

The HEADLINER



A newsletter of the Omaha Works of Network Cable Systems published twice monthly

April 8, 1992



SMOOTHER SAILING...*The combined efforts of the connecting blocks quality improvement team and the toolroom's Omaha Teamworks group have resolved a scrap problem on the automatic insertion machine. Pictured are employees who make the connecting blocks in IBU 226: Ann Wilson (from left), Dan McFadden and Jane Powers, who operates the auto-insertion machine.*

Double-duty teamwork cuts scrap

By Linda Ryan

It's been said that great minds think alike. So much the better when they cross paths.

Case in point: A quality improvement team (QIT) in the connecting blocks area (IBU 226) and an Omaha Teamworks group from the toolroom each set out to improve quality in their respective job assignments. Their efforts proved to be mutually beneficial and resulted in a \$100,000 cost-saving improvement at the Works within a much shorter time frame.

In November of last year IBU 226 department manager Bob Wustrack requested that a connecting blocks QIT use the quality improvement storyboard process

to improve overall quality and cut costs. The storyboard process is a seven-step problem-solving technique, the training for which Wustrack's employees were completing.

Team members began reviewing department results and service reports. Brainstorming, they said, was a particularly useful storyboard tool that helped them identify excess scrap as being the major problem they wanted to resolve.

With brainstorming, "you can collect ideas from your co-workers with no holds barred," said Mary LaRocca, a team member. "And the more ideas you put on the

board, the more ideas you're able to come up with."

Next they ran surveys within six different areas of the shop—including terminals, molding, insulation and hot stamping—to discern where scrap was the biggest problem. They constructed a pareto chart which showed the automatic insertion machine to be the source of most scrap.

The temptation was to "keep trying to go to the fix," said team member Ann Wilson—trying to solve the problem without proper analysis and verification. For

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Double-duty continued

example, they knew that the auto-insertion machine generated the most scrap in the department, but was the machine working improperly or were the terminals used for insertion defective?

Finally, the team was confident that the machine needed to be modified before scrap could be reduced. Enter, now, the Omaha Teamworks group from the toolroom. At this point, the quality improvement team discovered that Wes Zaugg—the toolmaker who maintains the auto-insertion machine—also had noticed excessive scrap and had come up with a cost-saving idea for his Teamworks group.

It involved a modification to the machine's secondary stripper, to accommodate the smoother insertion of short-tip terminals in connecting blocks. Best of all, Zaugg had already installed the new tooling in the machine, and operator (at the time) Jerry Nick could attest to a dramatic reduction in scrap.

With the tooling in place on the machine, the storyboard process time gap was considerably shortened, said Wilson and

LaRocca. Their team was prepared to ask for the toolmaker's help with machine modifications—improvements already in place thanks to the toolroom team's efforts. Thus, the project was completed by the end of January 1992.

Zaugg said that the QIT's efforts helped the toolroom team as well. "You've got a pretty good team of people on that job," he

said. The documentation that team members posted on their storyboard in their work area helped the toolroom team complete its application for Omaha Teamworks shares.

Each member on the toolroom team earned the maximum team shares award—1,000 shares apiece—for the auto-insertion machine modification that will save the Works about \$100,000 per year (including savings in maintenance labor, down time, scrap, etc.). Approximately \$25,000 of those savings represent scrap alone.

Meanwhile, the connecting block's QIT continues to pursue improvements in quality and further cost reductions using the storyboard process. Does the team think the process is worth the effort?

Wilson and LaRocca both said its structured approach to problems is helpful especially when a consensus is difficult to reach. Citing an important behavior in the process, LaRocca commented, "We really did listen to each other, and I think that helped us work better as a team." ■

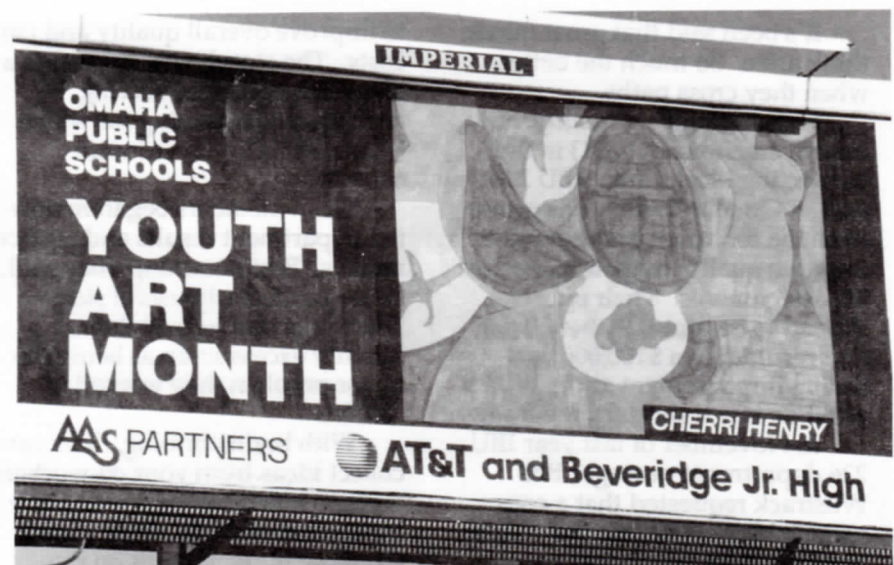
Team who's who

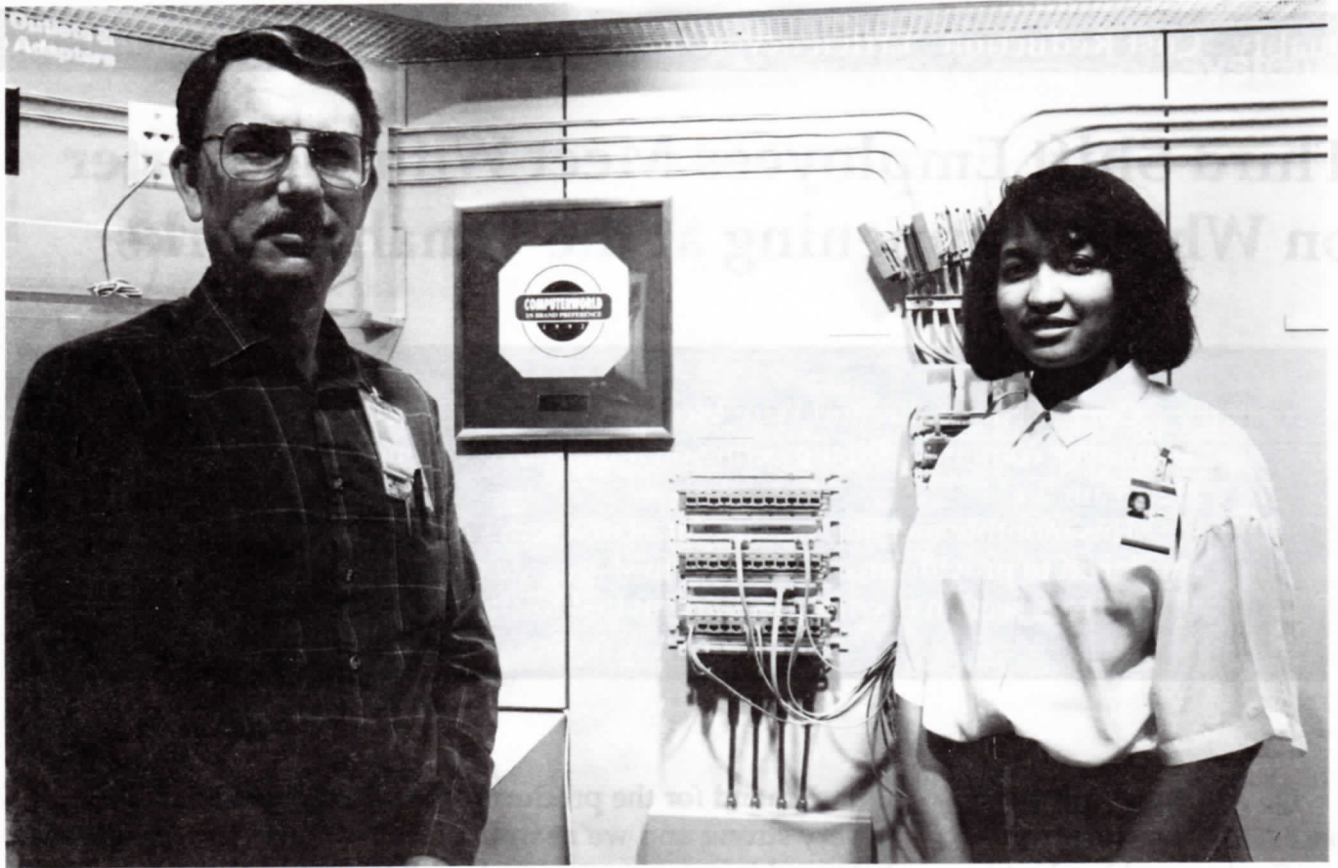
Members of the connecting blocks quality improvement team, past and present, are: Kathe Kolp, Mary LaRocca, Dan McFadden, Tim Porter, Judy Roucka, Ann Wilson, Jerry Nick, Sharon Stewart, Gene Tharp, Joe Avery, Sam Emani, John Gardner, Bob Douglas and Tom Hamilton.

The toolroom's Omaha Teamworks group consists of Bob Schmidt (team leader), Wes Zaugg, Frank Caruso, Charlie Fischer, Ken Schmidt, Joe Kessler and Bob Welshinger.

Omaha Works Joins OPS in Recognizing Student Artists

AT&T's Omaha Works joined its Omaha Public School Adopt-a-School Partner Beveridge Junior High in celebrating Youth Art Month during March. This billboard displaying the work of student Cheri Henry was posted at 68th and Center Streets. Artwork by Beveridge students is also currently on display in the main cafeteria.





AT&T wins brand preference survey

OMAHA WORKS EMPLOYEES like Lloyd Donahoo and Nichelle Welch have reason to be proud. Recently AT&T was presented the 1992 Computerworld Brand Preference Survey Award at Network, a product show held in Boston, Mass. Network featured various vendors' wiring schemes, including AT&T's Systemax® premises distribution system products. Computerworld conducted a study among its subscribers and found that AT&T was the preferred brand in cabling systems and gateway categories. The Omaha Works and the Atlanta Works each received a framed

award—Omaha for its LAN (local area networking) cable and copper apparatus and Atlanta for its fiber optics, all of which comprise Systemax. Omaha's award is mounted in the Product Display Center as part of the Systemax display, where Donahoo and Welch are pictured here. Donahoo, of IBU 256, currently works in the plenum cable area (a type of LAN cable) where he trains employees, collects quality process data and maintains reports on jacketing operations. Welch, of IBU 223, does wiring on 110 patch panels and 110 jack panels—key components of Systemax.



Have you done your spring cleaning yet?

Let *The Headliner* want ads help you sell what you don't need or want anymore. Pick up ad forms in the Employee Activities Mall.

Third Shift Employees Meet With Jay Carter on What's Happening at the Omaha Works

Copper Apparatus and Wire Vice President Jay Carter held an employee communication meeting on third shift on Monday, March 23 at 12:15 am.

This monthly meeting was the latest in a series of employee meetings designed to provide an opportunity to share ideas and concerns.

A cross-section of employees are invited to attend the meeting.

Q. Are we going to export AT&T products out of our final assembly plant in Thailand?

A. No. The intent of the factory in Thailand is to manufacture products to sell in Thailand. We set up this factory for sales within the country. We are not going to consider doing anything else, such as exporting, until we start seeing sizeable amounts of sales and revenues within Thailand.

Q. Have you heard anything about going to one shift in most areas?

A. We're constantly looking at ways in which we can improve efficiency and productivity. In Bldg. 50 in EW&C, there's absolutely no way we can go to one shift.

Our demand for the products is very strong and we're well balanced in our program and our productivity on each of the shifts, so we want to work those facilities around the clock a minimum of five days a week. Lately, we've been working a fair amount of six day coverage because our program is quite high.

In Bldg. 30, copper apparatus, it's a very different story. We have so many different businesses that I just can't generalize. We're looking at what's going on business by business and making sure we have the right coverage and the right support systems.

We're looking to see that our second and third shifts are as efficient as our first shift. That's where I need

feedback from all of you. We're looking at our options all the time. Right now, I'm just not sure if anything is going to change on the shift issue on the copper side.

Q. I noticed that you didn't mention anything about "fast track." What are AT&T's plans for "fast track?"

A. (Jay Carter): When you say "fast track," is that the Mexican legislation?

Q. (Employee): Yes.

A. This may sound evasive, but I'm being honest on this. I really don't know anything about it other than what I read in the newspapers. We have a really small part of our business being done in Mexico. We've pulled that back to the U.S.

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and the work is now being done here in Omaha. We're having wire leads made for our MTU product.

We had significant quality problems with some of the product we were getting from a company in Mexico. We wanted to get the job back closer to home.

Clearly, AT&T does have facilities and a presence in Mexico, but we're not planning any changes there with our business right now.

Q. We've heard the 40-type cabinet job is going to Mexico. Is that true?

A. No. The 40-type cabinet job is not going to Mexico. We don't have many customers in Mexico and we would need a good customer base there to move a job.

Cabinets are a difficult area because of transportation concerns. We've been successful in exporting to Egypt but I think we're really limited as to how much exporting of cabinets we can do. Cabinets are big and bulky and transportation is expensive. That situation goes both ways. It's going to be difficult for a company to make cabinets outside the United States and ship them here.

Q. Is the recent loss of jobs at the Atlanta Works and Oklahoma Works going to have an effect on the Omaha Works?

A. I really don't think so. There are a couple of implications with that question. First of all, the vast majority of the

I think the area of scrap is still the single, largest area we must improve.

products we make is for direct sale to our customers. We also have some interworks business. For example, we do send some product to Oklahoma City and a small amount to Atlanta, but the amount is very low. So the cutbacks at the two other locations shouldn't really affect us.

AT&T as well as every industry in America is going through the same problems.

The economy is flat. The business isn't there. Business has had to cut back on the number of employees to do one thing: to get the cost out of the business, plain and simple. That's what the Oklahoma and Atlanta Works have had to do and that's what Phoenix is doing right now.

Once we get back into a balanced place, which is where I think we are now with the right number of people for the work on hand, I don't think we should see a significant impact.

Yet, after all we went through last year, anything could happen. I can't guarantee we won't see some negative effect, but we don't see anything right now.

Q. (Employee continues...) Was a SIPP plan made available at Oklahoma City and Atlanta?

A. (Jay asks Labor Relations Mgr. **Gene Saab**...) Gene, do you know?

Gene Saab: I don't think there was.

Jay Carter: The decision to offer SIPP is based on the needs of each location. We look at the history of the plant and the age of the plant population.

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SIPP made sense for us here at Omaha, and that's why we made the offer. The average age of Omaha's workers is higher than at other AT&T facilities. Consequently, we had more people who are willing and wanted to take the SIPP offering.

In fact, many of our people had the opportunity to participate. We had about 600 employees who sent in their show of interest letters, and 208 accepted the SIPP offer. Some of the other plants, Phoenix, for example, have offered it so many times that when it was offered last fall, there weren't any takers. When that happens, the plants have to go the layoff route.

Q. How is the contract with Russia going to affect us?

A. AT&T has recently signed some contracts with the new states in Russia, including the Ukraine and the state of Russia. The initial contract is for long distance service and to help those states build and run their telephone networks.

This is a good idea for AT&T. What we're trying to do is build up that local telephone network. Right now, we don't have any direct product sales to an-

nounce but as we become more involved in Russia, we'll be able to start selling more of our product. I have not seen anything specific yet, but certainly we're trying to make something happen.

good to them over the years. I think that kind of attitude is good for those of us who stay—to say that we try to take care of each other. We don't always do a good job of that, but I want everyone to

We always want people to leave with a good feeling—that when all is said and done, that AT&T has been good to them over the years.

Q. Is this SIPP offering a continuous thing that you're going to keep implementing every time the business gets lack luster?

A. I don't know. In one way, I wish we could say yes because it may make things simpler for people's planning purposes. But as I said in my earlier comments, SIPP costs us a lot of money. It took \$5 million from our earnings last year and was one of the reasons our return on assets was so poor. It was a small reason, but it was one of the reasons.

We always want people to leave with a good feeling—that when all is said and done, that AT&T has been

keep that in mind.

Any SIPP decision is dependent on economic conditions and what the business looks like. My hope is that we continue to earn the respect and credibility of the corporation by the actions Omaha takes so we're allowed to make decisions ourselves. I want Omaha to control its own destiny.

Q. Please say something about the satellite or mini-manufacturing plants that AT&T is setting up overseas.

A. Omaha has only one satellite location and that's in Thailand, just outside of Bangkok. Right now, that

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The marketplace is growing significantly in Europe and we're taking a look at that more and more.

facility is not in production. The facility is there to make and sell products internal to Thailand.

We're also considering something that may happen by the end of the year. We're looking at a manufacturing facility to make 1061 and 1010 cable. We sell a significant amount of these two products to customers in Europe. It makes sense to have some kind of facility much closer to the demand. It would be a very small facility, less than 12,000 square feet, which is truly small when you compare that with Bldg. 50's 400,000 square feet. The facility would be only for new, incremental business.

The marketplace is growing significantly in Europe and we're taking a look at that more and more. We have to look at so many things—the fluctuation of the dollar, taxes, transportation costs, quality of service and

manufacturing intervals. We're trying to balance all these things.

NCS has only these two satellite facilities; however, AT&T has a lot of them all over the world.

Q. Is AT&T planning to transfer employees overseas to properly train these people?

A. There's no question about it. We're very good at producing the things we make here at the Omaha Works because of our years of training and experience.

All of our competitors, especially these new startup organizations, would love to have that capability. Anybody can go out, buy some machines and some equipment; but, our products are fairly sophisticated to make. Not every company can make them.

You don't just open a facility, turn on the lights and

make it happen. We have sophisticated materials, processes and layouts and we offer a tremendous variety of products.

It's not all simply a matter of training and education.

It also costs a lot of money to set up somebody from here overseas.

Two Thai engineers are working here at the factory for six months and we have one of our engineers, Kevin Ramplin, working in Thailand. All this is very expensive, but we don't know of any other way of doing it. We have to absorb the expense because we know that training pays in the long run. We try to balance it out as best we can.

We have three fulltime employees in Thailand and we try to supplement that with people from Omaha going back and forth and staying several months at a time for training.

Q. Is ISO 9000 certification similar to the certification process that has already been implemented at the Omaha Works? Who will implement ISO 9000, the Omaha Works or the corporation?

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A. The ISO 9000 is similar to our process certification. Our process certification was set up more for our domestic customers. With ISO 9000, there are some things that are going to be a little bit different from the certification process we know. I don't think it's going to be a huge task to get us where we need to be.

We'll be bringing in an independent agency to inspect us to be sure our quality system is in place.

ISO 9000 starts with a quality manual. Then the audit team will come to the plant to audit the various things we're doing on the shop floor. They'll be looking at layouts and what we do with conforming and non-conforming material. Lloyd's of London is one of the primary registrars.

We recently contacted the audit team to see if they can do an audit on us in the fourth quarter. Our local Quality Assurance group will be doing most of the work but we need the cooperation of each and every employee.

Q. AT&T purchased NCR last year. Is that decision affecting our business in a positive way?

A. From everything I can see, the NCR acquisition and merger is working very well

in two ways.

From the big perspective, NCR is earning its keep by meeting or exceeding its

We need the cooperation of each and every employee in our ISO efforts.

financial projections. That's good news. But closer to home, how does that affect us?

When we first merged with NCR early last fall, we said "let's just stay away from that." We don't want to rock the boat. We got over that feeling and started working with NCR on our Systimax® PDS system. When NCR installed a computer network or local area network (LAN), our Systimax equipment wasn't being used.

Now, NCR has standardized on Systimax which means our 2061 and 2010 cable and our 110 patch panels are standard in NCR

installations. Our volume of business has picked up because of this.

Starting early this year, we put together a team responsible for working with NCR on joint opportunities. This NCS team is currently looking at several things. The first area is cabinets. Our 90-type cabinet is designed to house computers (and we'd like the opportunity to work with NCR and bid on their cabinet business.

We're also looking at working with them in the area of piece parts, plastic molding, metal stamping and metal forming.

The cooperation has been very good and I'm encouraged by that.

Whatever NCR does has to make sense for our business. If it turns out that our price is higher and our quality is lower than that of our competitors, we're not going to earn the business and I think that's fair. The only thing I ask is a chance to earn their business. If we can't be competitive, then shame on us.

Q. What's going on with the autoplex cabinets? We don't seem to be sending very many of them out.

A. When I was in sales in my previous job, we sold a

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lot of autoplex equipment to Ameritech. For that particular customer, our cabinets were too small for the typical cell site.

The cellular business has really taken off. The demand is so incredibly high that every one of Ameritech's cell sites needed three times the capacity of the radio equipment that we can fit into one of our cabinets. I think our cabinets are best suited for smaller, more rural applications than the cellular. What I'm not sure of is how well AT&T is doing in selling to those smaller customers.

We've done extremely well by getting our systems in place with Nynex, Ameritech, Bell Atlantic and Bell South in cities like New York City, Atlanta, Washington, DC, Chicago and places like that. The cabinets are just too small for cellular applications.

Q. How are we doing on our scrap costs? Are they down from last year?

A. I think scrap is still the single, largest area where we need to improve. We track scrap but I don't think we track it as accurately as we should. It looks like we throw away eleven million dollars a year in scrap. A lot of that is product we make that just turns out to be bad.

It's not anyone's fault, it's just that we don't have our quality system properly in place. We let machines get out of alignment and we get bad material from our suppliers.

I can't believe that any one of us wants to come in, work for eight hours a day and then see the fruits of our labor being thrown out or sent to the granulator. When I say our scrap is \$11 million, my guess is that it's more like \$30 million a year. That's why I talk about quality improvement success stories. They're little things but they get at the root at the problem.

how we work. It's absolute nonsense for those people to harbor such thoughts.

The one thing I'll agree with them on is our quality system and the scrap we produce. We have to figure out a better way.

People think quality is just a buzz word you have to say because that's the popular thing. It's not. It's how we're going to survive. We have to get the scrap out of the business and keep our customers happy with top-quality products.

Q. What's going on with the preventative maintenance program? It seems to have died in several areas where we desperately need some maintenance help, but we keep hearing "No money, no money."

A. I'll start off and say this: we're going to reduce costs. Now, the no-brain approach to this is to say "O.K., ten percent across the board." Then we reduce everything by ten percent. That doesn't make sense. Anybody can do that. It doesn't take any thinking or capability.

What we have to do is selectively figure out where we can take the cost out of the business where it's not

Jay's next employee meeting is Wednesday, April 23, 10 AM Auditorium

This discussion of waste brings me to all the nonsense with the Japanese criticizing the American worker. It's crazy. Come out here and see

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going to immediately hurt us. Where do we even want to invest some money in the business?

You're right. Some places we're doing the right things and other places we're not. That's why I think meetings like this are so important so we can talk about these issues.

Q. At our last meeting, EW&C Mgr. Gary Epp left us with the impression that the first thing we need to do to cut costs is to cut overtime. Is that a wise thing to do? It seems to me that if you want to turn away orders just to cut overtime, we're losing money.

A. Let me assure you we are not turning away orders. We track very, very closely the production demand and how much we're back-ordered. As with any costs, we want to keep our labor costs in balance.

We're still working 15 to 20 percent overtime in EW&C, and we're trying to contain overtime as best we can. Right now, our customer owings are down to below \$500,000 in EW&C, which is a very good position to be in.

In the past, some selected codes would be back-ordered for several months. Now the longest wait time is a couple of weeks.

Q. I would like to know what percent of our scrap results from poor quality on the part of our outside suppliers. If it's a high percent, why don't we go back to the old days and make our own piece parts and components?

A. I spoke with Hank Davidson who heads our purchasing organization. I told Hank that I know we track the cost of quality but we need to know, supplier by supplier, our cost of quality from what comes in the door to us.

I don't know that the answer is to bring more production inhouse, but I know one thing. If we have a supplier that's giving us bad quality, that company isn't going to be our supplier anymore. If we start with something bad, it just cascades down through the entire process. ■

True or False?

Statement: People with disabilities tend to do work of higher quality than non-disabled employees.

Neither true or false.

Fact: This is a generalization about workers with disabilities that cannot be assumed, but is dependent on the individual. Generally, workers with disabilities perform work that is equal in both quality and quantity to that of non-disabled workers. The quality of someone's work is not related to the disability. Being disabled does not make your work better or worse.



Did you know that

April

is a good time to explore school-age child care arrangements for next fall? For free information, just call the Child Care Resource and Referral Program at 1-800-635-0606.

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MFJ Activity Heats Up on Capitol Hill

For the first time since the 1982 court-approved agreement between AT&T and the Dept. of Justice, known as the Modified Final Judgment (MFJ), broke up the Bell System, AT&T has joined a coalition of long-distance companies, newspapers, consumer groups, manufacturing groups and information service providers in urging Congress to enact into law the principles of that agreement.

The MFJ is essential in safeguarding competition in the long distance and equipment manufacturing markets by restricting the Bells' entry into these markets until the local exchange market is competitive.

AT&T's CEO **Bob Allen** told a hearing before the

"It has come to a point where I believe the Congress needs to reaffirm national competitive policy in telecommunications."

—Robert E. Allen
AT&T

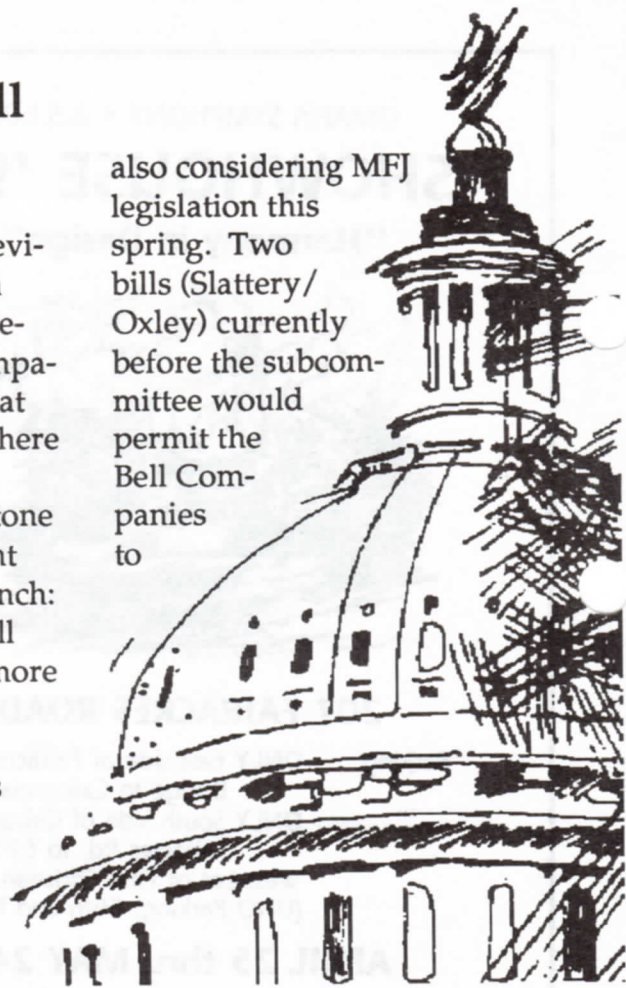
Economic and Commercial Law Subcommittee of the House Judiciary Committee is mid-February that "it has come to a point where I believe the Congress needs to reaffirm national competitive policy in telecommuni-

cations." Mr. Allen explained that AT&T had moved away from its previous position that no such legislation was needed because "the telephone companies have been gnawing at the restrictions—a piece here and a piece there—even though the foundation stone of the antitrust agreement has not been moved an inch: the local monopoly is still there in full force...and more surprisingly, the Justice Dept. has lost its memory—and I think its compass—and done a '180' on fundamental issues."

The hearings also witnessed the first public acknowledgment by the Bell Cos. that they want to enter the long distance business. They have previously advocated entry into the manufacturing and information services markets. Ivan Seidenberg, vice chairman for NYNEX, stated "...the long distance restrictions must be removed. The long distance market is dominated by just three major companies. Removing the MFJ ban will allow seven additional companies to compete, providing consumers with greater choices."

The Telecommunications and Finance Subcommittee (of the House Energy and Commerce Committee) is

also considering MFJ legislation this spring. Two bills (Slattery/Oxley) currently before the subcommittee would permit the Bell Companies to



manufacture telecommunications equipment. These bills are modeled on a similar bill that passed the Senate by a vote of 74-21. A bill introduced by Rep. Cooper (D-Tennessee) that would regulate the RBOCs' entry into information services is also pending. Rep. Markey (D-Massachusetts), Chairman of the Subcommittee, is also expected to introduce his own MFJ bill this spring.

—From the March 1992 Edition of PAC NEWS, AT&T Political Action Committee Newsletter

Minor Computer Repair Saturday Workshops

Let the instructors of the ETOP Computer Classroom show you how to install a mouse, a floppy drive, modem, math and memory chips.

When: Sat., April 11 or Sat., May 9, 1992
9 am to noon

ETOP computer classroom

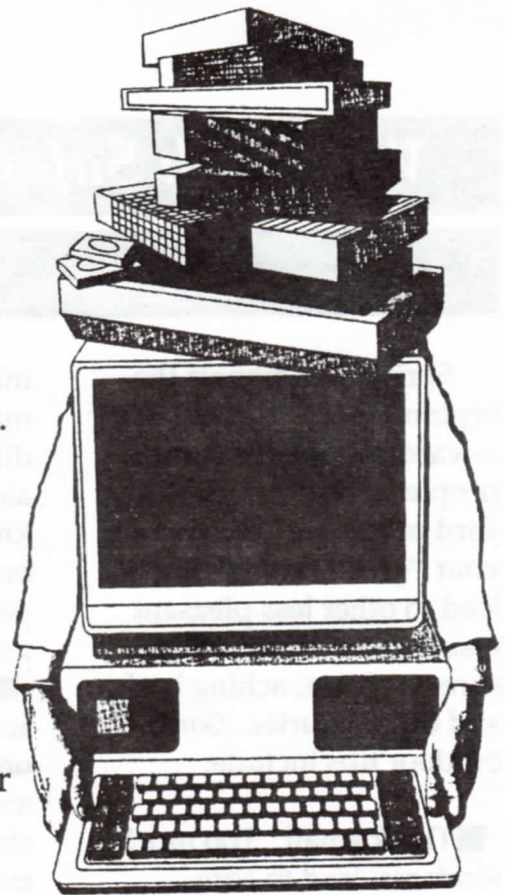
Requirements: Must provide your own computer tools.

All represented employees are eligible.

Placement is by seniority.

Interested? Call Sue or Miriam, ext. 3584, for a registration form.

Do it ASAP so you'll qualify.



New ETOP Program Offers Telecourses in Liberal Arts and Business

A new ETOP program offered through Metro Community College will offer all hourly-rated and salary-graded employees the opportunity to earn college credits through telecourses.

Students can earn two-year degrees in liberal arts and professional studies with business concentration.

ETOP will purchase the tapes, books and equipment and AT&T's Tuition Assistance Program will pay tuition.

Show-of-interest meetings were held Apr. 6. Students wishing to participate in the telecourse classes are

required to attend an orientation meeting at the Elkhorn Valley campus of Metro Community College on May 16. Class sizes are limited.

Look for more information in The Headliner and on the TV monitors as it becomes available or visit the Employee Resource Center in the Employee Mall. ■

Private Lives Documented in Photographs at Western Heritage Museum

"Family Album" is a unique exhibit that uses amateur photographs as a window into the private lives of families 80 years ago. Family album opens at Western Heritage Museum on Wed., Apr. 15 and runs through June 15.

Your contribution to the Western Heritage Museum qualifies for matching grant money by the AT&T Foundation. Check it out! You could double your money to this museum or the qualifying charity of your choice.

Win with Safety

Does your name appear somewhere in the "Win With Safety" article? If so, call x3583 or x3415 to claim your prize.

Yard and Garden Safety

Springtime signals the beginning of a difficult but rewarding task for many people: maintenance of a yard or garden. Exercising your "green thumb" may lead to other less pleasant results, such as toxic exposure, sunburn, aching back and other injuries. Some outdoor tips include:

■ Think small. Too much work can lead to sore muscles, heat exhaustion and blisters. Pace yourself and take frequent breaks.

■ Dress for safety. Wear comfortable, well-fitting clothing. Protect your feet with sturdy shoes, even safety shoes. Wear gloves to protect your hands from scratches, cuts, blisters and chemical irritation. Safety glasses can protect your eyes from dust and sprays.

■ Tool safety. Use sturdy tools in good condition. Use a tool for its intended purpose only and when you put it aside, be sure the "business" end is down.

■ Chemicals. Read the label on all yard and garden chemicals before you buy the product to make sure it's the right chemical for the job. Read instructions before

mixing and applying to make certain of the correct dilutions, cautions and first aid instructions so you'll know exactly what to do before an accident happens. Other chemical use hints:

■ Keep a special set of tools used only for mixing and measuring chemicals. Don't mix pesticides with anything except as the label directs.

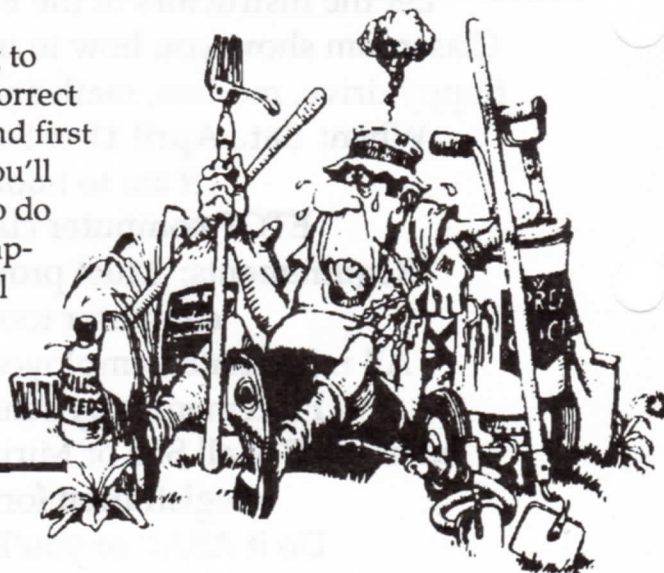
■ Before spraying, check to see that no toys, food or dishes have been left in the area. Keep children and pets away from the area.

■ Don't spray on windy days or while standing under trees where chemicals might drip on you.

■ Don't eat or smoke until after you've washed your face and hands.

■ Always keep chemicals in their original containers. Store them in a safe place, out of reach of children.

■ Dispose of unused chemicals carefully. Don't pour pesticides down the drain since they may be harmful to beneficial organisms that work in septic tanks and sewage treatment plants. Connie Carlson



Make yard and garden safety a family project. Keep everyone safe and enjoy the yield of your garden and the pleasures of a beautiful lawn.

We have a \$500 Lotto Bull winner in March!



Roland Horn, Dept. 244, read the March Fact Sheet and knew the answer to the LOTTO BULL SAFETY AWARENESS question for the final week of March.

Roland won \$300 by answering the following question: "What is the maximum percentage of your daily calories that can come from fat?" The correct response: 30 percent. He won another \$200 by correctly answering the bonus question.

Roland says he's going to let his wife and son do the shopping with the Westroads gift certificate.

No winner was named during the first week of April. The LOTTO BULL question is worth \$200 and the bonus question is worth \$100.

Be certain to read and post the LOTTO BULL fact sheet in your area. If you missed it in the Mar. 25 issue of *The Headliner*, ask your supervisor or contact the safety organization for your copy. ■



Roland Horn

**THE LOTTO BULL JACKPOT IS
WORTH \$200
and THE BONUS QUESTION \$100**

Phoenix Works Cuts Water and Energy Consumption

NCS's Phoenix Works has been named the winner of the Mayor's Award for water conservation for their contribution to the conservation goals of the city and the efficiency of the facility.

The Phoenix Works has launched a major effort to reduce water use and industrial waste water discharges.

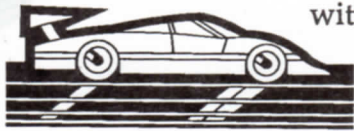
Since the conservation

efforts were implemented, 1991 water consumption has been reduced by 33 percent over 1990.

The Phoenix Works has also installed new energy saving light fixtures which are projected to save \$400,000 a year on utility bills, including savings on lighting, air conditioning and energy demand costs.

The 400-watt metal halide bulbs provide more than double the light at a fraction of the energy consumption of the 20-year-old 400- and 800-watt mercury vapor fixtures that were removed. The new lamps have glass reflectors which allowed the engineers to double the old distance between fixtures. ■

Omaha Team Works Idea Teams Start your engines!



As always, your team's ideas must be well researched and documented with completed paperwork. Coaches must have reviewed the

During April, the Omaha Team Works (OTW) Idea Process will reward the idea team entering the greatest number of NEW ideas. The prize: An OTW blanket.

Eligible ideas must be registered at the idea process office from Apr. 1-30. All idea process rules remain in effect during this special competition.

idea prior to submittal. Incomplete ideas will be returned to the team for clarification. Such ideas will not count until properly resubmitted. The resubmittal date will rule.

Remember: Being specific and realistic with your dollar savings will speed up the evaluation time. ■

No charge for WEOMA Club membership

There appears to be some confusion with regard to expenses and fees associated with WEOMA Club activities, said Sharon Justen, president.

"Membership in the WEOMA Club is free to all Works employees," she said. "We do not charge any fee to join."

Company funds are budgeted annually to cover certain WEOMA expenses including administration costs; equipment (sporting goods, slide projector, etc.) that is club property; officiating fees at sporting events; and non-monetary awards such as trophies.

Associated club activities—Camera Club, Sportsman's Club, etc.—are supported by fees or dues from employees who choose to join an associated club and/or participate in its activities. They also are supported by the sale of tickets to events.

"I hope this clarifies the matter for any employees who had questions about it," Justen said. Further questions should be directed to the representatives for the different associated clubs. ■

Celebrating a Proud Tradition Since 1893



The Omaha YWCA is looking for people interested in offering guidance, leadership and support to young people.

The Volunteer Mentor program seeks to assist young people who are 16 and older in making the transition from the foster care system into independent living.

Interested? Contact the Omaha YWCA at 345-6555.

This is your last chance to register to canoe the Niobrara on Memorial Day



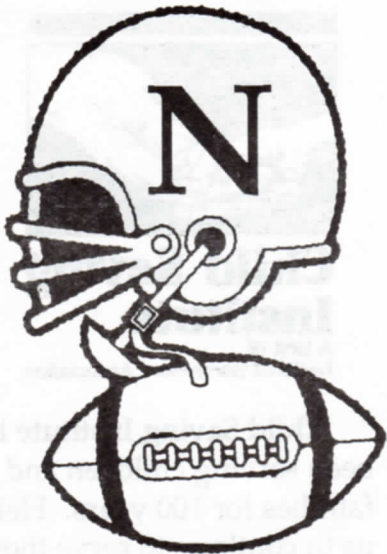
Sunday and Monday, May 24-25. \$80/person includes bus transportation, food, tent camping and canoeing equipment.

Join other AT&Ters and their families on the bus ride to Valentine and camp 20 miles east of Valentine (or stay in a hotel in town, if you prefer). Then shoot the rapids of the Niobrara.

The deadline for registration is Wed., Apr. 15. Contact Roger Carstens (1st shift) x3456 or (Home) 298-8816.

Canoe the Niobrara for the experience of the season.

Does your name appear somewhere in the "Win With Safety" article? If so, call x3583 or x3415 to claim your prize.



Go Big Red!

A group of Omaha Works employees is collecting contributions that will secure title of ownership to part of the new turf in Memorial Stadium.

You can help the Huskers win another Big 8 Conference Championship on this new field surface.

To be a proud owner, make your donation in the cafeteria during lunch on the first shift the week of April 13 or contact **Bob Wustrack, Gary Reimers** or **Merle Dinslage**. The certificate of title will join other mementos of marked achievement by the employees of the Omaha Works. ■

For employees nearing their one year service anniversary...

If you haven't received your AT&T Savings plan enrollment package, contact the Benefits office, x3599.

Largest Non-Campus, All Plenum Cable Installation by NCS

AT&T Network Cable Systems recently installed the nation's largest non-campus, all plenum cable network at the Brigham and Women's Hospital, a teaching hospital affiliated with Harvard Medical School in Boston.

The wiring system links more than 7,000 employees, a complex of 12 connecting buildings, including a 16-story patient tower with 726 beds, a 15-story research tower and a number of off-site buildings.

The fiber optic arteries and veins of the network consist of a plenum version of a fiber optic cable (AT&T lightguide building cable) which connects 96 token ring networks and about 4,000 microcomputers.

Using a technique called bidirectional reeling, which enables cabling to be pulled from both ends at the same time, around and through obstacles, it is possible to run cables for approximately 4,000 feet without splicing the fibers.

AT&T's Network Cable Systems, with headquarters in Morristown, NJ and production facilities and sales offices around the globe, is one of the world's leading providers of fiber, fiber optic cable and apparatus, used by industries including telecommunications, data management, defense, cable television and electronics.

That's being a good Scout

The Mid-America Council of the Boy Scouts of America says "thank you" to generous Omaha Works employees.

In behalf of Works employees, **Nick Johnson** of IBU 212 accepted a certificate of appreciation from the council in recognition of employee contributions to

the Friends of Scouting fund drive held earlier this year. The certificate currently is in the display case in the main cafeteria.

Johnson collected \$210 from employees in donations and memberships for Friends of Scouting. He assisted Omaha businessman **Michael L. Green** who was in charge of fund-raising in the Boy Scouts' Umoja District. ■

Spring into Fashion

Telephone Pioneers

Spring Party

Saturday, April 11, 1992

Crown Hall, 8345 Crown Point Ave.

\$14.00 per person

Dinner choice of steak
or baked chicken breast

Cocktails 6 pm

Dinner 7 pm

Fashion show 8 pm

Entertainment by
Travis McGill, Hypnotist

Fashions by
*Chico's, Banana Republic,
The Gap, Casual Corner*



Child Saving Institute

A Unit of
National Benevolent Association

Child Saving Institute has been serving children and families for 100 years. Help us to continue to serve those most at risk of child abuse and neglect by volunteering in one of these programs: Parent Assistance Line, Parent Aide or Mama and Me. Volunteers support and educate parents in the areas of positive discipline and child development. Training begins May 4. Call Child Saving Institute at 553-6000 for more information.

The HEADLINER is published twice monthly on alternate Wednesdays by the public relations organization of the Omaha Works of AT&T Network Cable Systems. Members of the group include Shannon Hitchcock, Maxine Altic, Linda Ryan, Bob Carlson and Linda Enterline. Your comments, story ideas and suggestions are encouraged and appreciated. Please call any member of the PR group with your thoughts and ideas.

Adjusting to new circumstances is a drain on your psychological energy

Emotional labor is always involved even if physical labor isn't. Change can hit fast and hard and can go on for a long time. People often suffer emotional fatigue. To put it in everyday language—you hit burnout.

Managing your personal stress load is something you can do for yourself right now. Keep your sense of humor, control your attitude and take care of yourself physically.

Vigorous activity releases tension and helps to keep you healthy. Pick up books and audio cassettes on relaxation techniques.

Finally, don't believe every bit of gossip you hear. The rumor mill can invent stories that are wilder than the truth could ever be. You waste mental energy when you worry about what everyone is saying, despite the gossip has no basis in fact.

Classified Ads

Advertisements must be submitted to the Weoma Club office absolutely no later than 7 a.m. on Wednesdays for the following weeks' issue.

Wanted

Family of 3 would like to rent cabin in Lake Okojobi area with shoreline and boat dock during the summer season. 712-545-9039 Crescent, IA.

Buying all types of old clocks, working or non-working. 733-3805.

Lawn mowing and trimming, reliable and reasonable. 895-0496 leave message.

For Rent

Pasture, feed, board and hatching, investment facilities for Ostrich and EMU's. 1-443-5308 anytime Colon, NE

APARTMENT: very nice (4) room, air conditioning, off-street parking, laundry facilities, all utilities paid except gas, \$325/mo. 1-234-7865 leave message, Louisville, NE.

For Sale

Real Estate

MOBILE HOME: 12' x 65' with extension front room, 100' x 150' yard, central air, new shed and deck, close to Omaha. 1-712-622-8264 Pacific Junction, IA.

Recreational

SPARATAN CAMPER TRAILER: tandem wheels, twenty two (22) footer, sleeps four (4), great for weekend get-aways, good condition, interested parties for more information call 896-0938 after 5:30 p.m. or any time on the weekends.

Lawn and Garden

WEEDWACKER: (1) 3/4 hp electric 17", \$25. 333-3909.

LAWN MOWER: Craftsman 3.5 hp, 20" cut, side discharge. 895-4898 after 4 p.m.

Appliances

VACUUM CLEANER: Kirby, with all attachments, 3 years old, \$300. 339-8235.

UPRIGHT FREEZER: 17 cubic foot, \$175, good condition. 896-1191 after April 10th.

Miscellaneous

BICYCLE: Girl's 20" Huffy, turquoise and pink, 3 years old, ages 6-10, \$25. 330-5822.

D.P. FITNESS/WEIGHT CENTER: multiple accessories (except butterfly), paid \$600 new, sell for \$300. 733-6627 after 5 p.m.

BIKES: (1) boy's & (1) girl's. 895-4898 after 4 p.m.

PORCH GLIDERS: (2) steel, sit-type, without pads, \$20 or best offer. 553-0830.

DROP AWNING: striped, 8' x 8', \$25. 333-3909.

STORM DOOR: aluminum, brand new, never used, still in box, 32 x 80 left hand, \$40, we paid \$80 new, can bring to work in my car. 721-8322 in Fremont, NE

STORM DOORS: (1) 36 x 80 combination, (1) 31 x 52, (2) 34 x 52, STORM WINDOWS: (2) 39 x 52 combination, \$25, FRENCH DOORS: (1 pr) 36 x 80, \$10, BENCH GRINDER: 6", \$25. 333-3909.

NINTENDO ENTERTAINMENT SYSTEM: only played a couple of times, still in great shape, have all controls and original game cartridge, \$75. 896-6296 after 1:30 p.m. or leave message.

PORTABLE DOG KENNELS: (2), med. size, \$25 each. 571-4138 after 4:30 p.m.

PROM DRESSES: red with white on bottom and spaghetti straps; white with white lace top, long sleeves, short length, both are size 5, \$35 each. 493-3613 between 9:30 a.m. and 2:30 p.m.

MOUNTAIN BIKE: 24", 10-speed, excellent condition, ready to ride, \$40 or best offer. 895-1748.

WHEELCHAIR: standard size, collapsible, chrome with blue vinyl, like new, \$200, also have walker and quadripoise cane. 333-0795.

Vehicles

1985 FORD TEMPO: no rust, good body, new paint, 4 cyl, runs good, \$2400. 397-6652 after 4:30 p.m.

1973 CHEVY 4X4, nice, make offer, will trade for car trailer. 331-5691 call at noon to 1 p.m. only (George).

1976 CHEVY MALIBU CLASSIC STATION WAGON: super for 2nd car, runs good, best offer. 896-0938 week nights after 5:30 p.m. or any time on the weekend.

1984 CUTLASS CIERA: well maintained, very clean, burgundy interior and outside, \$2300. 339-0922.

1980 CHEVETTE: in good condition, asking \$1500. 571-4138 after 4:30 p.m.

1986 COUGAR: black, low mileage, extended warranty, excellent condition, new tires. 498-8020 after 9 a.m. before 3 p.m.

1987 JEEP CHEROKEE: black, 2-door, excellent condition. 571-6833 or 496-8903.

1956 PORSCHE CALIFORNIA SPEEDSTER REPLICARS AND VICKICS. Call Lee at 1-443-5308 anytime.

1974 DT 175 YAMAHA ENDURO: runs great, good shape, \$175 or best offer. 551-7492.

1978 FORD PICKUP TRUCK: needs some work, best offer. 455-5480.

1956 CALIF SPEEDSTER: (Porsche 356) replica car kit, original deluxe kit is \$10,500 get it for \$8500. 1-443-5308 anytime.

Parts & Accessories

TRIPLE CHROME TAILGATE PROTECTOR: for Dodge Dakota, heavy duty, \$15. 1-443-5308 anytime.

WHEEL COVERS: for 15" rims, \$6 each. 895-1748.

PARTS FOR '73 & UP LONG BOX CHEVY PICKUP: 8' box no rust, \$175, FACTORY REAR BUMPER PAINTED, \$40, CHROME 8" V REAR BUMPER, \$100, 8' UNIVERSAL BEDLINER NEW: \$100, GAS TANK RIGHT SIDE FOR SHORT BOX: \$40. 712-527-3053 Glenwood, IA.

(4) MODEL T BOOKS: owners & repair manual, original Model T book and parts book. 721-8322 Fremont, NE can bring to work if interested.

PICKUP BOX TRAILER: older with shell. 592-8986.

IRON LUG WHEELS: for F-20, \$200 or best offer. 553-0830.

Advertise in
The **HEADLINER**
Classifieds.
They really work!

What our discerning shopper is buying at the Pioneer Store for Easter...

Meet BILL GOODWIN of Wage Practices

Bunny sachets
(low maintenance,
great fragrance).

\$2.75

Bill wouldn't
go anywhere
without his

purse

pet—panda,

bear or puppy
Get that out-
doorsy effect—the
perfect accessory
for that Easter
outfit.

\$6.00 each

\$8.00

Easter Tree

(approx. 12" high). Why
plant your own when you
can get yours at the Pioneer
Store, all decorated with
flowers, rabbits, chicks and
baskets? Bill thinks they're
so neat, he's planted them all
over the office! Get yours
while they last.



There's
nothing stuffy
about Bill or
these neat
stuffed
animals.

A wide variety of
Easter animals to
choose from.

Bill is a connoisseur of
Easter ceramics from
the New Hope Village in
Carroll, Ia. You, too, will
appreciate the quality and
workmanship by special art-
ists making these delightful
holiday figurines.

Store Hours
Monday and Wednesday
7-8 am
10:30 am-12:30 pm
3-4 pm
Closed on Tuesday
Thursday
10:30 am-12:30 pm
7-8:30 pm
Friday
3:30-5 am
7-8 am
10:30 am-12:30 pm
3-4 pm