

THE HEADLINER



Network Cable Systems, Omaha Works

February 1994

Change should give ETOP more for its money

A major change in the administration of the Enhanced Training Opportunities Program (ETOP) for represented employees, as it pertains to computer training centers, should result in more funds available to expand programs and provide more state-of-the-art equipment.

The change, effective Jan. 1, 1994, and patterned after a pilot Omaha Works ETOP Computer Training Center (ECTC), means that instructors now work directly for ETOP. They are no longer employed by contracted services to provide computer training.

With no "middle man" to pay,

ETOP has more to invest in computer training programs, said John Schwenck, a member of the Works' ETOP planning committee.

Omaha Works was pilot

Three years ago, the Works' training center began a pilot program in which instructors Sue LaFayette and Miriam Stochl reported directly to ETOP.

"They were able to get programs up and running much faster" than their counterparts who were part of contracted services, Schwenck said. Their success influenced the change that now applies to the seven other

ETOP computer training centers.

Essentially, the other centers will be "playing catchup" to match the hardware and software selection the Omaha Works already has or has on order.

Instructors LaFayette and Stochl said that new for 1994 at the Works are hand-held color scanners.

Students will learn to install and use the scanners in "Scanning Basics," a new course offering for spring.

They also said that new Pentium multi-media systems (with voice command and CD-ROM) have been ordered for the classroom. In 1992

(Continued on Page 5)

Photo by Linda Ryan

TRY THIS ON FOR SIZE..Instructor Sue LaFayette (right) of the ETOP Computer Training Center adjusts the strap of a watch for Rudy Delgado, who has taken a number of classes at the center in the past. The watch, a leather portfolio and a polo shirt like the one instructor Miriam Stochl holds are "gifts" employees can earn by completing a required number of classroom hours during 1994.



Thank you! You're welcome

One good turn deserves another. At least, that was the thinking behind a thank-you card that was sent to John Heindel by some central office connector (COC) and DSX shop employees who work on second and third shifts.

They were expressing their thanks to whoever was responsible for making jump-start service available in Buildings 30 and 50 parking lots one very cold night and early morning in January.

That was the day that subzero temperatures with 60-below windchills were predicted. At a regular management staff meeting, it was decided to provide free jump-start service so employees from second and third shifts would not be stranded if their cars wouldn't start.

Supervisors told employees that a truck would be making the rounds in the lots from 10 p.m. until 8 a.m. the next day. If employees had car trouble, they were to tell a guard at the TV gate, who would then radio the truck for service.

About eight employees needed help to start their cars, said Scott Mauch, who oversees the maintenance of

Works grounds. Most of them were from third shift.

"When we left at 2 a.m., it was bitter cold," said one of the card signers, Kathe Kolp. A second-shift COC worker, she said it was a welcome surprise to have the service available.

Co-worker Bill Sloup called it "an outstanding idea," especially helpful to those who may not have had jumper cables or who were unfamiliar with jump starting their own cars.

Sloup recalled the difficulty he had several years back finding commercial tow service late at night and waiting for help in his cold car. "Maybe nobody would have needed service this time, but it was nice to know someone was there ready to help."

"All of us were concerned about our cars starting," said Louise Broniecki. She and Kim Beccard circulated the thank-you card for employees to sign because, she said, "We always complain when things are done that we don't like, but we never say 'thank you' when they do something we really like."

Women of AT&T officers plan for year ahead

The new officers of the Omaha Works chapter of Women of AT&T have been meeting weekly to expedite the new group's organizing and planning for 1994.

Co-presidents Cynthia Jackson-Carter and Genelle Rohe said their efforts already have paid off in the form of a couple of "brown-bag lunch seminars" in the auditorium, open to any employee free to attend.

The first two seminars, one on benefits and working women and the other on child and elder care programs, were videotaped. Anyone may borrow the tapes.

The organization seeks to address and inform all Works employees about issues of concern to women, and to work toward providing greater opportunities for women in the



Cynthia
Jackson-Carter



Genelle Rohe

workplace.

The board of officers so far has set these priorities:

- Develop a library of information which would detail all documented requirements for various Works jobs.

- Set up a mentoring network for women that would provide information and guidance on job requirements and expectations.

- Offer "awareness seminars" (such as the brown-bag seminars) on a regular basis. Rohe said that officers welcome feedback about the seminars and suggestions for future programs.

- Participate in the National Mother/Daughter Career Day, this year slated for April 28.

- Conduct a membership drive and establish regular meeting dates.

The task of organizing the new group "is taxing," commented Rohe. "We all have full-time jobs and home responsibilities."

She and Jackson-Carter said that's one of the reasons why the Omaha chapter of the women's group chose to elect two members to each office, at least for now. By sharing duties, they hope to achieve goals much more quickly.

The other officers are: Sharon Foster and Connie Schmidt, vice-president; Joy Jones and Cathy Placek, treasurer; Nancy Griswold and Janet Call, secretary; Sharon Justsen and Sharon Brown, membership; Claudia Spencer and Cheryl Cincetti, publicity; Sharon Swingholm and Linda Enterline, newsletter; Judy Cook and Shelley Anderson, programs.

(Continued on next page)

THE HEADLINER

The Headliner is an internal publication of the Omaha Works, produced monthly by the public relations department. It is 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 Mar. 23, 1994. All news items should be in to the PR office by no later than 9 a.m. Monday, Mar. 7, 1994.

Shreveport PCP moves to Omaha

Copper Apparatus and Wire Vice-President John Heindel has announced that AT&T Network Cable System's premises connectivity products (PCP), currently being manufactured at the Shreveport Works, will be transferred to the Omaha Works.

Molding and toolroom operations associated with these products also will be transferred here.

Although all of the plans and schedules have not been finalized, the move is expected to be completed by the end of 1994, Heindel said.

"It is too early to estimate the impact of jobs created at the Omaha Works by this move," he stated. "Shreveport associates surplused because of this move who are willing to relocate will be considered for openings through the ATS Occupational Transfer System."

Display gives history lesson on Wild West

When you think of the Wild West, names like Wild Bill Hickok and Buffalo Bill come to mind.

So should names like Bill Pickett and Mary Fields. These African Americans and many others were among the first explorers and pioneers to venture into the Western Frontier.

Their stories are told on a display, sponsored by the Works Alliance chapter, that has been in the main cafeteria for the month of February in commemoration of National Black History Month.

Arranged by Nick Johnson with the help of Curtis Curry, the display shows how African Americans fled to the West to escape slavery. They formed ties with Native Americans and many of them started new communities, operating businesses and schools and holding office, Johnson said.

They also influenced the "cowboy culture" that grew out of the ruggedness of Western living. Mary Fields, for example, was--among her many jobs--a fearless stagecoach driver and letter carrier.

Bill Pickett was a cowhand who became a legend on the rodeo circuit. Assisted at times by then unknowns Will Rogers and Tom Mix, he's credited with inventing "bulldogging" (steer wrestling), performing in this country and abroad.

Stories of the Wild West have always had a special fascination



Bill Pickett

about them, Johnson said, which is why "Once Upon a Time in the Black West" was chosen as the theme for this year's display.

Tour, speakers part of E-Week festivities

February also is traditionally the month in which National Engineers Week is celebrated.

Scheduled events for the Works' observance of the occasion included a tour for local high school students who are interested in engineering careers and these speakers at Technology Forum gatherings:

Feb. 18--Wyck Seelig, vice-president, AT&T Global Manufacturing Planning: "AT&T's strategy for global manufacturing."

Feb. 22--Dr. Lee Simmons, director of the Omaha Henry Doorly Zoo: "Design and construction of the Lied Jungle and new aquarium."

Feb. 23--Brent Coy, director, Network Apparatus Laboratory, AT&T Bell Laboratories: "Information superhighway."

February retirements

A number of Works employees have joined the ranks of the retired. In addition to those pictured, February retirees include:

Nancy Beasley, 19 years
Harold Gulbranson, 24 years
Joyce Gulbranson, 25 years
Paul McVicker, 25 years
Elijah Pierce, 27 years
Ivo Rauterkus, 35 years
Earl Stoakes, 20 years



Arthur Claussen
33 years



Bill Huetson
37 years



Glenn Hazard
37 years



Annie Grant
29 years



Thomas Kramar
35 years

February service anniversaries

The following employees are celebrating milestone service anniversaries during February. The

(Continued on next page)

NEWS IN BRIEF

(Continued from previous page)
anniversary date is listed first, with
service years after the name.

2/2 Linda Huenniger, 10
2/3 Paul McVicker, 25
2/3 Karen Moser, 35
2/3 Dennis Stenzel, 25
2/3 Mona Johnson, 25
2/3 Steve Miller, 25
2/3 Eldon Moser, 25
2/4 Joseph From, 10
2/6 Linda Enterline, 10
2/6 Gerald Lohmeier, 25
2/7 Carol Fuksa, 25
2/10 Frank Conley, 25
2/10 Patricia Scott, 15
2/11 Catherine McCants, 25
2/11 Joseph Castro, 25
2/11 Henry Maass Jr., 35
2/11 Daryl Reitmajer, 35
2/12 Michael Miller, 35
2/13 Paul Perez, 10
2/13 Thomas Kusek, 25
2/16 Kenneth Fuss, 35
2/16 Robert Wollenburg, 35
2/16 Raymond Sempek, 35
2/16 Anniece Farrell, 15
2/17 Ruby Stiers, 25
2/17 Roger Escritt, 25
2/17 Eugene Biglow, 30
2/18 Mary Pinkerton, 30

2/20 John Kaszuba, 35
2/20 Terry Kamino, 10
2/22 Alberta Brown, 25
2/23 Cynthia Jackson-Carter, 10
2/24 Charity Smith, 30
2/24 Ralph Brewer, 35
2/24 Cliff Mindrup, 25
2/25 Joyce Gulbranson, 25
2/25 James Nick, 25
2/27 Lawrence Grimit, 10
2/28 Cheryl Brown, 10

SYSTIMAX® goes to the Olympics

AT&T's SYSTIMAX® Structured Cabling System (SCS) building wiring system was used to connect athletes and officials to state-of-the-art technology in the Lillehammer Olympic Village.

From up-to-the-minute details on events to information about accommodations, SYSTIMAX SCS is the backbone of a network that serves 4,000 athletes, coaches and managers, 6,500 officials and volunteers, and 7,000 reporters.

TBK, an AT&T Network Systems International (NSI) value-added reseller, was awarded the network design and installation job by the

Lillehammer Olympic Organizing Committee.

AT&T also has been supporting CBS network's television coverage of the Olympics, bringing coverage from Lillehammer straight into the U.S. network.

Workplace of the Future survey reviewed

Did you get your copy of the Workplace of the Future (WPOF) survey results?

A report on survey feedback was distributed to all employees in late January, listing employees' consensus views and concerns about WPOF, which was unveiled in November all-employee meetings.

The WPOF Council reported receiving surveys from 63 percent of the employees who attended the introductory meetings. In general, feedback was positive.

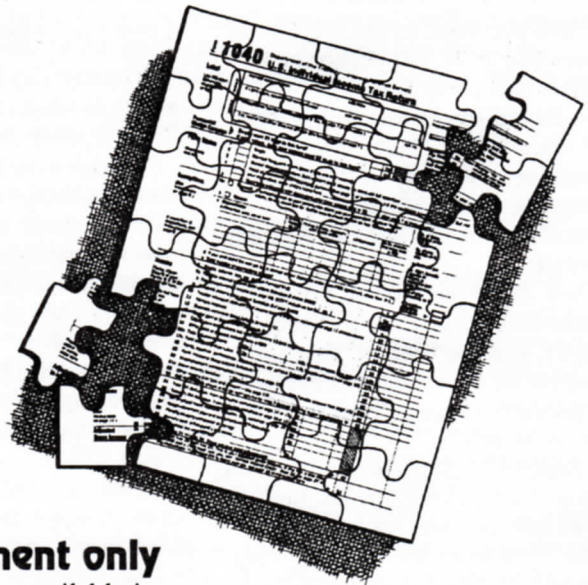
During February, the council has been planning what steps to take next to get WPOF up and rolling, and has promised an update on its progress sometime in March. ■

Puzzled over taxes?

You can get **FREE** help with your federal and state taxes through the IRS Volunteer Income Tax Assistance (VITA) program right here at the Omaha Works now through April 14, 1994. The program, offered with the assistance of the Cornhusker Pioneers, provides help with basic tax matters during **off-shift** hours: 8-10 a.m. (3rd shift); 2-4 p.m. (2nd); 4-6 p.m. (1st).

Help by appointment only

For appointment, fill out form available in the Pioneer office and return to the Pioneers.



ETOP change continued from Page 1

and 1993, new computers and desk jet printers were installed.

With the change in place, both instructors expect to have greater opportunity and flexibility to make improvements in ETOP. They recently attended the first conference to be held for ETOP instructors where "a lot of brainstorming went on to make (the computer training centers) more visible and accessible by represented employees," LaFayette said.

Taking a marketing approach, one thing ETOP training centers will be doing is offering gifts that employees can earn by successfully completing computer courses.

During calendar year 1994, a student who completes 40 hours of computer classes (two sessions) will

earn a polo shirt complete with ETOP logo. With 60 hours (three sessions), a student gets a leather portfolio; 75 hours (four sessions), a quartz watch.

Other rewards such as key chains and coffee mugs will be given "when someone signs up a friend for class or has perfect attendance at class," Stochl said.

The items are fun to earn, LaFayette pointed out, but they also serve to advertise ETOP to other represented employees who are not participating in the program.

"In this way we can remind employees that IBEW and AT&T dollars have been dedicated to these training programs, and we encourage them to take advantage of what's available," she added. ■

At your service

Miriam Stochl and Sue LaFayette are certified Microsoft® solution providers.

They are certified to answer represented employees' questions about Microsoft products, including information about upgrades.

They also have a direct line to Microsoft technicians and manuals so they can provide trouble-shooting assistance when needed.

For help, call them in the ETOP Computer Training Center on 691-3584. They may be teaching a class, so be sure to leave a message and your call will be returned.

Think



The ETOP Computer Training Center's Spring 1994 class schedule is out, and features 3 new programs! Sign up and you'll use new hardware. Plus, if you qualify, you could receive one or more gifts—keychains, mugs, shirts, portfolios or watches! Classes are open to represented employees only. **Signup deadline: Fri., March 1 at 5 p.m.**

Beginner's Awareness with Windows 3.1: Computer basics and Windows 3.1 how-to.

New! AutoCAD LT for Windows: Electronic drafting program in Windows, from electronic drawing basics to 3D. Must be familiar with Windows.

New! Microsoft Word 6.0 for Windows: Learn to create professional-looking letters, reports, graphics and more! Must be familiar with Windows.

New! Scanning Basics: Install scanner hardware and software, then learn how to scan and print the results.

ETOP class schedule

March 28 - June 10
Once a week, 10 weeks
2 hrs. each, off shift
Class times each day:
8:30-10:30 a.m.
1-3 p.m.
4:15-6:15 p.m.

Signup forms at ETOP Center or register by calling Ext. 3584

Mondays
Beginner's Awareness with Windows 3.1

Tuesdays
AutoCAD LT for Windows

Wednesdays
Microsoft Word 6.0 for Windows

Thursdays
Scanning Basics

AT&T results for 1993 mirror Omaha Works' fine performance

John Heindel held a meeting in the auditorium with employees late in January 1994. The following is a summary of his remarks and questions and answers that followed.

. . .

Opening remarks

AT&T 1993 results

I last reported about the great results the Omaha Works had for 1993.

Just as the Omaha Works ended 1993 with fabulous results, the company as a whole reported very good earnings for the year.

AT&T's revenues for 1993 amounted to \$67 billion, compared to \$64.9 billion in 1992. Net income (earnings) for 1993 amounted to \$4.3 billion, compared to \$3.8 billion the previous year.

As for earnings per share, AT&T earned \$3.15 for every share of stock in the marketplace. The good, healthy earnings growth is good news, and it's just what the market expected us to earn.

Network Systems, with an 8 percent increase in revenues for 1993, was AT&T's star performer. Contributing to the 8 percent revenue growth was a 17 percent increase in Network Systems international revenues.

The figures show that we're gaining back some of the market share we lost over the past 10 years.

Miscellaneous

Workplace of the Future. Survey feedback on Workplace of the Future (WPOF) indicates that employees overall are supportive of the concept. The feedback made it clear that employees see WPOF as a means of maintaining our competitiveness.

The message was just as clear from employees, how-

ever, that management must deliver on "walking the talk" before employees will totally embrace it.

I can appreciate employee apprehension over this being another "program of the month." The challenge for all of us is to introduce these fundamental changes into our everyday processes. There's much work and many challenges ahead of us, and I'm anxious to move forward on what I consider to be one of our most important activities for 1994.

Inventory. While we had fabulous results for 1993, our inventory is still higher than we would like. It costs money to have inventory sitting around the world.

We have initiated plans to ship more products directly to the customer as opposed to warehousing and staging.

This will help to reduce our cost of carrying inventory in the pipeline. Customers like the idea of getting products directly from the factory, too, instead of an interim holding area.

Q's and A's

Q. *How do you feel about legislation that would let the RBOCs get into long distance and manufacturing?*

A. It's clear to us that the government is going to deregulate the marketplace.

As for letting the RBOCs into long distance, we would be agreeable *only if* the local markets are opened to competition. We think there should be a fair playing field.

The way it works now, AT&T has to pay access charges to the RBOCs to complete long-distance calls, charges that we think are significantly more than the actual costs. We think these charges should be market priced.

(Editor's note: A recently released report that AT&T helped sponsor shows that a decade after the breakup of the old Bell System, the RBOCs still have local monopolies, handling more than 95 percent of the telephone calls in the United States.

The report indicates that few rivals have made inroads on the RBOCs' turf. Those that have tried have combined revenues of less than 1 percent of the RBOCs' take. According to the report, the seven RBOCs generate about \$26 billion a year in access fees for connecting customers to long-distance calls, for a 99.2 percent share of the market.

The RBOCs view cable systems as threats to their business, but the report states that even if cable systems

(Continued on next page)

AT&T 1993 results

(\$Billions)

	1992	1993
Revenue	64.90	67.20
Net income	3.80	4.30
EPS	2.86	3.15
<i>(Earnings per share)</i>		

Ten years from now the communications landscape won't look anything like it does now.

began to sell local telephone services, "fully 99 percent of all calls" would have to go over the RBOC network.)

As for the RBOCS getting into manufacturing, I personally don't expect that to happen. If it were to happen, I'd be concerned about the RBOCs forming alliances with overseas manufacturers and the repercussions that might have on U.S. manufacturers.

From a positive perspective, however, we are working on establishing solid relationships--partnerships, I should say--with our customers, the RBOCs. Whether or not they do get into manufacturing, I think we're taking the right course in developing these strategic links.

One thing is sure: Ten years from now the communications landscape won't look anything like it does now. We surely won't have seven RBOCs, three or four long-distance companies and X-number of cable companies. Whoever has the best technology, the best price and is quickest to meet the market's needs will survive. AT&T fully intends to be not just a survivor, but the leader.

Q. You have mentioned that there are surpluses at other

plants. Does that mean any of those plants will be closing?

A. I am unaware of any discussion regarding plant closings.

Closing a plant isn't good for share owners, it isn't good for AT&T, it isn't good for its employees, and it isn't good for local economies. It is done only as a last resort. We think it is important to keep our business healthy and factories operating.

Q. Can you tell us more about the transfer of product to the Works from Shreveport? How many jobs will that mean?

A. You're talking about the recent announcement to move premises connectivity products (PCP) and their associated molding and toolroom operations from Shreveport to Omaha (see item in NEWSBRIEFS on Page 3). We're not sure yet what the numbers involved will be.

PCP is used in our SYSTIMAX® Structured Cabling Systems (SCS) products, and includes molding in its manufacturing process.

We currently have a project team consisting of members from Shreveport, the PCP Product Line Management (PLM) in Atlanta, and our own people who are charged with looking at all aspects of the transfer to recommend what makes the best sense to AT&T and its customers. All transfer activity will have our customers as a primary focus.

As decisions are made, I will keep you informed. The move is not expected to be completed until the end of the year.■

What should we talk about?

John Heindel wants to know what topics you would like addressed at his meetings in the auditorium with employees.

Meetings generally are held twice a month on different shifts. Meeting discussions are then summarized in The Headliner. Please jot down your suggestions for topics. You're also welcome to state your views on John's meetings with employees in general.

At his meetings with employees, I'd like John to talk about:

**Return via company mail to:
Feedback
Attn: Flo Helme**

Never underestimate the power of solvents

(If your name appears somewhere in this article, call Ext. 3583 or Ext. 3415 to claim a \$40 gift certificate to one of six popular local restaurants. The names of two employees are featured.)

Even if you've worked with degreasers and other solvents for a long time, you might not be aware of how hazardous they can be when you don't handle them properly.

Solvents are substances, usually liquid, that dissolve other substances. Some familiar uses include degreasing, spray painting, dry cleaning and paint softening.

Solvents can be toxic (poisonous) to the human body, and can burn, catch fire or cause explosions. They can be especially dangerous because often they have no color or long-lasting smell.

Most solvents evaporate quickly and are called "volatile." With volatile solvents, there is the hazard that you can breathe in their vapors.

If a spark, flame or static electricity is present, many solvents can explode. Their upper and lower explosive limits, which tell you when an explosion is possible, are listed on

their Material Safety Data Sheets (MSDSs).

Know flash points

Some solvents have a "flash point" or catch fire at under 100 degrees Fahrenheit. They are called "flammable," and are hazardous because their flash point may be below normal room temperature. Solvents with a flash point above 100 degrees are called "combustible."

You can irritate or damage skin, eyes, lungs and other organs if you absorb too much of a toxic solvent. Permissible exposure limits (PELs) for many solvents have been set by the Occupational Safety and Health Administration (OSHA) and are listed on the Thomas Diblasi MSDSs.

If a solvent splashes in your eyes, acute (short-term) symptoms can include burning, watering, irritation and redness. Overexposure to solvent vapors or mists eventually can cause chronic (long-term) symptoms like blurred vision, constant irritation or permanent vision damage.

If you suddenly breathe in or swallow a solvent, acute symptoms can include headache, nausea,

We hear you!

The following is an update on safety issues that the Works Union/Management Safety Committee has addressed and resolved, thanks to your concern:

- ✓Lighting has been installed in the Bldg. 20 west office parking lot.
- ✓Control lock box was installed on degreaser in Bldg. 30, 14B.
- ✓New straps and electrical cords were put on hoists, Bldg. 30, 11E.
- ✓Broken floor tiles replaced, Bldg. 20, LL.
- ✓All safety mirrors and cabinets were cleaned.
- ✓Bungs in all flammable storage were replaced.

vomiting, sore throat, dizziness, fatigue, giddiness, rapid or irregular heartbeat, and difficulty breathing.

Over time, when inhaled some solvents can cause liver, kidney or nervous system damage, unconsciousness or death.

Once is enough

One-time exposure, like splashing a solvent on your skin, can cause dry, scaly skin, rashes, burning or irritation. If a solvent enters your bloodstream through the skin, you can experience acute symptoms like those Lyle Marshall listed for breathing and swallowing.

Long-term overexposure to solvents can cause contact dermatitis, a chronic skin condition which may include blistering, redness and discomfort.

Your best protection is your common sense. Take the time to do the job right and think through all new procedures carefully.

Follow the Works' Hazard Communication program, use good personal hygiene and always use the appropriate personal protective equipment recommended. ■

Every drop counts!

Buy a membership and help the Henry Doorly Zoo build a spectacular new world-class sea exhibit scheduled to open in 1995!

JUST
ADD
WATER



Join Omaha's Henry Doorly Zoo

A family membership costs just \$45, but hurry! The price goes up to \$55 on April 1.

If you're interested but haven't been contacted yet by a membership rep in your area, call Linda Young, Ext. 3152.