporation) Gold Oilcan Award Dinner on May 7 at the Conrad Hilton Hotel.

The award is given annually by Western Electric and CEDCO to the Chicagoan who has done the most to promote minority enterprise and employment opportunities. The 1982 recipient is Charles A. Davis, President of Charles A. Davis and Associates, Inc., and Inner City Industries.

The concept for the award grew out of Hawthorne's 1968 Suppliers Opportunity Day at Albright Gym, which was the first large-scale effort anywhere to bring minority business owners together with buyers from large firms to do business together. At that event, noted community leader Edwin "Bill" Berry commented that "the hinges on the doors of opportunity for minority business owners were squeaking because the doors were hardly used." That comment inspired the creation of the Gold Oilcan Award. ■



Explorer Post: guidance to youth

Young children are often asked, "What do you want to be when you grow up?" Grade school children are usually quick to answer—doctor, nurse, police officer, fire fighter or teacher.

By high school, the answers aren't so easy. Career choices are a reality, and students frequently don't know what they want to do.

To give students direction in choosing a career, the Boy Scouts of America formed the Explorer program.

The program allows interested boys and girls to get a firsthand look at a wide variety of fields. Hawthorne Explorer Post No. 9303, for instance, was established in 1971 to expose Chicago area youngsters to electronics.

Post candidates are drawn from local high school students showing career interest in electrical/electronic engineering. A team of Hawthorne engineers serves as advisors and works with students one night a week from September through May.

"Electronics is a hobby for some of the students, but most of them have little or no practical experience," explains Post committee chairman Tom Irvin (8553), who's been involved in the program since its inception.

"So, we start with an orientation program, tours of the plant and films to give them a feel for fundamental electronics. Eventually, we give them hands-on experience with electronic projects."

This year, the Hawthorne Post attracted over 80 Explorers—the largest group ever. "But, as the program progressed," says advisor Art Mitcham (8551), "the group dwindled down to about 40 regular participants. Some of them discovered that electronics wasn't for them. And that's really what the program is all about. Our goal is to show them electronics,



Lora Ponton, left, a sophomore at Lindblom High School, turns to advisor Paul Powers (8551) for help in solving a particularly thorny problem with her electronics project. Lora and the other Explorers gain practical hands-on experience working on electrical projects like building a DC power supply. Hawthorne's Explorers are students interested in electronics and possibly careers in electrical engineering.

and let them decide if it's a possible career choice."

The Hawthorne advisors work with the students voluntarily on their own time. "It's an equally rewarding experience for both advisors and students," explains Art. "I get a great deal of satisfaction in passing my knowledge on to the kids. And, they gain practical experience and possibly a future career."

With such a large group, however, Art admits that it is sometimes difficult to give individual attention to each student. But, he says, "You have to share yourself with everyone. It's not easy, but you have to remem-

ber that some of these kids may not know the first thing about electronics. You may have to help them drill, solder or identify basic components. We have to provide total guidance."

"Why are we involved? Well," explains Tom Irvin, "it's all part of being a good corporate citizen. But also, we are concerned for area youth. We even hope someday to consider these kids as employees."

Other advisors in the Explorer program are: Tony Mrozynski (8553), Paul Powers (8551), Ray Globis (8552), Jerzy Link (8534), Mark Drnek (8534) and Marlon Kasprzyk (8551). ■



W.W. II vet George Cepek, left, has been active in the American Legion and "used to do a lot of parading on Memorial Day." Edwin Mielcarski remembers his brother, a W.W. II casualty.

Memorial Day tribute to Hawthorne

The headline in the May, 1944, issue of the **Microphone** announced that E. A. Mielcarski was "Missing in Action." Too often that headline was later changed to "Hawthorne Boy Killed in Action," but in Edwin Mielcarski's case, he not only survived, but is still at Hawthorne and able to relate his World War II story.

Edwin, a contour grinder in Department 8175, was a member of the First Ranger Battalion. "It was our job," he explains, "to go behind enemy lines, do as much damage as possible, and then leave.

"But this time, the Germans were waiting for us."

Edwin's first concern was for his mother. All three of her sons had been drafted, and one was

killed in France about two months before Edwin was listed as missing in action. It was four months before she found out that Edwin was alive and being held in a German prison camp.

"After 15 months of captivity, the Russians overran the camp and freed us," relates Edwin. "They couldn't even feed their own soldiers, so they turned us out on our own.

"Four of us struck out along a railroad track, and eventually did get back to our own lines. From there, we were flown to France, fattened up and put on a boat for home."

When set-up man George Cepek (8252) saw his 1943 photo in the **Microphone**, he said, "Wish I was back to that weight." The

story accompanying the photo said that George, holder of the Air Medal, was awarded his ninth Oak Leaf Cluster for destroying an enemy plane in air combat over Italy. George was serving on his 50th combat mission when he downed the plane.

Modest about his role in World War II, George says, "Everybody had something to do."

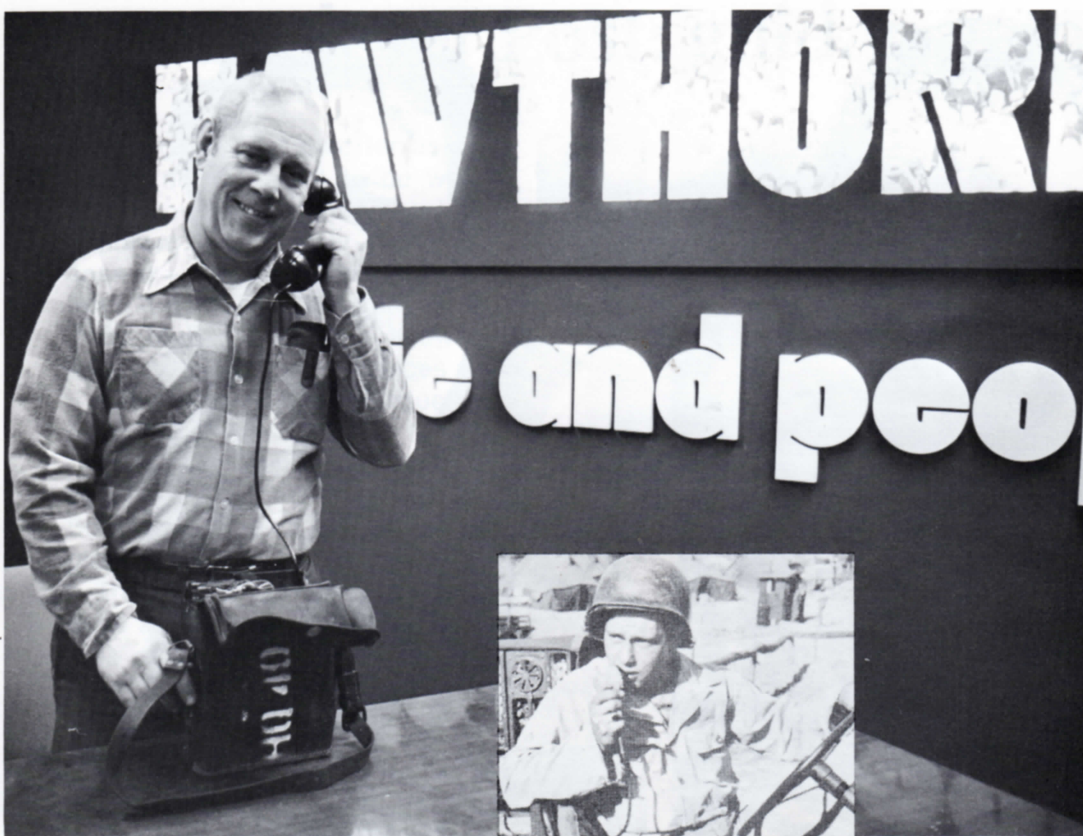
Machinist Tom Zeleny (8151) says he probably could have gotten a deferment since he was in the machinist apprentice program back in 1950. "But all my buddies were going, so I decided we may as well stick together.

"As it turned out, we were split up right after basic training."

Korea was a funny type of war, claims Tom. "I wasn't a hero. I

HAWTHORNE

and people



Frank Riha, left, used to contact Hawthorne friend Tom Zeleny on a field phone just like this one in the Hawthorne Museum. They were stationed about 40 miles apart in Korea.



horne vets

really didn't have the opportunity. I was in a medical battalion in a combat zone, but never a front-line soldier."

Tom was in the first group of Berwyn draftees. "I had missed World War II by two months," he says. "I wasn't happy to go, but I'm proud to have served."

Frank Riha, a floor hand in Department 8115, met Tom Zeleny in basic training, and they got together while in Korea. "I had known his father at Hawthorne, but had never met Tom." Frank, who was on the front lines, says it was rough, and "I was a wreck when I came home. I'd hear shots on the news and roll off the couch and hit the floor.

"But the Koreans seemed to appreciate what we did for them.



It was right."

Both Tom and Frank enjoy watching the popular TV series M.A.S.H. "It brings back memories," says Frank. "And, it's realistic. Even the hills look the same."

Section chief Bob Loeffler (8101) and strander operator Bob Janusz (8113) served in Viet Nam.

When Bob Janusz was drafted, "It was a just cause. Later it became political. Those who went to Canada to avoid the draft

should have stayed there. Nobody wants to go, but when your country calls, you have a duty.

"I was lucky. I came back. A lot of people didn't.

"I took a lot for granted when I was 19. Being there made me appreciate what we have here. We're very lucky."

Bob Loeffler had never heard of Viet Nam when he enlisted in the service in 1963. "But by 1964 I had. I had gotten into aviation,

(continued on page 10)



Bob Janusz, left, and Bob Loeffler are proud of their Viet Nam service. And, both are grateful for their lives. "I was lucky," says Loeffler. "I'm sure luck is the biggest part of it." Janusz saw his "best buddies blown up."

Memorial Day has special significance to those who were "over there." Both men would like to see more recognition given to all veterans.

Tribute . . .

(continued from page 9)

which is what I wanted. I would have preferred no combat, but . . .

"We survived. That's the name of the game. A lot of people were killed or maimed and are still suffering."

Both Bobs, even though they don't think you should live in the past, regret that more attention isn't paid to those who sacrificed for their country. "Even most of the World War II plaques that

were around Hawthorne have been taken down now," says Loeffler. "They're not in style anymore."

Janusz was glad to see the Iran hostages get back safely, "but I resent that they got medals and Viet Nam vets get ridiculed. I guess the American people needed a cause at that time."

Loeffler agrees. "People could rally around that cause. But were they prepared to go to war for it?"

Both men are proud that they

served. And, both agree that Memorial Day has a special significance for them. ■

Car Pool Ride Board

Need ride

Shift: 7:30-4:00

Location: CM Buildings

Home Location: 95th Street and

Roberts Road (Hickory Hills)

Ext.: 5724

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.

Beatty's CPR training a life saver

Tragedy nearly crashed this year's Pioneer Men's Party.

But, quick and knowledgeable action by stock maintenance clerk Clarence Beatty (4415), turned tragedy into good fortune.

A 74-year-old retiree at the party suddenly gasped for air and lapsed into unconsciousness.

As luck would have it, Clarence, who had completed a refresher course in Hawthorne's CPR and First Aid program the week before, was seated at an adjacent table.

"I checked his pulse and breathing and didn't find any vital signs," recalls Clarence.

With the help of other people at the table, Clarence eased the man to the floor and immediately began cardio-pulmonary resuscitation. As Clarence pumped the man's chest, a waitress breathed air into his lungs.

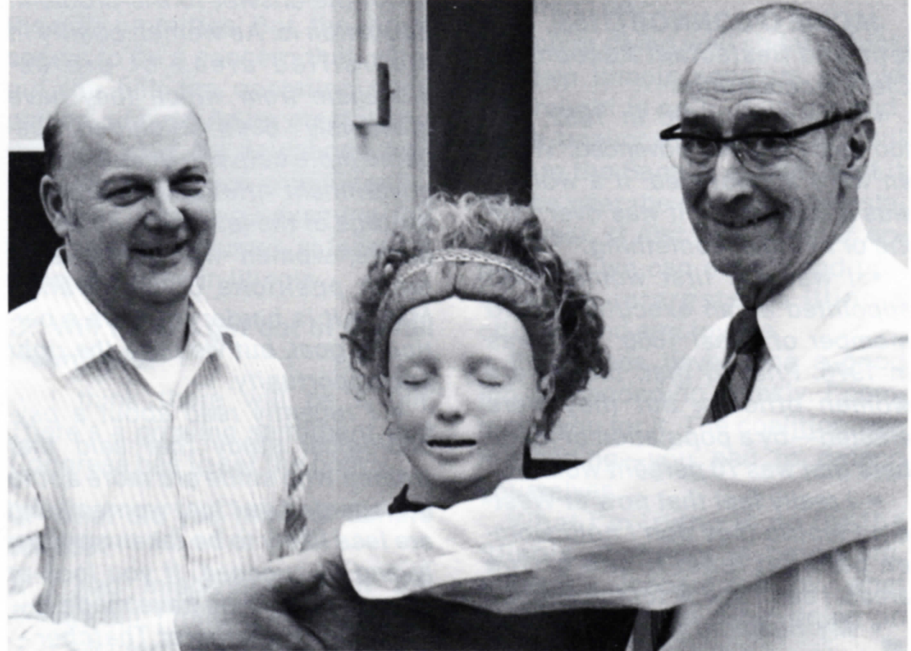
"The man suffered a cardiac arrest," says Al Tarry (4812), CPR and First Aid instructor at Hawthorne. "His heart simply stopped functioning. Clarence and the waitress became the man's heart and lungs. They prob-

ably kept him alive until professional help arrived."

Professional care came from an off-duty paramedic, Gary Conway, and Dr. Daniel DeMichael (3620), the Works associate medical director. Gary was the guest of his father-in-law, Stanley Kogut (8532). After local paramed-

ics arrived, the man regained consciousness and was rushed to the hospital. He's home now and reportedly doing well.

For his spontaneous and skillful action, Clarence became the 15th Hawthornean to receive the General Manager's Helping Hands Award. ■



Clarence Beatty (4412), left, thanks Al Tarry (4812) for teaching him CPR. The training mannequin gets a pat on the back, too.

Anniversaries				
Name	June			
40 Years				
Bertha Bogdan (8229)	29	25	Tonnie Craig (8121)	
Arlene Hartl (8252)	22	30	Robert Denton (8121)	
Walter Knopik (8171)	22	11	Antonio Duran (8115)	
Carl Olson (8531)	1	16	Stella Erdman (8511)	
Jean Stone (3181)	29	26	Harald Haney (8234)	
Winifred Vena (8252)	16	30	Walter Hartwell (8111)	
35 Years				
Robert Bartlett (9463)	9	9	Luella Hilliard (8121)	
Richard Bican (4826)	4	11	David Hudson (8121)	
Theresa Gronkiewicz (610)	16	5	Richard Huspek (4419)	
Marie Kuchaj (8259)	2	10	Jerry Johnson (8101)	
Henry Kwit (8255)	28	6	Ronald Kroll (8233)	
Raymond Lostutter (8121)	3	30	James Luth (4812)	
Audrey Malan (3153)	9	9	Louis Mc Donough (8514)	
William Mollenhauer (8530)	30	10	Merle Melendy (8121)	
Carl Pulaski (8176)	20	3	Donald Narquis (4415)	
John Slinkman (8121)	25	14	Harry Neumann (8001)	
Leona Wojcik (4824)	3	16	Richard Rusen (8253)	
30 Years				
Joseph Arias (4417)	5	19	Bertha Sidor (8234)	
25 Years				
Angelo Caldarazzo (8254)		2	Robert Surina (8563)	
Thomas Coker (8234)		12	Bernice Washington (4824)	
Ronald Du Charme (4826)		17	20 Years	
Richard Fleischer (8115)			Sophia Biedron (8516)	10
Richard Hrody (4826)			Roberta Burton (4826)	25
Leonard Kaczmarek (8254)			Elsie Holan (8233)	23
Richard Kempa (8151)			James Shea (3153)	18
Victoriano Lopez (8115)				
Marie Nestor (8233)				
Robert Newman (4810)				
Robert Novak (4824)				
Anos Santee (8171)				
Wilbur Schmidt (8551)				
Gordon Solheim (8103)				
James Sysko (4419)				
Charmaine Tramel (8224)				
John Trowbridge (8120)				
Joseph Walczyk (4415)				
Carol Wallauer (8176)				
John Weeks (8570)				
Virginia Wilcek (3151)				
Robert Adams (252)				
Jose Anaya (8254)				
Anita Besinaiz (3153)				

What's it like: the woman's perspective

This is the second in a series of perspectives that attempt to promote better understanding and sensitivity among Hawthorne employees.

Members of various groups represented at Hawthorne are being interviewed. Future groups include white males and Hispanics.

JACKIE O'CONNOR (3153), Bulletin and Restaurant Accounting Clerk, Accounting

- When I started in 1952, not too many women advanced. Women were stereotyped. If a woman was a supervisor, it was over Typing or Filing or something.

- I was the first woman ever appointed as an executive board member of Local 1806. That was in 1975. Prior to that, there were women officers, but they were elected—by a population of members that was 70 percent women.

- I really feel that now at Western Electric they don't hold women back, at least in the office areas. I can't speak for the shops.

- My husband is a super guy. He helps me. I help him. We work together and share everything in our lives. Everything is sharing.

- I don't feel I've been held back in any way.

(continued on page 15)



REBA BYROM (4812), Personnel Studies Associate, Personnel

- I enjoy being a woman. And I enjoy being treated as a lady.

- Women are and have been discriminated against, but there is not a person in the world who is not discriminated against in some fashion. Passing more laws is not the answer to the problem. Education is. As women qualify in diversified areas of professionalism from which they have previously been excluded, become more active in business and government affairs, and take advantage of the laws already on the books, women will continue to reach positions of leadership. Maybe it is harder to reach a particular goal, but we have the right and opportunity.

- I recently read about a psychological study that said that women who smile are more apt to be regarded as "just women" and are less likely to be taken seriously and to succeed. If you look at some women who have made it—Jane Byrne, Margaret Thatcher—they don't smile much. Isn't that a shame?

(continued on page 15)



LUPE AGUILAR (8541), Development Engineer, Cable Plant

- I have never felt I was a minority. Being female has nothing to do with how I perform as an engineer. I like to think of myself first of all as an engineer.

- I hate to be stereotyped, classified as a double minority. I had the same problems as other new hires. Once I got to know people, no problem.

- When you come out of college, you have to prove yourself no matter who you are.

- I was very good in math and the sciences. My counselor suggested I try some sort of science career. It never occurred to me that I was selecting a nontraditional career.

- I don't feel any different. I don't think I've been shown favoritism. I do the best I can, and I think I do a good job.

- Women don't have role models as far as being professionals because there are so few of us.

- Segregating yourself as a female engineer is not healthy.

- It wasn't my fault that I was born an Hispanic female. I take people as they are. The only way to do that is by communicating. ■



BARBARA JACKSON (133), Occupational Engineer, Corporate Industrial Engineering

- The majority of students in my college classes were male. At first I felt uncomfortable. I missed the camaraderie of other girls. But I didn't have any major problems.

- My work environment is, of course, predominantly male, too. But the guys here don't give me a hard time. They seem to like to help. Any discomfort I feel is because of my youth and inexperience, rather than because I'm female.

- Women are making the move into professional areas. It's not a total man's world any more—it's a shared world. We're all part of one big world.

- It doesn't concern me that I might advance "just because I'm a woman." You have to be qualified to move ahead. Affirmative action programs don't promote just to fill a quota. They look for individuals with qualifications, motivation and assertiveness. We should be judged on our ability. There's a real need for more women in upper management—black and white.

- A woman shouldn't try to be a man. I don't want to go out drinking with the boys after work, or whatever men do. But at work, I'm one of the guys. We work as a team. I carry myself as a woman, but maintain a business attitude.

(continued on page 15)



IRENE NOVAK (8229), Inspector, Thin Film

- When my niece was born, and I told my father it was a girl, he said, "The poor thing." I said, "Why? She's healthy." He said, "Because she's a girl, she's going to work hard all of her life."

- The girls in my family were overprotected. We were to be taken care of. But, we're not protected. Few people are in reality. Sometimes we give more than our share.

- Going to a Catholic school, being taught by nuns who are in servitude to priests, psyched us into martyrdom.

- The company is doing well, giving women opportunities to fulfill their potential. The company will grow. There aren't that many skilled women workers. I wish that opportunity had existed when I was hired in 1968. I think I could have gotten further than I have.

- I've heard many women who look down on women who go into male-dominated fields. They think it will make them less feminine. What is femininity anyway? It's not the job. It's what's inside of you. Men and women are different. That's how God made us. That won't change. The different qualities balance each other whether at home or on the job.

(continued on page 15)



OLGA PELLIGRINI (8121), Section Chief, Core Ring Manufacturing

- I've never thought of myself as just a female. I'm a human being—an adult—with goals. Should I feel there is a dividing line?

- I don't think being a woman has hurt me. I really haven't felt a difference, even in management. Maybe we look for things and don't concentrate on the good things.

- Not only has management let me exercise my abilities, they've developed some I didn't know I had. When I was sent to the Metals Mill, I wondered if it was because I was a woman and they felt they needed that representation there. Why me? I was happy where I was. But I love it here and have never experienced harassment or ridicule in this all-male environment. I never felt I've lost control. The men readily respond and are quite protective and gentlemanly. At first, sitting in a glass office, I felt I was on display—the first female section chief in the Metals Mill. But it's worked out very well.

- I'm a female. Here I am. I can't worry about acceptance all the time. I concentrate on all the good things.

- My husband is very supportive of my interests and even extends his help. We share and work together to maintain our home. ■



Pioneer Notes

The Pioneer "year in review" will be the feature presentation at the Hawthorne Life Member meeting on Thursday, June 10. The slide show, produced by the Works' Photo Lab, reviews some of the many events that the active and retired Pioneers were involved in during the past year.

The meeting begins at 1 p.m. in Albright Gym.

Tickets are now on sale for the Annual Pioneer Women's Party set for Sunday, June 13, at the Marriott Hotel in Oak Brook.

The party starts with a reception at noon followed by a terrific lunch and fabulous entertainment.

Tickets are \$14.50 for Life Members, \$15.50 for active members and \$17.00 for guests. Round-trip bus transportation to the Marriott will be provided from Hawthorne. The bus leaves the plant at 11:15 a.m. sharp and

Club News

Plans are finalized for the 1982 Canadian fishing trip sponsored by the Hawthorne Hunting and Fishing Club.

The northland excursion is set for August 2-6, and the destination is MacKenzie's Red Pine Lodge in Sioux Lookout, Ontario.

For more details, call Larry Greene on ext. 3953.

The great outdoors awaits you as the Hawthorne Camping Club gears up for its first campout scheduled for May 14-16 at O'Connell's Crystal Lake Campground.

And, you can mark your calendars for the second outing planned for Memorial Day weekend, May 28-31, at the Rolling Oaks Campground.

For further information, contact Jack West, ext. 2142.

costs \$4.50 per person.

For more information, contact Reba Byrom, ext. 2897.

The beautiful St. Andrews Country Club will host the West Suburban Life Member meeting Thursday, June 24. The meeting is more pleasure than business and includes a social hour, a delicious lunch and lively entertainment. The luncheon gets underway at 11:30 a.m. and costs \$8.50 per person. For ticket information, contact the Pioneer office, ext. 3496.

Save a vacation day! The Annual Pioneer Golf Outing is scheduled for Friday, July 2, at Cog Hill Country Club.

The outing costs \$23 per person and includes green fees, lunch and refreshments. If you're not a golfer, but want to join your friends for lunch, the cost is only \$9.

For ticket information, contact Ted Kulawiak, ext. 5563, or the Pioneer office, ext. 3496. ■

If you're ready for some fun in the sun, the Hawthorne Club has a sports line-up that's sure to tickle your athletic fancy.

Tennis anyone? If you're interested in tennis action, contact John Strougal, ext. 2240.

If golf is more your style, the courses are waiting. Just call Ed Kryzak, ext. 4240, or Rita Freda, ext. 5768.

Horseshoes are a dead ringer for fun in the good old summertime. So, sharpen your aim, and sign up with Don Clark, ext. 3397.

The Club also offers you a chance to try a relatively new sport—racquetball. It's fast becoming one of the most popular sports around, and you can get in on the action by dialing Mike Polich, ext. 4115.

Bocceball is on the agenda, too. Get a team together, and call Don Clark, ext. 3397.

And, speaking of teams, there's no other sport that's as team-

New Pioneers



Hawthorne Chapter 45 of the Telephone Pioneers of America welcomed 26 new members in April. They are:

John H. Best—8121
James F. Byron—8514
Lillian S. Elumn—8256
Evelyn P. Fisher—8229
Elizabeth C. Galvan—8256
Elvee Jones—8121
Joan B. Kelecic—8553
Victoria J. Martinez—8227
Michael J. McCague—8171
Wilbert J. McKinney—8121
John J. Mellon—8551
Lucille C. Menges—4824
Ervin D. Moore—8121
Marlene F. Motel—8171
Larry R. Newman—8224
Dolores S. Norman—8233
Marie J. Pearce—4824
Dale F. Polanski—8103
Dwaine E. Puttkammer—8257
Ernestine C. Redmond—4419
Julio C. Silva—8111
LaVerne F. Sima—4824
Frederick H. Timpson—8172
Bogdan M. Wasiliew—8256
James B. Wigman—618
Margaret B. Wolf—8224

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. ■

oriented as volleyball. Sign up by calling Pat Kincaid, ext. 4698.

Summer sports wouldn't be complete without softball. The Hawthorne Club's softball league begins May 25. You can reach first base by calling Steve Lawlor, ext. 6399.

The Hawthorne Flower and Garden Club celebrated Arbor Day, April 30, by donating a mountain ash tree for the second annual planting ceremony. General Manager Virgal Schad and employees gathered on the campus for this year's festivities and received free black locust tree seedlings. ■

the *Insert*

May, 1982

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

Retirements



Thomas Anderson
8233
25 yrs.—May 7



Genevieve Bielecki
3633
36 yrs.—May 1



Elmer Brockie
8254
41 yrs.—May 1



Joseph Charaska
811
41 yrs.—May 1



Margaret Feely
8259
40 yrs.—April 16



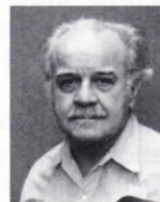
Henry Fronczek
8121
37 yrs.—May 14



Orville Mueller
8254
32 yrs.—May 1



Ruth Mueller
5441
39 yrs.—April 24



Raymond Taylor
8172
28 yrs.—May 18

Obituaries

Amelia F. Budil,* 77, March 28. Miss Budil retired from the Plant and Technical Services organization in 1970. She had 48 years of service.

McHenry Dunn,* 66, April 1. Mr. Dunn retired from the Step-by-Step shops in 1975. He had 27 years of service.

Anna S. Dwyer,* 87, March 27. Mrs. Dwyer retired from the Archer Avenue shops in 1948. She had 33 years of service.

Clara V. Elliott, 67, March 22. Mrs. Elliott retired from the Relay, Capacitor and General Products shops in 1969. She had 20 years of service.

Steven S. Florczak,* 69, April 5. Mr. Florczak retired from the Merchandise and Service organization in 1974. He had 31 years of service.

Robert E. Flynn,* 61, March 23. Mr. Flynn retired from the Engineering and Manufacturing, Thin Film Circuits, Metals, Loading Coils and Components organization in 1974. He had 33 years of service.

Frank Hodek,* 70, March 29. Mr. Hodek retired from the Engineering and Manufacturing, Step-by-Step, Power Systems and General Apparatus shops in 1977. He had 40 years of service.

Helen W. Hynek,* 74, April 8. Mrs. Hynek retired from the Step-by-Step shops in 1965. She had 21 years of service.

Mary P. Jungman,* 75, March 26. Mrs. Jungman retired from the Relay and Capacitor shops in 1962. She had 30 years of service.

Joseph A. Koucky,* 68, April 11. Mr. Koucky retired from the Cable and Metals shops in 1971. He had 25 years of service.

Stanley B. Kush, 86, March 20. Mr. Kush retired from the Panel shops in 1949. He had 33 years of service.

Jack J. Lane,* 70, April 4. Mr. Lane retired as a department chief in the Common Systems and ESS Equipment organization in 1972. He had 39 years of service.

Ella M. Lusk,* 75, February 18. Ms. Lusk retired from the Accounting organization in 1968. She had 42 years of service.

Anthony E. Masek,* 87, April 2. Mr. Masek retired as a section chief in the Relay and Capacitor shops in 1960. He had 43 years of service.

John W. Olmstead,* 68, March 18. Mr. Olmstead retired from the Step-by-Step shops in 1973. He had 42 years of service.

Frank W. Parulski,* 81, March 19. Mr. Parulski retired from the Power, Panel and Common Systems shops in 1965. He had 43 years of service.

Virgil C. Rankin,* 78, March 27. Mr. Rankin retired from the Manufacturing organization in 1964. He had 38 years of service.

Clifford W. Ray,* 79, March 19. Mr. Ray retired as a section chief at the Fullerton Avenue shops in 1962. He had 24 years of service.

Frank A. Schultz,* 83, March 12. Mr. Schultz retired from the Manufacturing organization in 1960. He had 33 years of service.

Harry M. Schultz,* 75, April 4. Mr. Schultz retired from the Power, Panel and Common Systems shops in 1967. He had 38 years of service.

Matthew M. Shand,* 71, March 31. Mr. Shand retired from the Material Planning and Merchandise organization in 1974. He had 41 years of service.

Clarence H. Sieloff,* 70, April 4. Mr. Sieloff retired from the Step-by-Step shops in 1972. He had 34 years of service.

David H. Smith,* 76, April 3. Mr. Smith retired as a department chief in the Personnel and Labor Relations organization in 1970. He had 26 years of service.

Ralph H. Sommer,* 87, April 1. Mr. Sommer retired from the Merchandise and Service organization in 1959. He had 48 years of service.

Clarence A. Voss,* 80, March 26. Mr. Voss retired from the Manufacturing Engineering organization in 1962. He had 45 years of service.

Lillian F. White,* 82, March 17. Ms. White retired from the Relay and Condenser shops in 1954. She had 37 years of service.

Florence A. Wiaduck, 66, April 6. Ms. Wiaduck retired from the Personnel and Labor Relations organization in 1976. She had 32 years of service.

William C. Wittenborn,* 90, March 30. Mr. Wittenborn retired as a group chief in the Relay and Condenser shops in 1950. He had 29 years of service.

William Yochem,* 71, March 29. Mr. Yochem retired from the Plant Engineering and Technical Services organization in 1975. He had 36 years of service.

*Member, Hawthorne Chapter, Telephone Pioneers of America.

Benefit statements due in June

A personalized statement of your company benefits is scheduled to be mailed to your home during the month of June. This statement of benefits is individually tailored for you and brings together, in one place, certain basic information on what company benefits you have and what they are worth to you.

"Employee understanding of the value of the benefits and pen-

sion plans is particularly important right now due to the recent changes and improvements announced during 1980 and 1981," says Jack Twomey, Manager of Corporate Benefit Administration.

"Improvements in the Dental Expense Plan, the introduction of a new Pension Plan, Medical Expense Plan and Dependent Life Insurance Plan are reflected in this year's statement. It shows

how these benefits work together for your financial security and the security of your family. It also serves as a valuable tool for financial planning."

Twomey recommends that each employee discuss the Benefits Statement with family members and then file it in a safe place. "It's important that in case of an emergency, family members know what benefits are available." ■

Phone fan issues 'puzzling' challenge

An employee, in responding to last December's **Microphone** survey, asked us to print puzzles from time to time. This editor pleaded incompetence, but offered to print business-related puzzles submitted by employees.

Sam Corcione is not an employee—yet. Sam is a 15-year-old from Schiller Park who "freaks out" on telephones and anything related to them.

A very bright young man whose telephone interest goes back many years, he is on the **Microphone** mailing list and is a WE-LINE devotee. He also has contacts with Illinois Bell and no telling how many other Bell System locations or companies.

So Sam saw the employee's request for puzzles in the January/February issue of the **Micro-**

phone and worked one out for us. He challenges you to find the following words hidden within the mish-mash of letters. Good luck!

Word list:

SAFETY
WESTERN ELECTRIC
WE-LINE
MICROPHONE
PIONEER
EMPLOYEE
RETIREE
ENGINEER
SECRETARY
BELL SYSTEM
TELEPHONE
SERVICE
QUALITY
HAWTHORNE
PRODUCTS

PUZZLE:

ASTWMDJKNABPRODABN
SAFETYECFGAIMNOSET
FCCLDAHAWTHORNEBAQ
DQSITABCSTNNKLAMDF
SAMNOPSTQSTEFGKMTR
STWESTERNELECTRICZ
TPKXZYRFJMNRPXZCST
EXPSTYVFSPTBKSBNB
LMARIFINALZXESTOPR
EFANISCEDOLALZNPKS
PTSXYZESPYTALCTHES
HOTSSIDVEETASBIOST
OPRRETIREEESZYXNNZX
NECTCSSJNBSTSZYECE
ENECRXTTGATHMDEST
JTFBEWCAITZXEFCGTE
AATCTJUBNXYMMEJAEI
KNYSAEDIECFTXNKWEB
EXTJRNOIESQUALITYF
LZSBYORSRTLLOEPNITT
IXTMTRPHNJPSTDSFAC



(Photo by Marty Labno)

Up, up and away . . .

While most Hawthorneans still slept on Good Friday, a Plant Construction crew (8532) awaited the arrival of a helicopter to lift five fans to their final locations on the West TA roof.

The fans will provide exhaust for the Thin Film and No. 5 ESS equipment being installed.

What's it like?

(continued from pages 12-13)

O'Connor . . .

As the ad says, "We've come a long way . . ."

Byrom . . .

- I think a woman has to over-achieve to get ahead.

- I believe in human rights. ■

Jackson . . .

- You hear about sexual harassment. It's nothing to laugh at. I have friends who have been through it—not at Hawthorne.

- Women need a challenge, something to aim for, a feeling of accomplishment, just as much as men do.

- Young women coming up



Employee awarded 17th Solleret

Machine operator Adrian Smoot (8114) had a brush with danger when one of these 500-pound aluminum rolls fell on her foot. But luckily, she was wearing steel-toe shoes and escaped a serious foot injury. For playing it safe, Adrian received the 17th Solleret Award at Hawthorne.

Bell System Savings and Security Plan

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

	Value per Unit	Units Credited per Dollar
AT&T Shares	1.2482	.8011
Guaranteed Interest Fund	1.3646	.7328

look for more than being a housewife. That's fantastic. I hope to have a family some day, and I'll continue working. ■

Novak . . .

- It's humanity—not men/women. Society has been male domi-

nated for so many centuries, but we're not aliens. We're members of the human race. Women should be recognized for their contributions. Women died in the wars. Women kept the country going while men were at war. ■

U.S. Bonds: a time-honored investment

"Remember Pearl Harbor" was the battle cry. And Americans were asked to buy U.S. Savings Bonds to "help Uncle Sam hammer home haymakers to the chin of the axis."

America in the early '40s was locked in a fearsome struggle in World War II and needed money to fuel the war effort. Hawthorneans by the thousands responded and bought Bonds not only as an investment against our enemies but also for financial security.

Today, World War II is a page out of history, but Savings Bonds are still a good investment.

Indeed, Savings Bonds have stood the test of time. Currently, the series EE Bonds have a guaranteed interest rate of nine percent per annum. And, the maturity period is only eight years.

Jan Freeman, chairman of Hawthorne's Bond drive, which ends May 14, believes there are many advantages to Bonds that may not be present in other investments. "The U.S. government not only guarantees payment of interest, but will replace the Bonds if they're lost, stolen or destroyed," he says.

"Employees also find payroll deduction a painless and convenient way to save money on a regular basis," he adds.

Tax benefits are another advan-

Girls!—Here's That Man!



*A youthful-looking movie star, Walter Pidgeon, appeared in the June, 1945, issue of the **Microphone**. He had visited the Works to congratulate Hawthorneans on their outstanding record of buying U. S. Savings Bonds to help the war effort. "Under sponsorship of the Treasury Department and our Labor-Management Committee, the Hollywood star talked to a huge noonhour crowd in the recreation area, bringing delighted squeals from our feminine population." The headline shown above the photo reinforced the reception Pidgeon apparently got from Hawthorne women.*

tage of Savings Bonds. "Interest from the Bonds is exempt from state, local and personal property taxes," explains Jan.

"And," he adds, "if you have dependent children with no other income, you can buy Bonds in their name without a tax liability. Under the Internal Revenue Code,

your children can own Bonds earning up to \$1,000 interest per year tax free." Jan points out that a federal tax return would only have to be filed for the first year. The child wouldn't have to file again until his or her income exceeded \$1,000.

"EE Bonds also have an exchange privilege that allows you to defer the reporting of accrued interest," he notes.

"After six months, you can exchange your series EE Bonds for income Series HH Bonds. Accrued interest on the Bond presented for exchange wouldn't have to be reported until the HH Bond is cashed, disposed of or finally matured.

"Overall, investing in Bonds is a sound, convenient and easy way to save." ■

