

THE HEADLINER

Lucent Technologies
Bell Labs Innovations



Omaha Works

April 1997

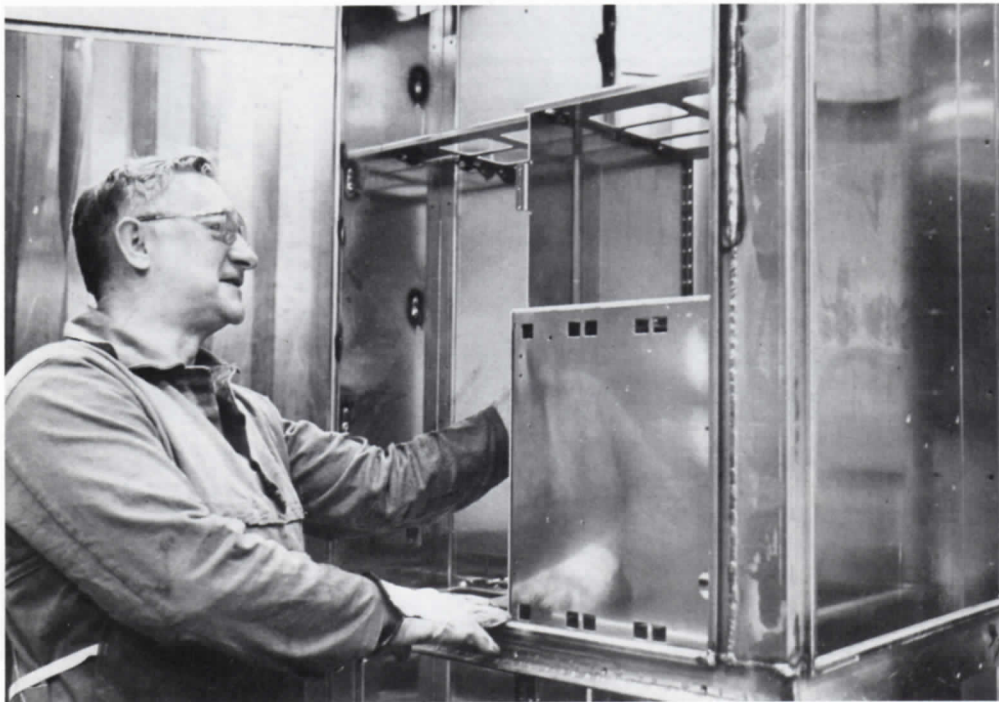


Photo by Linda Ryan

IT'S ALL IN THE WELD...Larry Carnicle of IBU D13 checks his welds on a mini-cell cabinet that's part of an order for Lucent's Mt. Olive (N.J.) Product Realization Center. End users of cabinets from this order ultimately include Sprint.

Could 1997 be the 'Year of the Mini'?

New cabinet connects us to 'wireless'

The Omaha Works' outside products group has expanded its role in the burgeoning wireless market with the manufacture of two prototypes and an initial order of 100 PCS (personal communication services) mini-cell radio cabinets. The mini-cell cabinet functions as a completely wireless cabinet, and represents the first electronic equipment housing to be made at the Works for an all PCS wireless application.

Until now, the Works' involvement in the PCS market has consisted of the manufacture of PCS power cabinets, wired cabinets that provide the power source for outdoor radio cell sites. The mini-cell cabinets we recently completed will serve as indoor (inside buildings) radio cell

sites, but the Works also is interested in making mini-cell cabinets for outside use, too, said Steve Condra, electronic equipment housings new product engineering manager.

We made the prototypes and 100 mini-cell cabinets for Lucent Technologies' wireless product realization facility in Mt. Olive, N.J., (Continued on Page 2)

New feature: 'At your service'

From time to time, articles about various service organizations and groups at the Omaha Works will be featured in The Headliner, in order to acquaint or update you about whom to contact for various services and opportunities available to employees. The feature starts in this issue, highlighting the staffs of the ETOP Enhanced Learning Center and the Employee

Resource Center (ERC). To find out who they are and why they're "at your service," **TURN TO PAGE 6.**

If your organization or group provides a service of general interest to Works employees and you think a feature might be helpful, contact Linda Ryan on Ext. 3795. Your suggestion will be considered for articles in future issues. ■

Omaha Works connects to 'wireless'

(Continued from Page 1) which supports Lucent's Columbus Works in Ohio, manufacturer of cellular products.

Mt. Olive initially became interested in the Omaha Works as a potential vendor for the order based in part on the Works' having received a 1996 WOW Award from the Columbus Works, Condra said. The WOW (Wizards and Other Wonderworks) Award is presented to a select group of suppliers in recognition of on-time delivery of products, lowest cost and highest quality.

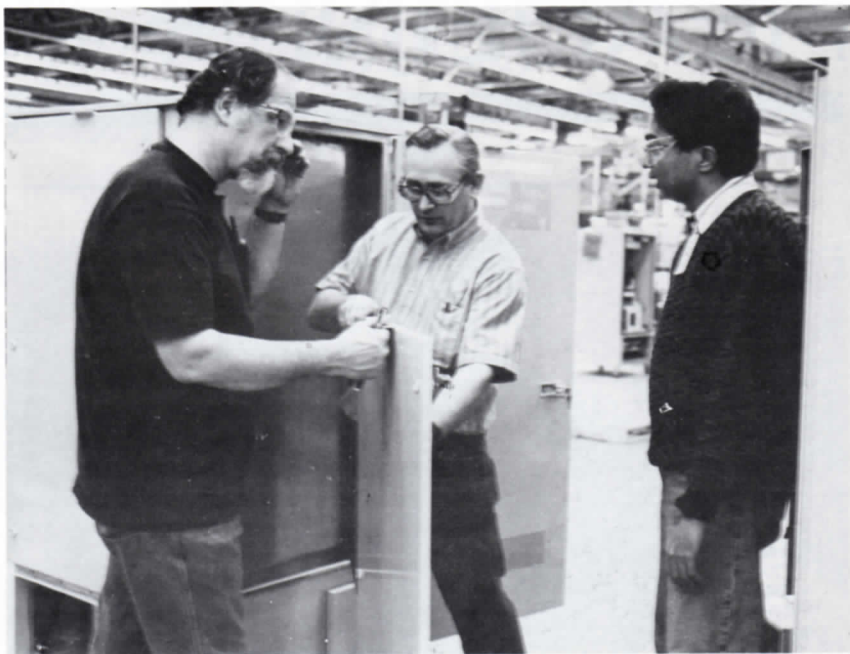


Photo by Linda Ryan

WORKING OUT THE DETAILS...Upendra Patel (right), a design engineer at the Mt. Olive Product Realization Center, discusses the finer points of the mini-cell cabinet with Joel Wedel (left) and Ray Harris, members of the final assembly team in IBU D17.

Six in a row

We earned the award for having improved our monthly shipping performance to Columbus from 26 percent to a perfect 100 percent six months in a row. Additionally, we were rated as a "preferred" supplier for those six months.

A combined effort—keeping our costs in line and our commitment to quality, together with our proven

shipping performance—eventually won us the order.

Condra praised the employee team involved with the order, from engineering to support services to production on all three shifts. "A lot of people pulled together" to secure the order, make it and ship it on time.

"This cabinet isn't like any of the others we make," Condra noted. It is double-walled for extra strength and protection of the sensitive wireless equipment it houses. Unlike our other cabinets, its interior is chromated to ensure good grounding capabilities. Then, its exterior is first chromated then painted to provide extra protection against corrosion. (Although these cabinets are for indoor use, they provide an alternative for outdoor applications, too.)

Even the welding procedure is different, prompting the Works to purchase state-of-the-art weld equipment to meet stringent specifications. The welds must be perfect to ensure no leakage whatsoever, shielding cabinet components from electromagnetic interference (EMI).

Proper welding also provides for exact measurements or "squareness," so electronic components fit precisely in their spaces.

In good standing

Given that the wireless market is one that offers many opportunities to grow our business, "we're working on becoming the 'sole source' vendor for both Mt. Olive and the Columbus Works," Condra stated.

And, he's optimistic about our chances: "This being our first production (of mini-cell cabinets), our customer tells us ours was the best quality among any of its other sheet metal vendors." ■

THE HEADLINER

The Headliner is an internal publication of the Omaha Works, produced monthly by the public relations department and printed by the Works print shop.

Your comments and suggestions are welcome and should be directed to:

Linda Ryan, Editor
Ext. 3795

The next issue will be published on May 21, 1997. All news items should be in to the PR office by no later than 9 a.m. Monday, May 5, 1997.

New!

Matching Gift number!

1-888-999-9033

Lucent matches your donations to higher educational and cultural non-profit organizations. Call today!

Works plays part in \$150 million SWB agreement

Scheduling specialist Dan Kraemer and planning engineer Rich Runnels Jr. had a hand in securing an agreement between Southwestern Bell (SWB) and Lucent Technologies, involving minority business enterprises in Texas and Missouri. The agreement is valued at more than \$150 million over a three-year period.

Harvard Manufacturing Texas based in Austin, Texas; TeKontrol of Arlington, Texas; and World Wide Technology of St. Louis, Mo., will provide light assembly and material management of cable and components (cabinets, DSX, bulk cable, distributing frame wire and connector cable—all made at the Omaha Works) for SWB's telecommunica-

tions network.

Lucent will sell the materials to the minority business enterprises, which will perform light assembly and testing and then sell the products to SWB.

The agreement is a result of programs at SWB and Lucent to support economic development and create opportunities for minority businesses in Southwestern Bell territory. Kraemer's and Runnels' contribution to the effort involved reviewing those minority vendors interested in providing cabinet-related manufacturing services, and selecting the best five. Other vendors were reviewed and selected by the rest of the project team members, who included representatives of SWB, the Lucent account team for SWB, and Lucent's customer business managers (CBM) group in Atlanta.

This is the largest SWB and Lucent agreement ever involving minority business enterprises.

Meanwhile, ceremonies were held

at corporate headquarters last month in recognition of Lucent's Minority and Women's Business Enterprises (MWBE) achievements in 1996.

With a corporate goal of 9.1 percent of total procurement, company-wide results came in slight higher at 9.2 percent, representing MWBE payments of \$760 million to 2,376 MWBE suppliers.

The Omaha Works made MWBE payments of nearly \$23 million last year to 88 MWBE suppliers. Payments to minority business enterprises (MBE) amounted to \$11,081,346, or 26 percent of our 1996 goal. Payments to women business enterprises (WBE) came to \$10,515,396 or 20 percent over our goal.

New compactor expands cardboard recycling capacity

A new cardboard waste compactor that can handle 14 times the amount in one load than the former baling system did is up and running in the northeast corner of Building 30.

The old baler couldn't adequately handle the volumes of waste cardboard to be processed, frequently breaking down and requiring that boxes first be broken down by the operator before being loaded a half ton at



a time. The new compactor handles seven tons per load and costs much less to operate, said Bob Dennelly of environmental health and safety engineering.

"We're looking to expand the amount of cardboard we recycle at the Works," Dennelly said. He urges employees to remember to recycle cardboard waste by putting it in the green tubs marked for cardboard, currently located throughout Buildings 30 and 50.

The Works now recycles about 30 percent of its cardboard waste,

(Continued on next page)



Get that
"FEELING
GOOD"
feeling...

GIVE BLOOD!

The Red Cross Bloodmobile visits the Works auditorium in May. Please consider donating blood on either of two days:

Thursday, May 15—Noon to 6 p.m.
Friday, May 16—5 a.m. to 11 a.m.

(Continued from previous page)
Dennelly said. Our target is to meet Lucent's corporate goal, which is to recycle 70 percent of our cardboard by the year 2000.

Safety contest winners named

The 12-week-long SAFETY MAKES SENSE contest has named more weekly winners. The following employees won prizes during contest weeks five through eight for correctly answering common-sense questions about safety. They are:

Week 5: Bessie Chrastil, Larry Sheldahl, Jacque Wright, Harold Bloodsworth, Barb Golda and Pallas Cole.

Week 6: George Landmichael Jr., Darrel Falke, Lupe Silva, Joyce Cornett, Diane Bonacci, Douglas Doeden.

Week 7: Sandra Smith, Sandra Schovanec, Lavonne Randall, Ruth Nolan, Bobby Scott, Kay Krueger.

Week 8: Larry Schultz, Margaret Haynes, Judee Weise, Rhonda Boger, Debra Palma and Hubert Cappen.

New trainer to address needs of hearing-impaired

A new training specialist has been added to the Works' training department who will serve to broaden training opportunities for employees who have hearing impairments, as

well as facilitate communication between hearing and hearing-impaired workers.

Brett Schultz, formerly a field representative for the Nebraska Commission for the Hearing Impaired (NCHI) where he coordinated the Lions' hearing aid bank, managed interpreter referrals and provided interpreting services, joined the Works on April 7, 1997.

Schultz has a bachelor of science degree in business administration from the University of Nebraska at



Brett Schultz

Lincoln, and is a state-evaluated sign language interpreter. His sign language skills were honed at home, learning from his parents who are both deaf. His skills were further nurtured through years of

involvement with the deaf community, including serving as an educational interpreter for the Omaha Public Schools. He also has been an adjunct faculty member at Metropolitan Community College where he teaches beginning sign language classes.

Schultz's responsibilities will include developing a curriculum for hearing-impaired employees and serving as a sign language interpreter in other classes. He also will be available as a sign language interpreter as needed throughout the Works.

Schultz said he would like to

develop and instruct a course in sign language open to any interested employee. Late in 1995, Schultz was a "suitcase" instructor brought to the Works to teach a class in American Sign Language (ASL) at the request of the maintenance organization.

Serving as an advisor in the class was Schultz's father, Larry, who is a Reelx machine operator in the electronic wire and cable shop.

Lucent has new phone number for matching gifts

The Lucent Technologies Foundation matches employee charitable contributions to educational and cultural nonprofit organizations dollar for dollar, in its Matching Gift Program. Recently, the company announced a new number employees may call to register for a matching gift or for more information. **The number is 1-888-999-9093.**

Educational institutions that qualify include degree-granting two- or four-year private or public colleges or universities, as well as graduate schools, medical, dental or law schools. Cultural institutions that qualify include nonsectarian, nonpolitical and nondiscriminatory institutions engaged primarily in artistic and cultural activities.

The minimum amount that will be matched is \$25 and the maximum is \$10,000 per employee per year. However, Lucent will match no more than \$50,000 in gifts to any individual cultural organization in a

(Continued on next page)

Don't forget!
Phone equipment sale
April 28 - 30



NEWS IN BRIEF

(Continued from previous page) calendar year. Health and social service organizations are not eligible for matching funds.

Use the toll-free number to register any gifts made since Jan. 1, 1997 (gifts registered with AT&T prior to Jan. 15, 1997, are already in the system). Be ready to provide your Social Security number, the date and amount of your gift, and the zip code of the organization that received the gift.

In response to strong employee interest, the Matching Gift Program will be expanded later this year to support K-12 education. More details are expected this June.

Employees mark anniversaries during April

The following employees have been celebrating milestone service anniversaries (in five-year increments) during April. The anniversary date is given first, with service years after the employee's name.

4/1—William Reppert, 15; Jay Kohout, 15.

4/2—Richard Kusmierski, 35; Mary Laizure, 20.

4/3—Pamela Uthe, 10.

4/6—Betty Stratton, 25; John Kirke, 20.

4/7—Patricia Vargas, 20.

4/9—Michael Germolik, 35.

4/11—Robert Sundell, 40; Carolyn McIntosh, 20.

4/12—Arlan Smith, 10.

4/14—Robert Hosier, 25; Vern Klaumann, 20.

4/15—Edward Casey, 15.

4/16—Lyle Clark, 35; Kathleen Smith, 30; Jesse Cardenas, 35.

4/17—Eddie Jones, 25; Wayne Andersen, 30.

4/18—Linda Kelly, 25; Sandra Smalley, 35.

4/19—Eva Bourelle, 35.

4/21—Judith Carstens, 20.

4/23—Gary Ward, 35; Dennis Karloff, 40.

4/24—John Francavilla, 35.

4/25—Cecilia Vance, 15.

4/27—Larry Kingery, 25; Marcy Dergan, 30; Mary Sanford, 30.

4/29—Donald Eitzmann, 40; Daniel Langdon, 40; James Visocky, 15; Frank Centamore, 15.

4/30—Richard Foster, 15; Gary Honey, 35.

Gone but not forgotten: More employees retire

The following employees recently retired from the Works. The date the retirement became effective is given first, with service years following each name:

3/31—Donald Luben, 36.

3/31—Dickie Voegeli, 12.

3/31—Daniel Herman, 37.

3/31—Richard Lloyd, 38.

4/4—Leroy Robb, 37.

4/4—Elizabeth Leggitt, 27.

4/4—Erma Hammonds, 27.

4/7—Gladys Molt, 27.

4/9—Paul Bracken, 31.

Correction: The years of service were incorrect for two employees

whose retirements were reported in the last month's issue of *The Headliner*. Betty Honaker retired on March 10 with 31 years of service, and Harold Cook retired on March 24 with 38 years of service.

Product quality rates an 'A'

Quality Assurance has awarded the following IBUs the grade of "A" for their product quality achievements for the January 1997 rating period:

IBU C14—DSX; 11-type cable stubs; 300-type central office connectors; 78, 89 and 112 connector blocks.

IBU C15—110 patch panel assembly; 110 wiring blocks; 110 patch cords.

IBU C12—188, 189, 190, 300 building entrance protectors; screw-in protector units.

IBU D19—710 connectors; 700-type connectors; N-type cable terminals.

IBU D17—76 and 108 terminal blocks; 40-, 42-, 841- and MSDT-type cabinets; 50-, 80- and 90-type cabinets.

IBU D12—710, 788 and miscellaneous tools.

IBU D13—Metal fabrication.

EW&C—Inside wire cable.

In memoriam

Robert Soppe, senior production specialist in IBU C15, April 5, 1997. ■



Works auditorium
Apr. 28: 3 - 8 a.m. & 4 - 9 p.m.
Apr. 29: 10 a.m. - 5 p.m.
Apr. 30: 7:30 a.m. - 4 p.m.

AT YOUR SERVICE

The ETOP Learning Center

East of the main cafeteria through the double glass doors is the ETOP Learning Center. ETOP stands for Enhanced Training Opportunities Program, which is funded jointly by the company and the International Brotherhood of Electrical Workers (IBEW). Its purpose is to help hourly and salary-graded employees enhance their occupational skills and achieve their career development goals.

The program funds numerous classes, many of them offered on site to represented employees. Within the ETOP Learning Center is a computer classroom; a basic skills/GED classroom and two other classrooms; an audiovisual room; a library which includes college and university catalogs; and a computer study lab with five work stations.

General office hours are Monday through Friday from 7:30 a.m. to 4 p.m., with classes scheduled to accommodate all employees on all shifts before or after work hours. Likewise, instructors' hours are flexible to accommodate shifts.

The center has six staff members. Their names and the services they provide follow.

ETOP office coordinators

Sharon Buzzell
IBEW Local 1974 representative
Ext. 3828

Anniece Farrell
IBEW Local 1614 representative
Ext. 3894

ETOP office services:

► **Record keeping.** Process ETOP funding and billing approval applications; maintain attendance records of students in on-site college credit or career development classes.

► **Resources.** Provide general information on ETOP funding guidelines. Answer questions from represented employees about classes and do followup on requested classes.

► **Liaisons.** Serve as center's liaisons between center and both local and corporate ETOP committees.



Janet Dean



Sharon Buzzell



Mary Liska

Photos by Linda Ryan



Photo by Linda Ryan

ERC STAFF...Richard Carmona (left), Larry Cherry and Marie Pope.

Employee Resource Center

The Employee Resource Center (ERC), located adjacent to ETOP Enhanced Training Center offices, grew out of a 1989 labor bargaining agreement between the company and the International Brotherhood of Electrical Workers (IBEW).

It serves the needs of non-management employees (occupational and salary-graded), helping them make decisions about career development and future education and training plans. The ERC also addresses benefit-related issues, providing information and making referrals as needed.

HEADLINE FEATURE

► **General office.** Maintain center's library. Available for assistance during study lab hours.

Computer instructors

Miriam Stochl and Tom Trouba

Ext. 3584

Office hours: Vary by class schedule.

Instructor services:

- **Software instruction.** Instructors select class materials, prepare classes and give instruction in state-of-the-art software programs.
- **Study lab assistance.** Assist students using computer labs when not instructing classes.
- **Administrative support.** Support learning center team members'

use of hardware and software. Administer Novell Network (center's more than 35 computers), making sure hardware and software are all in working order. Prepare quarterly and annual reports.

Basic skills instructor

Janet Dean

Ext. 3177

Office hours: Posted outside office.

Basic skills services:

- **Oversee basic skills programs.** Provide instruction or hire outside instructors. Class offerings focus on learning disabilities; GED preparation; English as a second language; TABE test preparation; basic reading, writing; and math. Includes private, one-on-one instruction as needed.
- **Academic counseling.** Assist students in determining a course of study in areas of basic skills, and make referrals pertaining to higher education interests and needs.
- **Team support.** Assist with ETOP curriculum planning, development and scheduling; help assess employee educational needs and interests.

(Continued on Page 8)



Tom Trouba



Anniece Farrell



Miriam Stochl

Office hours:

7:30 a.m. to 4 p.m., Monday - Friday.
Appointments may be made for individual assistance to accommodate second- and third-shift employees.

Staff:

Richard Carmona—Ext. 3438

Larry Cherry—Ext. 3523

Marie Pope—Ext. 3607

Services provided:

- **Tuition assistance.** Includes applications and processing for Lucent's Tuition Assistance Program (TAP), in which company helps pay cost of tuition to approved colleges and universities.
- **Career planning.** Includes help in writing resumes. Resource material available on various career fields and job opportunities.

► **Interface with job transfer system.** Employees interested in career moves and job transfers throughout Lucent get help in obtaining information and applying for openings as part of the job transfer plan.

► **ETOP referral.** Employees are advised on ETOP training classes that may accommodate their career development plans.

► **Work/family referrals.** Employees learn about where to get information and assistance—all provided free of charge as a company-sponsored benefit—on various work and family-related issues, such as planning summer activities for your children or balancing work and family responsibilities as a single parent.

► **Child care/elder care referrals.** Employees are directed to the information and assistance they need to make decisions regarding child and elder care.

► **Medical/financial benefit program assistance/referral.** If the ERC staff can't answer employee questions about medical and financial benefits, they know exactly who can help.

► **General Notary Public services.** Free, no charge.

► **Voter registration.** ■

Back injuries pose nagging industry problem

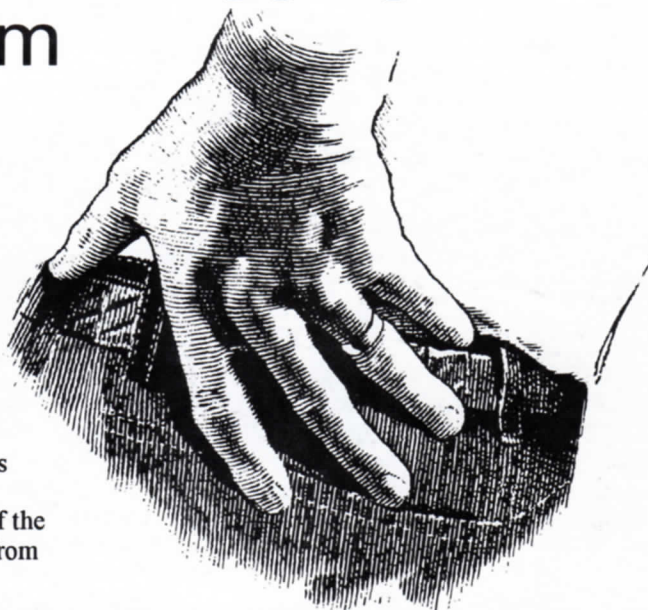
By Paul Pickrel

Senior ergonomics specialist

Back injuries associated with manual lifting activities are frequent in industry. According to the U.S. Department of Labor, back injuries account for nearly 20 percent of all injuries and illnesses in the workplace. They also account for more than 25 percent of worker compensation payments.

The Omaha Works is no exception. In 1996, back injuries accounted for 16 percent of all cases and 22 percent of the days away from work. Further, injuries (including backs) which resulted from some type of manual material handling accounted for 42 percent of the "days away" cases and 35 percent of the "days away from work." Direct and indirect costs for these cases are estimated at more than \$800,000.

So far in 1997, although the total cases and total days away from work are running 40 percent below last year, the percent of injuries caused by manual materials handling has increased. As of Fiscal Week 14 (April 6, 1997), these injuries represented one-half of lost time cases and 65 percent of the days away from work. Back injuries represented 15 percent of all cases and 35 percent of days away from work, mirroring last year's record.



Steps to prevent injury

There are several things employees can do to help minimize these risks:

- ♦ If the load is too heavy, get help.
- ♦ Position feet comfortably apart on firm ground.
- ♦ Bend your knees and squat to pick up a load, keeping your back as upright as possible.
- ♦ Keep your body close to the load.
- ♦ Lift by using your legs.
- ♦ Never twist your back while carrying or lifting.
- ♦ Be sure your path is clear when carrying.
- ♦ Never bend at the waist with a load.
- ♦ Stretch your muscles prior to lifting tasks.
- ♦ Improve your overall health.

Supervisors and engineers can help by:

- ♦ Using mechanical assists whenever possible.
- ♦ Following manual material handling guidelines.
- ♦ Decreasing the weight of objects handled.
- ♦ Using two or more people to lift heavy loads.
- ♦ Seeing if the object can be pulled or pushed instead of lifted.
- ♦ Minimizing lifting distance and horizontal distance from the lifter.
- ♦ Stacking materials no higher than shoulder height.
- ♦ Keeping heavy objects at knuckle height.
- ♦ Reducing frequency of lifting.
- ♦ Incorporating job rotation within the shift.
- ♦ Designing containers with handles that can be held close to the body.

Remember, our average workforce age is 46 to 48 years old, and we're not all professional weight lifters. Know your limits and back injuries can be avoided. ■

AT YOUR SERVICE

ETOP Training Center

(Continued from Page 7)

Educator/counselor _____

Mary Liska

Ext. 3330

Office hours: Flexible to accommodate shifts.

Counseling/educational services:

► **Career and education counseling.** Help employees develop career goals and establish a plan for higher education learning. Includes helping employees choose a college or university program.

► **Instruction.** Help conduct various workshops, including those focusing on study skills and resume writing. Work with local education providers to bring classes on site.

► **Team support.** Assist in planning, developing and scheduling ETOP classes and in assessing employee educational needs and interests. ■