

# THE HEADLINER

Lucent Technologies  
Bell Labs Innovations



Connectivity Solutions, Omaha Works

August/September 1999



Photo by Linda Ryan

## Welcome to the Works, Governor

*Nebraska Gov. Mike Johanns chats with leaders of IBEW Locals 1974 and 1614 during his visit to the Omaha Works in August. The governor was here specifically to learn more about the comprehensive training available to represented Works employees, thanks to the combined efforts of labor and management in the Enhanced Training Opportunities Program (ETOP). With him are (from left) Jim Pabian, IBEW 1974 Executive Board officer; Marlene Wilson, president of IBEW 1974; and Cory Aesoph-Mangiaruca, president of IBEW 1614.*

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## SAP Payroll replaces hourly pay system

Out with the old and in with the new! The Manufacturing Hourly Payroll System is being replaced by the SAP Payroll System the week of Sunday, Sept. 12, 1999, through Saturday, Sept. 18, 1999. The first SAP paycheck for occupational employees will be dated Friday, Sept. 24, 1999.

The changeover is part of an overall SAP Payroll initiative to convert all Lucent active employees and retirees from U.S.-based legacy payroll systems to a software application that is Year 2000 (Y2K) compliant. The payroll for Works salary-graded personnel was



### **PAYROLL HOTLINE:**

**(Toll-free)**

**1-877-SAP-PAYS  
(1-877-727-7297)**

converted to the new system earlier in the year. Management payroll is scheduled for conversion

by year's end.

The new system supports the company-wide goal to reduce costs while providing improved high-quality services to employees. Employees should see benefits to SAP Payroll immediately, including:

- ♦ Improved pay statement.
- ♦ Immediate tax updates.
- ♦ Streamlined payroll processes.
- ♦ Complete payroll history in one system.
- ♦ More responsive to changes in personal data.

Each hourly employee should receive a copy of "Your Payroll Fact Book" and "Your SAP Pay Statement" brochure, which address issues of concern.

Employees who have questions about the new system or who did not get copies of the booklet and brochure should see their supervisor. Or, employees may call a toll-free hotline number with their questions:

**1-877-SAP-PAYS (1-877-727-7297).**

More information also is available at the following web site:

<http://teamcfo.wcc.lucent.com/lfs/payroll.htm>

## Lucent launches new program for healthier living

Get a move on it! That was the message to employees who stopped by the "Lucent in Motion" tent set up in the courtyard in latter August.

Sponsored by Health Services, Lucent in Motion is a program to remind employees about the importance of staying healthy and fit, offering tips on how to make physical activity a regular part of our daily living.

Members of the Works medical department and the Employee Resource Center (ERC) distributed a number of health-related informational flyers at the booth and answered questions about nurturing a more active lifestyle.

For instance, just 30 minutes of moderate physical activity a day most days of the week is all a person needs to boost energy levels and lower stress and risk of chronic disease. It needn't be done at a health club, either, they said, or even all at one time.

A person can steal a few minutes of activity time here and there by taking the stairs instead of elevators; parking the car farther away and walking;



Photo by Linda Ryan

*WORKING OFF LUNCH...Gristina Mundy (second from left), an instructor with Variety Aerobics, coaxes several day-shift employees through an exercise routine as part of an aerobics demonstration presented near the Lucent in Motion tent.*

household chores; and even just by playing with the kids.

For more information about Lucent in Motion, contact the Health Services Referral Hotline at:

1-888-345-6784

(or TTY: 1-800-883-0588).

## Cathy Placzek heads L&P group

The promotion of Cathy Placzek to Connectivity Solutions Human Resources learning and performance manager became effective Aug. 1, 1999.

Placzek replaces Sonja Lee who is now diversity manager for Network Products Group.



Cathy Placzek

Placzek's responsibilities will include setting the direction for and overseeing the implementation of development strategies and learning solutions for the Works' Learning and Performance Center.

She was promoted from quality engineer for the electronic cabinets group. Previous assignments include

serving as a supervisor in manufacturing operations and as a staff member of the training organization.

## Works retiree ranks continue to grow

The following is a listing of employees most recently retired from the Omaha Works. Their names are listed according to the month in which their retirements became effective, with years of service given after their names.

**June**—Mary Ellen Newell, 29 years.

**July**—Teddy Hummel, 37; Betty Davis, 26; John Beck, 40; Jerry Sparck, 40; Leilani Richards, 36; James Detwiler, 32; Roy Yeck, 40; Rita Kahnk, 37; James Plevniak, 37; Edward Dergan, 36; Lyle Kahnk, 33; Ruby Stennis, 29; John Winchester, 40; Wesley Zaugg, 40.

Gerald Pote, 40; Lawrence Griff, 39; Bonnie Zeleny, 38; Norman Pope, 34; Timothy Gillham, 33; William Lawson Jr., 33; Phillip Tritsch, 30; Richard Geise, 29; Stephen Vosgier, 30; Cheryl Todd, 30; Patricia Griffin, 27; Carlton Smith, 31; Gary Hanson, 30; Helena Rhode, 34; Charles Junge,

(Continued on next page)

## THE HEADLINER

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Your comments and suggestions are welcome. Direct them to:

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## NEWS IN BRIEF

(Continued from previous page)

16; Linda McGuire, 30; Patrick Tyrance, 30; Fred Anthony, 33; Glenn Lund, 30; Leland Wade, 40.

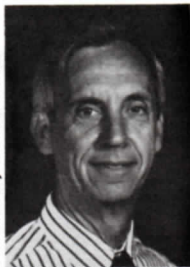
**August**—Lavonne Meisinger, 40; Marvin McGuire, 33; Frank Nagel Jr., 39; Gerald Keller, 28; Alan Gosda, 30; Gino Betti, 43; Michael Harness, 30; Jackie Frum, 39; James Hardick, 33.

Eva Bourelle, 37; Jeanette Byers, 33; Siegmund Rasokat, 28; Charles Law, 30; Paula Kight, 31; Linda Ohme, 30; Harold Bloodsworth, 38; Robert Sundell, 42; Franklin Schleimer, 40; Thomas Glesinger, 40; Herbert Lee, 30; Ronald Machacek, 39.

Stephen Pokorski, 40; Lavonne Ostrand, 30; Jacklyn Larkin, 32; Marilyn Bernardini, 30; Barbara Boll, 36; Nicholas Johnson, 34; Geraldine Young, 20; Robert Ackley, 43; Larry Hawkins, 40; Dorothy Karis, 22; Joseph Bonaiuto, 40; James Barrett, 40.

Emily Weible, 30; Mildred Johnson, 36; Stanley Brewer, 30; Joy Jones, 28; Jerome Green, 39; Carl Williams, 40; Sylvia Hearn, 30; Mary Williams, 30; Duane Dolezal, 40.

Photos by Steve Miller



William Clark



Dean Davis



Lyndon Ensz



Larry Bleich

### Four on technical staff earn patents

Word has been received that four members of the Works' technical staff have earned U.S. patents in behalf of Lucent Technologies. They are as follows:

**Patent No. 5,885,110**—Issued March 23, 1999 to **Dean Davis** and **Lyndon Ensz** for "Snap Together Spring Block and Method." Also on the winning patent team is William Spitz of Indianapolis.

**Patent No. 5,887,333**—Issued March 30, 1999, to **William Clark** for "Insulation Displacement Contact Wire Insertion Tool."

**Patent No. 5,898,133**—Issued April 27, 1999, to Larry Bleich for "Coaxial Cable for Plenum Applications."

Bleich shares the patent with team members Steve Cassidy, John Chapin and Phillip Gardner, all of Georgia.

**Patent No. 5,911,594**—Issued June

15, 1999, to **Lyndon Ensz** for "Connector With Wire Guide," a patent he shares with non-Works team members Frank Baker, Amid Hashim, William Ivan and Troy Million.

To date, Davis has earned a total of three patents; Ensz, five; Clark, three; and Bleich, eight.

### August/September service milestones

**8/1**—David Anzalone, 5 years; Bryce Bolen, 5; Allen Callahan, 5; Phillip Kinnach, 5; Norma Konwinski, 5; Mark Novak, 5; Lori Saunders, 5; Charles Swait, 5.

**8/2**—Brenda Schuster, 20.

**8/3**—Robert Gaddie, 40; Chester Sears, 40.

**8/4**—Dennis Fleming, 30; Virginia Hyslop, 30; David Martin, 30.

**8/5**—Wesley Lyons, 40; Lillian Circo, 35; Edward Olsson, 35; Raymond Herek, 25; Bonnie Ernst, 15.

**8/6**—Gary Mintken, 40; Manuel Delgadillo, 30; Leonard Zealand, 30; Cynthia Ciaborn, 20; Charles Hungerford, 20; James Karros, 20; Margaret Stewart, 20; William Tift, 20; Phillip Tinsley, 20.

**8/8**—Conchita Corbino, 5; Frances Hussman, 5; James Mayer, 5; Sherrie McLain, 5; John McNulty, 5; Angela Nelson, 5; Terry Pollard, 5; Kenn Schutte, 5.

**8/9**—Kelly Lemmon, 15.

**8/10**—Irvin Black, 35; James Filipiak, 35; Edward Snawerdt, 35.

**8/11**—Doris McDonald, 40; Larry Tremayne, 40; David Buddenhagen, 30; David Gorden, 30; Vincent Seaman, 30.

**8/12**—Clifford Barrick, 30; Eugene



Nick Johnson

### EQUAL! slates educational meeting

Kathleen Dermody, co-president of EQUAL! at Lucent, and the Nebraska Chapter of EQUAL! together are hosting a presentation and group discussion on the strategic direction of EQUAL! and the benefits of creating a work environment where all Lucent employees feel safe.

The presentation is scheduled for Friday, Sept. 24, 1999, at noon in Room 127 of Building 20.

EQUAL! is a Lucent Technologies Employee Business Partner supporting gay, lesbian, bisexual and transgendered (GLBT) employees, their families and their colleagues.

Dedicated to creating a culture within Lucent in which all employees can contribute and grow, it is open to all Lucent employees who are interested in making the company a safer and more productive workplace. Membership information can be found at:

<http://equal.lucent.com>

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# A class apart

*Some of the state's top leaders, including Nebraska Governor Mike Johanns, get a look at ETOP's unique on-site training at the Omaha Works.*

Seize the moment. That must have been the thought that crossed Jim Pabian's mind when Nebraska Gov. Mike Johanns asked him to tell him a little bit about where he worked and the labor union in which he was involved.

So Pabian did. Ultimately, it led to the governor and more than 40 other government, education and labor officials visiting the Omaha Works Aug. 20, 1999, to learn more about comprehensive on-site training opportunities unique to the state and the industry—our Enhanced Training Opportunities Program (ETOP) for represented employees.

Pabian, an officer on the IBEW 1974 Executive Board, is also vice-president on the Omaha Federation of Labor Board of Directors. He was with the latter group when it met with Gov. Johanns for dinner at the Governor's Mansion in late spring.

"Technology is changing our

business," Pabian said.

"I thought the governor should know we offer training that gives represented employees a chance to upgrade their employment qualifications so they can take advantage of future job opportunities."

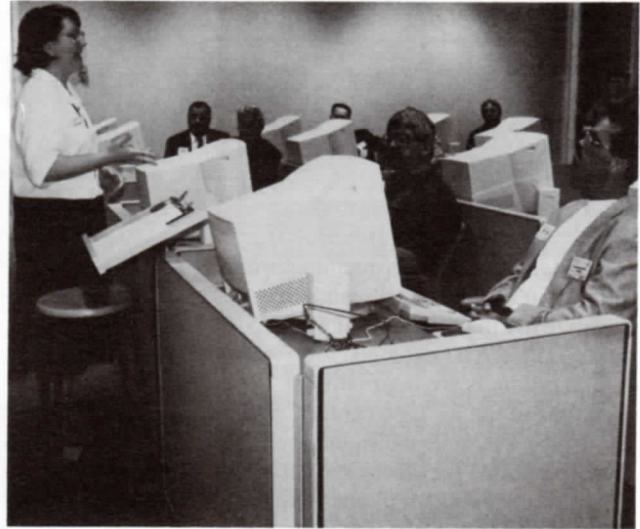
After dinner, Gov. Johanns met with Pabian to talk more about the ETOP program. "When he said he'd like to come out to see for himself, I told him it could be arranged."

At the labor group's next meeting, Pabian mentioned the governor's interest in a tour—an idea that was well received. Together with Terry Moore, president of the Omaha Federation of Labor, Pabian began working on a tour plan that included visits to several other training sites operated by the electricians, carpenters, and steam fitters' unions. The Omaha Works would be the last site visited, where the governor would be officially welcomed by Les Cole,

**AN OVERVIEW...**  
*Connectivity Solutions Vice-president Les Cole welcomes ETOP tour participants gathered in the Product Display Center. Seated in the front row, third from right, is Nebraska Gov. Mike Johanns. To his left is Terry Moore, president of the Omaha Federation of Labor.*



## HEADLINE FEATURE



*CLASSROOM TOUR...In left photo, Gov. Johanns asks tour guide Chuck Schultz (pictured at right) about the machine tool technology program during a tour of the training lab. Also pictured is Jim Pabian. In photo above, ETOP's computer instructor Kelli Burgin, who recently joined the ETOP staff, reviews with visitors to the computer skills classroom what the program has to offer its students.*

Photos by Linda Ryan

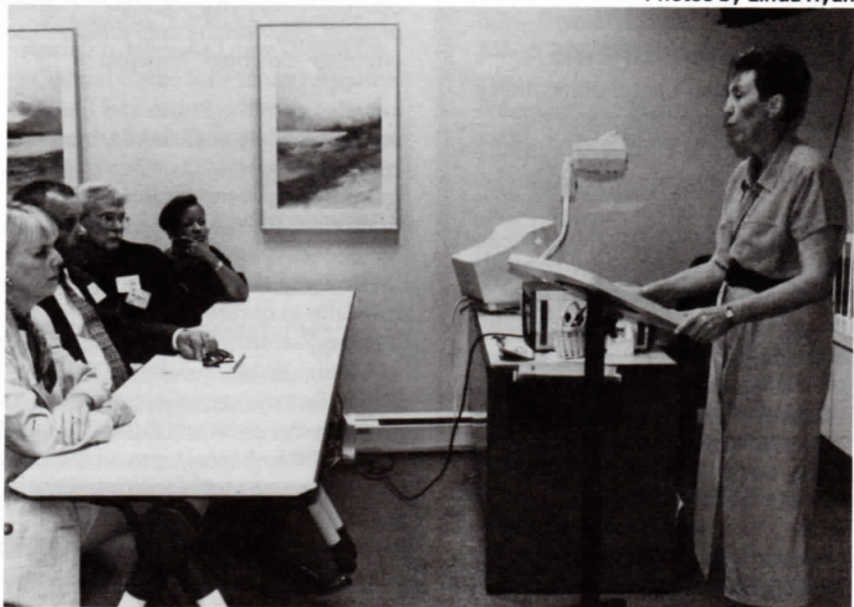
Connectivity Solutions vice-president

Invitations also were extended to other leaders in the community, including Omaha City Council members, Nebraska state senators, Douglas County commissioners, and various education, business and labor officials. In all, 43 guests participated in the tour.

"The governor indicated that he was very impressed with our training program—especially when he heard Les Cole say the cooperative spirit between union and management has made it work," Pabian said.

ETOP was created in 1986 as part of the Employment Security Package agreed upon by the IBEW (International Brotherhood of Electrical Workers) and AT&T, now Lucent Technologies.

The objective was to provide IBEW EM-3 Council-represented employees with education and training opportunities not covered by Lucent's Tuition Assistance Plan. Fields of study range from trades to computer to basic skills training. ■



*HONING IN ON THE BASICS...Academic workplace skills instructor Janet Dean gives an overview of course offerings designed to help employees sharpen basic math and language skills or even acquire a GED (General Equivalency Diploma). Her listeners include (front to back) Nebraska State Sen. Nancy Thompson; Bob Armstrong, former director of the Omaha Housing Authority (now retired); Tom Blankman, business manager for Sheet Metal Workers Local 3; and Douglas County Commissioner Carol Woods Harris.*

*Strengthening our international presence*

# Poland poised to make cabinets for Omaha

The Omaha Works' electronic cabinets business is growing dramatically. To handle the growth, Omaha has been working with Lucent's manufacturing facility in Bydgoszcz, Poland, to localize the manufacture of 52C V5 and 52D HRAIU cabinets.

The products are international versions of the 52-type cabinet, said Julie Nielson, manager of engineering and operations for electronic cabinets. The Omaha Works will continue to manufacture 52-types, primarily for the domestic market.

As is the case with most of the international markets in which we do business, "we need to localize manufacturing if we want to sell our products," she indicated.

Initially, the Bydgoszcz facility will provide cabinets to the Polish market, and eventually to the European, Middle East and Africa (EMEA) Region.

## Bigger share of EMEA

"We are confident that localizing these cabinets will increase our market share in EMEA" for these and other international cabinets, Nielson said.

There are a number of reasons why we can expect sales to increase, all pointing to better customer relations—starting with when the cabinets are ordered and installed, then providing ongoing service.

For example, it will be more convenient for customers to do business from a base in Poland because of the proximity of the factory to customers and the sales account team. There will be no language barrier to make communication difficult, nor will customers have to contend with a seven-hour time difference when inquiring about products.

Another benefit to localizing the cabinets in Poland will be having a team on site that has "in-depth

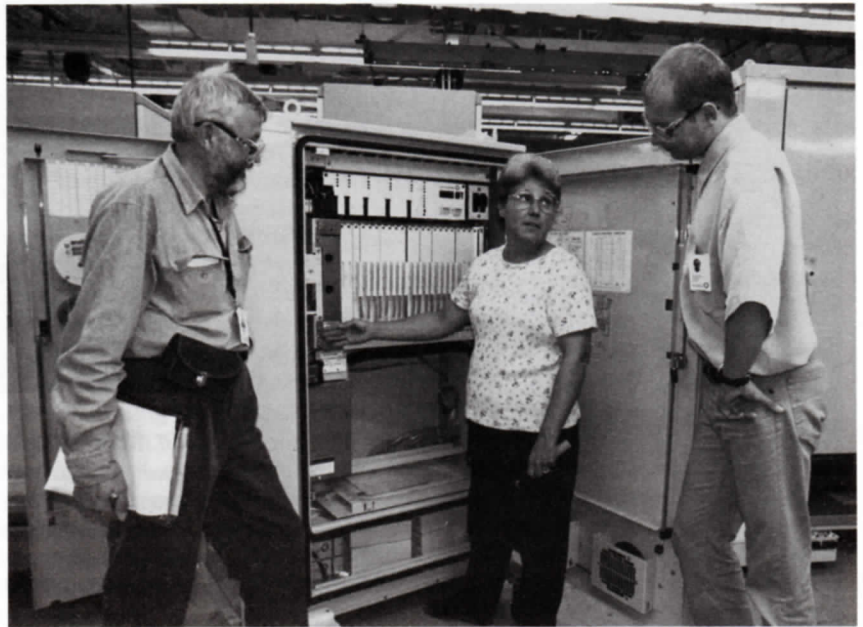


Photo by Linda Ryan

*THE FINER POINTS...Sharon Baumgard, who works in Omaha's electronic cabinets final assembly area, explains process checking procedures for a 52-type cabinet to two engineers visiting from the Bydgoszcz factory. At left is process engineering coordinator Czeslaw Dolega and at right is product engineer Slawomir Trawicki.*

knowledge of the Polish and EMEA markets," Nielson added. A major advantage, too, will be "being able to provide cabinets to customers in less time, since the shipping intervals will be reduced dramatically."

The Bydgoszcz location was chosen carefully to ensure that the quality of its manufacturing process measures up to Omaha Works standards. The Polish factory has a sheet metal shop with powder paint capabilities, as well as final assembly, equipment integration and system test facilities. Engineers and managers from the plant have been visiting the Works in recent months to learn firsthand about manufacturing the cabinets.

## Switches for OKC

The factory also currently makes SESS™ switches for Lucent's Oklahoma City Works, which are sold to the EMEA market.

The Bydgoszcz cabinet shop will be fully operational in January, 2000. Merle Seeman of Nielson's electronic cabinets organization has been overseeing implementation plans as project engineer for Omaha. ■

## To thank you...

Thank you to all who donated to Ernie Janousek's memorial.

It will be used to purchase a marble bench at Lincoln Memorial, with Ernie's picture inside.

Ernie will be missed greatly.

*The Janousek Family*

## NEWS IN BRIEF

(Continued from Page 3)

Nicholson, 30; Gregory Jardee, 25.

8/13—Steven Prerost, 40; Charles Gray, 35; Jonathon Bullock, 20; Sandra Petska, 20.

8/14—Dennis McCauley, 30; Mark Zimmerman, 30; Edward Powell, 15.

8/15—Sandra Barnes, 30; Earl Koziol, 20.

8/17—Larry Fisher, 40; Rebecca Waniska, 20.

8/18—Willard Brink III, 40; Logan Fontenelle, 40; Lynn Hapke, 30; Peggy Modlin, 30.

8/19—Patricia Patterson, 35; Cora Dennes, 30; Linda Miller, 25.

8/20—James Edmonson, 30; Susan Harriman, 30; Kristy Thompson, 20.

8/23—Bonnie Anderson, 25.

8/24—Lloyd Donahoo, 40; William Witte, 40; Mary Bennett, 30.

8/25—Helen Solomon, 35; Leslie Guest, 30; Phillip McCormick, 30; Dale Plambeck, 30; Frank Tesnohlidek Jr., 30.

8/26—James Stoltenberg, 40; Michael Brock, 30; Betty Ferris, 30; Elberta Tipler, 30.

8/27—Stephen Kush, 30; Carolyn Schrader, 30; Marvin Seitz, 30; Robert Wright, 15.

8/28—Jerome Murphy, 40; Eugene Bowman, 35; Michael Casper, 30; Joanna Swirzinski, 30; Carmen Fontenelle, 10.

8/30—Geneva Farris, 25; David Wieseler, 5.

8/31—Larry Henry, 40; Jerome

Kromer, 40; Stanley Szczepanski, 40; Bernard Kraska, 35; Patricia Hamilton, 30.

9/2—Sharon Allas, 30; Brenda Boger, 30; Earl Johnson, 30.

9/3—Stephen Merrill, 35; Andrew Allen, 30; David Clapham, 20; Margaret Haynes, 20.

9/5—Erika Vlasic, 20.

9/6—Donna Erickson, 30.

9/7—Betsy Church, 30; Gary Cook, 25.

9/8—Hubert Cappen, 40; Gary Hall, 40; Jack Perfect, 40; Everett Peterson, 35; Joseph Sopcich, 35; Julie Springer, 30; Mary Landall, 25.

9/9—Kenneth Paulison, 40.

9/10—Joseph Backes, 35; Patsy Wallinger, 30; Craig Wheeler, 30; Thomas Crosby, 15; Donald Roach, 15.

9/11—Jody Gorden, 30.

9/12—David Fiet, 20.

9/14—Daniel Hayden, 40; Richard Miller, 35; Thomas Welchert, 35; Sharon Gritt, 20.

9/15—Rodolfo Delgado, 25.

9/16—Allen Nelson, 35; Darlene Parks, 35.

9/17—Steven Griffith, 35; Ollie Thomas, 30; Christopher Simon, 20; Alfonso Cruz, 15; James Johnson, 15; Kurtis Lamb, 15; David Wiebelhaus, 15.

9/18—Earl Pollard, 40; Jeffrey Paulson, 10.

9/20—John Gulizia, 25; Annette Mehok, 20; Rex Ruth, 10.

9/21—Lloyd Loudon, 35; Richard Wheeler, 35.

9/22—Arleen Chavanu, 30; Virginia Burgett, 20; Kenneth Novak, 15.

9/23—Doris Preston, 30; Louis Scarlati, 30.

9/24—Sandra Widman, 20; Robert Agee, 15; Bryan Dring, 15; Chris Erbes, 15; Dwayne Hanel, 15; Troy Lanning, 15.

9/26—Barbara Sedlak, 30.

9/27—Helen Ott Brasch, 20.

9/28—Cassie English, 35; Richard Mapp, 35.

9/29—Theodore Frye, 35; Dale Kreck, 30; James Nixon, 30; Darlene Tesnohlidek, 30; David Brown, 25.

9/30—Ivan Cheers, 40; Larry Vandeman, 40; Annie Toney, 30.

It's a girl! It's a boy!  
It's a boy!  
And, it's a boy!



The quads have arrived! Nora, Connor, Sean and Patrick were born at Methodist Hospital on the morn of Sept. 11, 1999, to Bob and Dorothy Dennelly, weighing in at just 3 1/2 pounds each. Mom and babies are doing just fine, thank you (so's Dad, department manager for environmental health & safety). Congratulations to the Dennellys and the first set of quadruplets in Omaha Works history! (Watch for family photo in a future Headliner!)

### Now taking scholarship applications...

Applications are now being taken for the Year 2000 Academic Awards Program, a joint program of Lucent and the IBEW & CWA unions. Children of Lucent employees are eligible to apply if they are high school seniors with 3.25 grade point averages and are active in community service. A total of 70 scholarships will be awarded. Each is worth up to \$6,500 for one year of full-time undergraduate study and is renewable for up to three years.

Call 1-888-582-3684 to request an application form or visit the website <http://ion.hr.lucnet.com> (select Compensation/Benefit tab then choose Academic Awards tab).

Applications must be postmarked by Dec. 31, 1999



### In memoriam

**Charles Junge**, production specialist in IBU F2240, July 20, 1999.

**Donald Donovan**, senior production specialist in IBU F26FO, Aug. 31, 1999. ■



"There's a clown in every crowd."



Photos by Chris Kostszewa

"They call this a 'backscape.'"

## It's summer's **GRAND** finale

The clouds dispersed and the day of the annual Employee Picnic at Fun-Plex turned out to be one of summer's hot and sunny best. A crowd of some 3200 employees, retirees and family members turned out for good eats, swimming and a host of warm-weather activities Aug. 15, 1999. And, since no company picnic is complete without prizes and prize winners, here they are:

♦**\$25 gift certificates**—Virg Orso, Charles Horak, Gladys Miller (all retired), Jerry Stockwell, Pat Burton, Carol Adams, Sharon Versch, John Huladek, Gil Romero and Deb Rushlau.

♦**Horseshoe competition** (in order of placing)—Scott Wilson, Nick Sirian and Roger Betten, singles; Dwight Morris and Jeff Kowskie, Terry Hansen and Greg Brown, Roger Betten and Gene Simmons, doubles.

♦**Pioneers' drawing for telephones**—Tom Johnson, Charlie Trouba (both retired) and Geri Smith. ■



ABOVE... "I can make this putt if you all would just be QUIET!!"



LEFT... "We've been on this ride 14 times already and didn't get sick even once!"