

The **HEADLINER**



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

June 27, 1992



Photo by Linda Ryan

▶ What's the Fourth of July all about?
It's about people. See Pages 6
and 7. Cover photo IDs, Page 5.

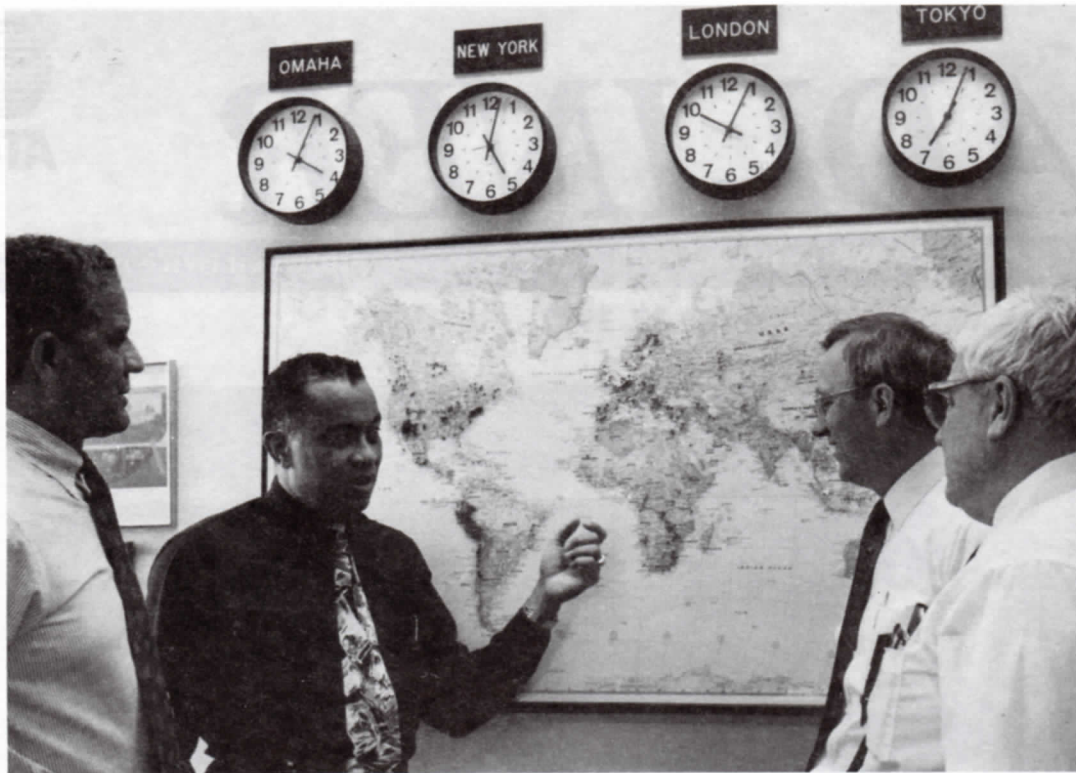


Photo by Linda Ryan

WHERE IN THE WORLD...Herb Rhodes (second from left) conducts regular briefings during the day with his staff on the status of world events and how they affect the metals market. Members of his staff are (from left) Ed Shobe, Tom Vierk and Dick Maxwell.

Meet the traders on L Street

By Linda Ryan

They're as close as you're going to get to the financial gurus of Wall Street without so much as buying a plane ticket.

"They" are Herb Rhodes and his staff of three—Tom Vierk, Ed Shobe and Dick Maxwell—who, with Rhodes as manager, comprise the resident organization, AT&T Network Systems Commercial Metals Services.

That's their official organizational title. Putting it in the vernacular, however, one might have a better understanding of their job assignment if they were known as "corporate hedgers" for AT&T's Network Cable Systems.

"Hedging," for those of you inclined to apply the wrong definition to the term, refers to "buying or selling of commodity futures as a protection against loss due to price fluctuations."

In this case, Rhodes and his people buy and sell metals futures contracts on COMEX in New York, as well as on several other

world futures markets, to protect against losses the Works might incur due to price increases on metals we purchase to make our products. "We're offsetting a commodity risk in a parallel market," he said.

Rhodes gave an example of how hedging works: Suppose a contractor agrees to build a house for \$150,000, basing the bid on current lumber prices that figure at \$15,000 of the total. But the lumber isn't needed until August when, let's say, the price goes up to \$20,000.

The contractor is committed to the bid price and stands to lose \$5,000 of profit due to an increase in the cost of materials. However, Rhodes explained, the contractor could buy a lumber contract on the futures market now. Should lumber prices go up in August, the contractor can sell the lumber contract at a profit and offset the increased cost of lumber purchased for building.

Now, substitute metals as the product being bought and sold in this scenario and you have an idea of how Rhodes's organization operates. And quite successfully, we should add, especially in the handling of copper.

Hedging has successfully "reduced the price of copper purchased by Network Cable Systems by about one cent per pound," Rhodes said, since his organization first started to function in mid-1989. The exact savings in dollars is proprietary information, he noted, but one cent per pound adds up to a substantial sum, given the large quantities of copper used in NCS manufacturing. Hedging activity also encompasses aluminum, gold, palladium, platinum and tin purchases on the futures market.

Prior to 1989, the company managed its metals costs in part through reclamation efforts out of AT&T's Nassau Metals Corp.

(Continued on Page 3)

Traders continued

facilities in Gaston, S.C., and Staten Island, N.Y. Before it was sold in 1989, the Gaston plant supplied copper rod to AT&T manufacturing plants, recycling old copper wire that had been reclaimed from within AT&T's telephone network itself. Hedging activity also was based primarily at the Gaston facility.

Moved to Omaha

With the sale of the Gaston plant (the Staten Island facility continues to recycle metals other than copper), all hedging activity and the responsibility of supplying copper rod for manufacturing eventually were headquartered at the Omaha Works.

Ever since, the workday schedules of Rhodes and his staff have never been the same. Rhodes's crew agrees that theirs is both a highly exciting but stressful operation, "probably as close to what you would see on Wall Street," said Tom Vierk, trading and administrative manager.

A typical day at the office starts at 6:30 a.m., when trading desk supervisor Ed Shobe begins reviewing wire service news on the status of metals all over the world. "I look for international events that could impact especially on the price of copper," he said.

What sort of events? Last year's Gulf War. Mine closings or strikes. Border disputes. Transportation problems such as the effect of bad weather on shipping lanes. Changes in the infrastructures of countries where metals are mined—Zambia, Zaire, South Africa, Chile, Peru, and even the United States.

Metals for food

Events leading to the demise of the mineral-rich Soviet Union were watched very closely. "They needed food more than metal," Rhodes said, "and there were tremendous quantities of metals being sold for currency to buy food." Consequently, precious and base metal prices were driven down.

Vierk, meanwhile, concen-

trates on financial aspects—making technical analyses and establishing trade parameters that are based on market trends. Since Rhodes's organization trades with several major markets around the globe, the accuracy of data used in decision-making is important. Vierk gets support from Dick Maxwell, who maintains accuracy as a bookkeeper for the organization's voluminous data.

Still at his home, Rhodes has been on the phone since 6 a.m. with New York, checking on metal prices for the new day in Europe. He also gathers the latest information on international news affecting metal prices, alternately touching base by phone with his staff already at the office. Rhodes, Vierk and Shobe also have pagers to maintain 24-hour contact among themselves.

Commodities training

Not surprisingly, "we have a long training curve on this job," Rhodes mentioned. Last year each member of the trading staff took 40 hours of training at a commodities educational institute school. The week-long course "increased our knowledge of the technicals, rules and regulations of the commodity futures markets."

In addition, each member of the trading team attended at least one trade activity—such as the

American Copper Council quarterly meeting in St. Louis—"to take advantage of educational seminars offered and develop networking within the metals community," Rhodes said.

One thing the Commercial Metal Services staff has learned quite well is that their jobs are not exactly conducive to time away from work. Scheduling vacations can be difficult, Rhodes admitted. In fact, last year when Rhodes was recuperating from back surgery, equipment duplicating what he had at the office was installed in his home so that he could continue to work.

Demanding work, yes, but you get the impression when talking with Rhodes and his people that the intrigue that's so much a part of their unique operation only motivates them to become more absorbed in their work.

Certainly they make hard business decisions that affect NCS's bottom line. But, Rhodes noted, "there's a tremendous amount of psychic awareness" involved on the job—being able to size up how world events will influence the metals market.

"We're literally trading against the world," he said. "We truly embody the behavior of a world-class business."

Rhodes on Copper Council

Herb Rhodes, manager of AT&T Network Systems Commercial Metal Services, has been appointed to a two-year term on the board of directors of the American Copper Council.

The council is a national organization dedicated to providing education and training to personnel in various areas of the copper industry. Those areas include wire mills (under which the Omaha Works would be classified), mines, refineries, brass mills, tube mills and scrap dealers, as well as large consum-

ers of copper (such as General Motors).

Education and training focuses on purchasing, transportation, sales and merchandising of copper products, and also on corporate hedging practices (see related article).

The council's work is important, Rhodes said, because "education is needed to establish business relationships among the various areas of the copper industry. If you can understand your customers and your competitors, you can do a better job."

3 at Works appointed to MTS

Appointments to MTS have been announced for three Omaha Works engineers, effective June 15, 1992.

Tom Freis of Dept. 233, David Tso of Dept. 23D and Steve Zerbs of Dept. 25B have been appointed from MTS1 (member, technical staff—Level 1) to MTS.

Freis oversees engineering for the splicing tool assembly area, which includes 890 and 945 tools for splicing 700 connectors, and the 788 tool used for splicing 110 connectors.

Tso works in product development support and is responsible for Manufacturing Excellence projects and Just-in-Time manufacturing systems. He also supports information systems.

Zerbs is assigned to the Manufacturing Excellence department of electronic wire and cable (EW&C). He serves as a cycle time reduction consultant for EW&C and is responsible for long-range capacity and facilities planning. Zerbs also provides benchmarking consultation.



Tom Freis



David Tso



Steve Zerbs

FRAME OF MIND...Helen and Bob Bevers's camera-eye view of the world around them earned them first- and second-place spots in the WEOMA Camera Club photo contest.

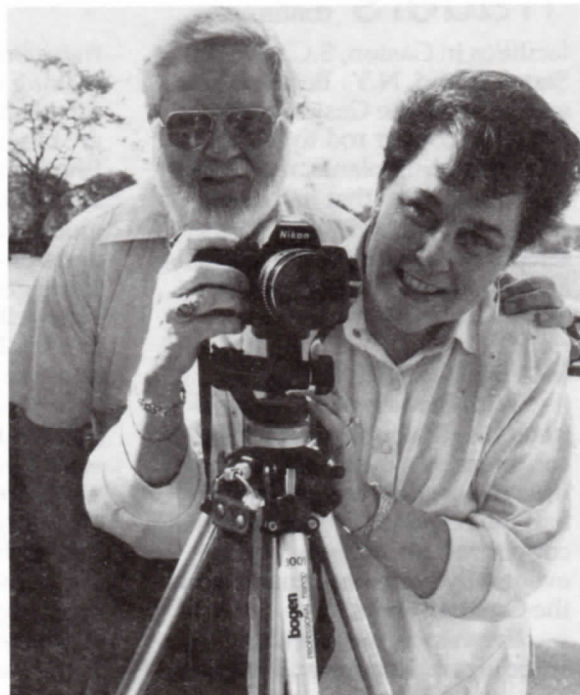


Photo by Linda Ryan

WEOMA photo contest a 'snap' for couple

Sibling rivalry we've heard of, but spousal rivalry?

The first- and second-place winners in the WEOMA Camera Club Four Seasons Photo Contest were none other than Helen Bevers and her husband, Bob, respectively. Bob is a member of the technical staff in Dept. 253. A spring blossom scene won third place for retired employee Arnold Johnson.

Although the Beverses were competitors in the photo contest, they're partners when they're out shooting photos—oftentimes during vacation trips they take. Transferred to Omaha from Atlanta not long ago, the couple said that when they retire they hope to do freelance photography "so we can maybe finance the trips we take," Bob mentioned.

Helen's first-place color photo was a wintertime rural scene that she shot just west of Omaha. While she likes landscape photography, "lately I've gotten into people," she said. She serves as

an apprentice with a local portrait photographer.

Bob shot his winning photo, an autumn scene, in the mountain region of southern Wyoming.

Both Helen and Bob take photography classes at Metropolitan Community College, no doubt preparing themselves for the freelance lifestyle of their dreams.

The HEADLINER

The HEADLINER is published twice monthly on alternate Wednesdays by the Omaha Works public relations department, and is printed in-house by the Works Print Shop.

Your comments and story ideas are welcome. Please submit either to the following members of the PR staff:

Linda Enterline Ext. 3714
Linda Ryan Ext. 3795

WCM: Flexibility for C.O.s

"There is no flash-cut to the future, so telephone companies must find ways to evolve their wire centers for new technologies," said Brent Coy of AT&T Bell Laboratories.

As director of the Labs' network apparatus laboratory, Coy was referring to AT&T's new cabling distribution system for the central office, Wire Center Modernization (WCM).

WCM is an integrated mix of AT&T products and services from AT&T Network Cable Systems and AT&T Network Systems Services. It focuses on the central office cable distribution infrastructure.

"Telephone company central offices were designed for large electro-mechanical switches and extensive copper cables housed in extra-tall distribution frames,"

Coy explained. "While the technologies in the C.O. have changed, the basic infrastructure hasn't."

Coy said that's a problem for telephone company engineers and planners who are looking to integrate Synchronous Optical Network (SONET) terminals and digital cross-connect systems.

AT&T's Wire Center Modernization consists of turnkey solutions customized to the precise needs of each wire center. WCM solutions can reduce electromagnetic interference and provide improved bandwidth and greater reliability. The system also can protect revenues and enable a telephone company to build on its embedded base.

WCM is an open architecture that provides flexible cable systems in a multi-vendor envi-

ronment. It offers numerous configurations that give the customer flexibility in choosing where to begin.

These offerings include fiber, digital and voice frequency distribution networks, power system distribution networks, maintenance communication networks, equipment frame and cable management, facility protection and records systems.

"Sometimes a telephone company's move toward WCM will be triggered by a specific event, such as a large-scale fiber deployment," Coy said. "In other situations, WCM could begin an orderly transition to the future."

AT&T's total approach in meeting the needs of central office modernization includes network planning and consultation, site surveys and application engineering, detailed engineering specifications, installation services and full product and service warranties.

Lotto Bull player

Nick wins \$450 jackpot

Lotto Bull winner Jerry Nick is looking forward to using his prize money to fly in his two grandchildren from Michigan for a visit this summer. Nick, of IBU 226, was Lotto Bull's first-week winner in June, winning a total of \$450.

When asked, "What are solvents?" he correctly replied, "chemicals that dissolve other

substances," to win \$300. He won another \$150 when he answered a bonus question based on a departmental safety film.

Nick said he recalls thinking to himself that "I ought to take a look at the fact sheet because someone (to quiz him) might come by. I really didn't expect to be asked anything, though."

Now he's glad he did. Nick said that, aside from the chance to win some money, reading the Lotto Bull fact sheet that comes out monthly can be quite helpful.

"They're kind of reminders—like the one on solvents—of what you should or shouldn't do on the job" to maintain safe operations, he explained.

It's just too bad, he quipped, that he didn't get asked his questions about a week earlier "when all of those air fares were so low."

When the Headliner went to press, there was no Lotto Bull winner to claim the prize money for the second week of June.



Photo by Jan Goodhard

JERRY NICK...Contest winnings will pay for grandchildren's air fare.

On the cover

You know what happens when you put eight people together for a photo in an unlikely spot (the narrow aisleway that stretches between materials management office modules in Building 20)? A lot of giggling and smart-alecky commentary, that's what. But you also capture the good-naturedness of some pretty decent folks like these: (front row, left to right) Derrick Williams from drafting; Barb Getzschman of personnel/benefits; Carolyn Hodges from payroll; Chuck Sipe of manufacturing systems; (second row, left) Linda Vlcek of the Employee Resource Center; Vern Krysl from customer service; Jim Krambeck of purchasing; and (top) Sharon Christiansen of production control. For more photos of the kinds of people who make up our country turn to Pages 6 and 7.

Faces of freedom

What does it mean to be free?

Interpretations are as varied as the people who make up our country. To be free means being able to make choices, says one. To form one's own unique character. It means being safe to take a stand that's unpopular, says another. Free to be different without fear...



Thelma Cronin, copper apparatus engineering

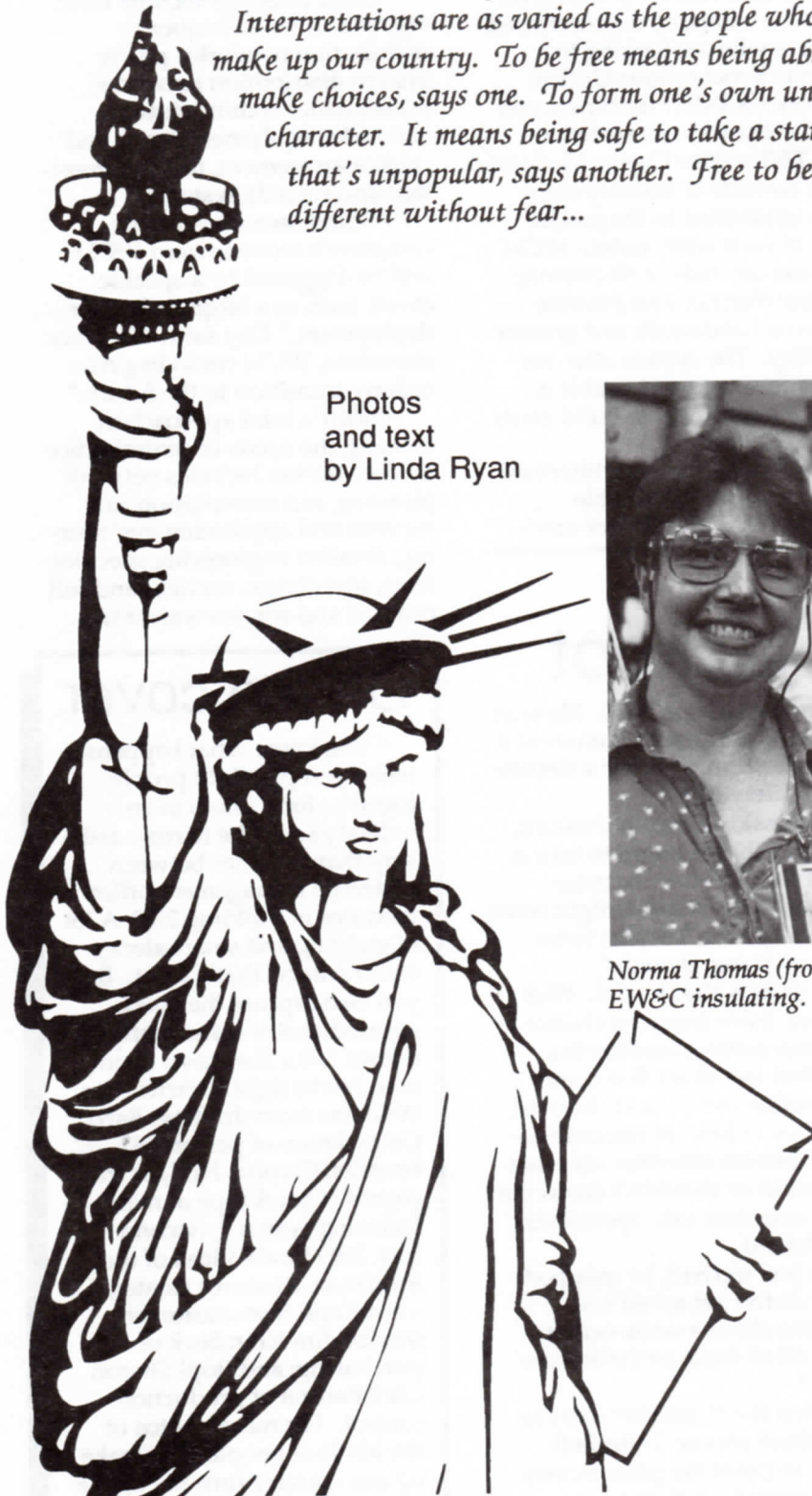
Photos
and text
by Linda Ryan



Norma Thomas (from left), Marc Kennedy and Richard Townsend of EW&C insulating.



Angie Armendariz, molding/shipping



Faces of freedom continued

...Because when we're free to be different, we are free to learn from one another's talents and experiences. Free to grow and compare. Free to appreciate the diversity of our nation.

For in diversity lies our strength.



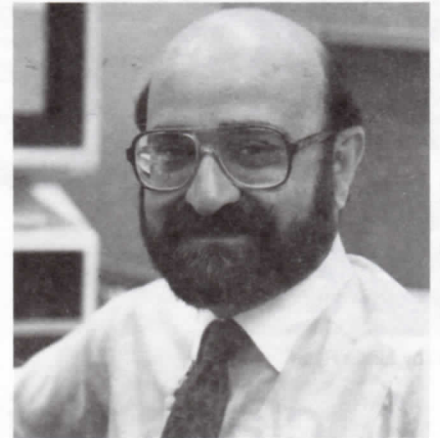
Hi Soon Miller, factory cable



Bill Kirtley, material planning



Ramiro Delgado, EW&C insulating



Jahan Zeb, quality engineering



Terence Anderson (from left), Bonnie Parker, Nancy Rose and Steve Ferguson of central office connectors

Educators, industry touch base

The advanced technology that has changed in one way or another the way we each do our jobs here at the Omaha Works has changed the curriculum for junior and senior high school students as well.

From these students will come the industry workers of tomorrow, so their studies had better prepare them for the future.

That's the concern of Grant Magnuson, a teacher at Boys Town High School, and of 16 other educators who toured the Works earlier this month. Their visit was arranged in conjunction with a

Wayne (Neb.) State College extended campus course taught in the metro area by Magnuson, who also is an adjunct professor at the college.

Magnuson developed the course, "Technology in Industry," to help teachers upgrade their skills and knowledge of industrial technology and to make pertinent application of their learning within their respective schools' curricula.

Changes apparent

Technological changes already have had a noticeable impact on the traditional "shop" classes one could take in school, Magnuson said. Courses in woodworking, plastics and metals have been dropped in favor of cell manufacturing concepts classes (Just-in-Time) and Autocad lab work, for example.

"Many of us agree, however," Magnuson said, "that perhaps we should not throw out the baby with the bath water" in eliminating the traditional classes. "There's still a need to learn how to process wood, metals and plastics" as a foundation for more advanced technological applications.

The teachers taking Magnuson's course have been touring and meeting with managers at various industrial operations throughout the metropolitan Omaha area, including AT&T's Omaha Works, to see whether their perception of what should be taught in school corresponds to what industry needs.

Based on information the educators group already has gleaned from their visits at various industrial sites, it appears that school curricula should include a mix of both traditional and advanced technology courses.



Photo by Linda Ryan

J.A. class visits Works

EIGHTH-GRADERS from Morton Junior High attended a program presented by Frank Markesi in the Omaha Works Product Display Center, capping the students' studies in their second-semester Junior Achievement Project Business class. Once a week at Morton, production and material planner Judy Stroy (Dept. 242) taught the students the basics of business. Stroy put together her own lesson plan for each class session, drawing from suggested material provided by J.A. "I probably learned as much as the kids did," she said. One of the secrets to successful teaching is to "be able to pick up signals from the students—are they interested or are they bored" with the lesson. "Sometimes that's hard, but there's real satisfaction when you do reach them and know you've contributed to an interest that carries into their future."

The HEADLINER, June 24, 1992

Computer literacy

"We're finding that employers like AT&T still value strong reading, math and communication skills, and that there still is a need to teach courses like drafting and materials processing," Magnuson said.

But in addition, employers highly value computer literacy, even if it is a general knowledge of computer usage. Magnuson said employers have indicated that a worker well versed in basic computer usage will be easier to train and better suited for jobs that may have specialized computer applications within a particular business.

Overall, the teachers have found their meetings with business managers to be informative and helpful, he commented. "In the future, we need to get more school administrators to participate in such a program."—Linda Ryan

Retirements

The following employees are retiring from the Omaha Works in June:

Jimmie Canterbury—35 years
Curtis Perryman—23 years
Gwen Sparck—23 years

Classified Ads

The next deadline for classified ads is 7 a.m., Tuesday, June 30, 1992. Submit your *The Headliner* ads in the Employee Activities Mall.

For Sale

Appliances

REFRIGERATOR: Kenmore, 24 cubic foot with ice maker, like new, almond. 330-3020.

Lawn and Garden

HEDGE TRIMMER: \$10. 895-4690.

Home Furnishings

HIDE-A-BED SOFA: Simmons, recently recovered in brown, \$50. 895-4690.

CHEST: 5-drawer, marble top, \$25. 895-2351.

Miscellaneous

WEBER KETTLE GRILL: new, 18 1/2", \$25. CAMERA: 35mm Minox Freedom Dual, new \$140 asking \$40. 895-6512 after 4 p.m.

WEIGHT BENCH: mult. purpose w/cast iron weights, \$50. 895-4690.

PRE-FORMED CONCRETE STEPS: good condition, 3 steps high and 4' long, have holes for hand railing. 624-2195 after 4 p.m.

EXELSIOR SPRING CONDO: 30 min. from K.C. airport in Elms Hotel, one week a year, member Interval International all around the world, we used for 8 years, \$7,000 value, \$3,000 firm. 330-9688 and leave message.

FLOATING POOL LOUNGE CHAIR: \$10, 15' SOLAR COVER: \$15. 895-5222.

OUTDOOR LIGHT FIXTURES: (2) black, CARPET: light gold, 12' x 17", good condition. 330-7802.

ABOVE GROUND POOL: 18', \$250 or best offer, needs new liner, comes with ladders, pump and filters. 325-8073.

Tires

NEW KELLY EXPLORER 400 TIRES: (4), all season radial, P21575R14, white sidewall, \$125. 734-2622 or 345-2479.

Parts & Accessories

TAILGATE: for '88-'92 Chevy, louvered fifth wheel type, \$75. 496-4027.

The Weoma Club saves you money at great parks



CONSIGNMENT TICKETS

	Ticket Consignment Price	Regular Admis- sion Price	Total Savings Per Ticket
ADULT (10 yrs. & over)	\$13.75 tax incl.	\$16.59 tax incl.	\$2.84
CHILDREN (4-9 years)	\$13.75 tax incl.	\$15.55 tax incl.	\$1.80

TWO DAY TICKETS

2nd day consignment tickets may be purchased upon arrival at Adventureland's ticket gate for an additional \$8.00 plus tax per ticket.

SILVER DOLLAR CITY

Silver Dollar City Savings

Two Full Days Of Fun
Priced Less Than One.

Your price

Adult (12 & over)
Child (4-11)

Special
2-day*
\$19.00
\$10.00

Regular
1-day
\$21.25
\$12.75

At gate

Children 3 and under FREE! Use the 2nd day of the 2-day ticket up to 5 days after the first day's visit.

BONUS! \$2 Off coupon for the Grand Palace with every pre-purchased ticket.

* Some locations may add a small handling fee.
White Water tickets and Silver Dollar City Season Passes available at some locations.

1992 Consignment Price
Adult or child one day passport
\$13.95 Save \$8.00

Two day (Worlds of Fun) or
Two Park or two people
for one day.
Adult/Child \$21.95 Save \$5.00

We have special discount
tickets you can't buy at the
parks. These passes will be
sold in the main cafeteria from
11 a.m. to 12:15 p.m. on
THURSDAYS ONLY through
Labor Day.

Second and third shift
employees should contact Clara
in the Weoma Club office,
ext.3617. Second shift (3-4 p.m.)
and third shift (8-9 a.m.)
on **THURSDAYS ONLY**.

Vehicles

1988 MAZDA PICKUP: 35,000 miles,
\$5100, 1984 BUICK PA AVENUE:
loaded, \$3500 or best offer.
896-1609 after 5 p.m.

1988 CHEVY S-10: 51,000 miles 25L
5-speed, extra clean, 1 owner.
895-2326.

1984 HONDA ASPENCADE 1200: like
new, metallic brown with EML side
car, convertible top, earl fork,
4,000 miles, radio cassette,
electronic cruise, loaded with
accessories, see to appreciate.
1-721-5836 at 1634 Maxwell St.,
Fremont NE after 6 p.m.

1986 OLDSMOBILE DELTA 88: 4-door,
full power, new tires, brakes,
tune-up, 91,000 miles, runs fine,
excellent condition, must sell
\$4500 or best offer. 496-0969 or
592-2849.

1979 COACHMAN MINI HOME: 24' Ford
460, PS, PB, air, auto trans,
46,550 miles, \$15,500. 332-4197
or 332-5808.

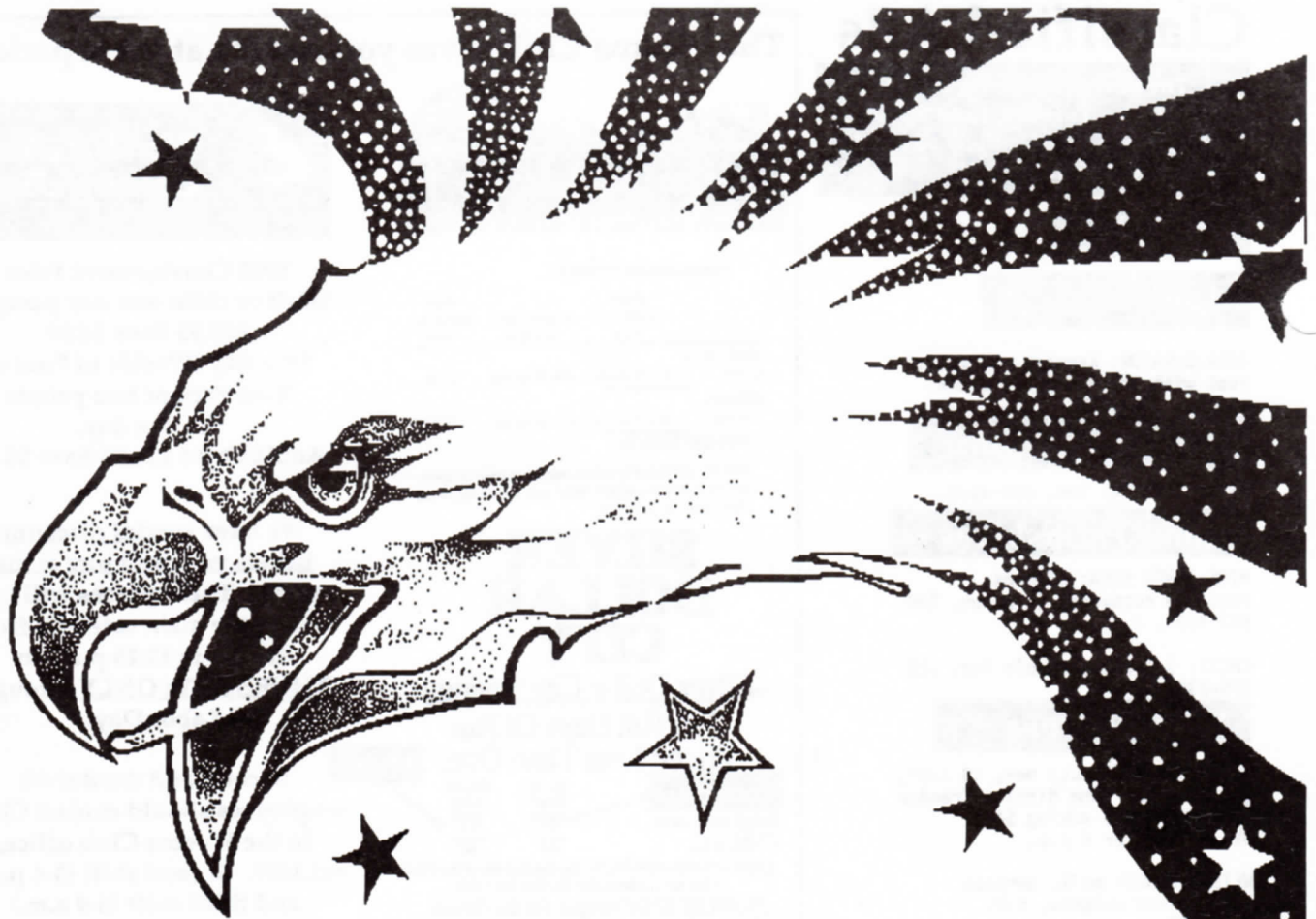
1986 FORD F250 4x4: new engine,
new clutch, new tires, clean
body. 571-7652.

The next issue of *The Headliner*
will be published on
Wednesday, July 8, 1992.
All news items for that issue
must be turned into the
public relations office by
**NO LATER THAN
9 A.M. ON TUESDAY,
JUNE 30, 1992.**

I want to thank each of you
for all the special attention you
have given me since my illness.
The necklace is beautiful, the
flowers, the money, the cards
are all wonderful.

Best of all are all the words
of encouragement to get well.
It has helped me so much to get
back to being me. Thank you.

Barbara Frizzell



Zoom in on these 4th of July specials at the Pioneer Porch!



AT&T logo baseball caps; white with red/blue stripes; cool mesh.

\$3.25



Fluorescent bangle bracelets for kids or adults. HOT, HOT, HOT colors.

Close-out price.

2 for 50¢



FREE WITH PURCHASE!

While supply lasts, flag decals to display on your windows.



"Ugly Wobblers" are plastic blow-up balls with ugly faces that rock and roll. Red, orange, yellow, blue.

\$2.75



Go Big Red 25-foot "curly" telephone cord. Red with white letters, "Go Big Red!"

\$5.00

Store Hours
 Monday, Wednesday
 and Friday
 7-8 a.m., 10:30 a.m.-12:30 p.m.
 3-4 p.m.
 Closed on Tuesday
 Thursday
 10:30 a.m.-12:30 p.m., 7-8:30 p.m.
 Friday
 3:30-5 a.m.

Win with Safety

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

Horseplay leads to injury

Practical jokes can turn into serious job hazards when the fun turns to danger on the factory floor.

Horseplay can easily get out of hand, interfering with production and causing safety hazards.

No doubt, you've heard of the simple little jokes that are easily played on new employees—like sending a person to the tool room for a left-handed monkey wrench or even a sky hook.

That type of practical joke may seem funny and pretty mild in nature. The problem really develops when the practical joker comes up with rougher tricks that are serious safety hazards.

Take this example. Some practical jokers think pulling a bench or stool out from underneath someone as he is

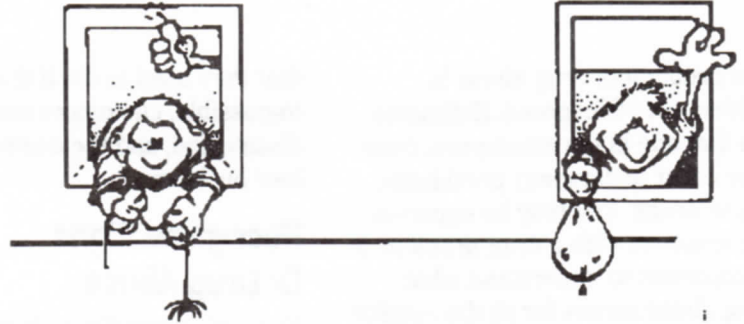
about to sit down is pretty funny. The simple fact is this: the person can be seriously injured in the name of providing a laugh. That price is too high to pay.

Remember, too, that a blast of air from factory equipment can cause a person to be blinded or may rupture an eardrum. Never direct a blast of air at anyone. Never use a blast of air to scare someone. The air may blow debris or metal scrap into someone's eyes.

The person who always wants to be the center of attraction or who thinks he has

to be the life of the party is just the person who often thinks horseplay is great fun. Of course, the fun is at the expense of others. Pouring it on Joye Scott someone else can be dangerous and in the very least, not very nice.

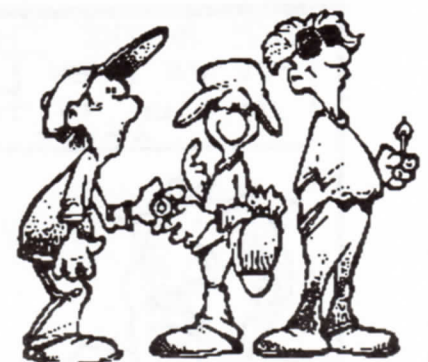
Report serious horseplay to your supervisor. You'll be doing you and your coworkers a big favor.



For our customers, only

AT&T will be represented at the Pro-AM Golf Tournament Monday, July 6, 1992, at Highland Country Club. A number of our customers have been invited to be guests of AT&T that day.

A refreshment tent will be set up at the tourney for our customers' and AT&T sales representatives' use only. If any other AT&T employees plan to attend the tourney on their own time, they should understand that the refreshment booth is NOT for their use. Current budget restrictions require that our expenditures focus on our customers and serving their needs.



DRUG USE AT WORK

What Supervisors Should Know

The problem of drug abuse is hidden, yet widespread. Estimates are that one in ten employees, from blue collar to company presidents, abuse drugs. You may be supervising someone with a drug problem. It is important to understand what drug abuse means for all the employees you supervise, and for you.

Understand The Problems

People misuse all kinds of drugs: prescription, "over-the-counter," and illegal. Drug abuse causing difficulty at work often involves cocaine, "crack" (smokable cocaine), marijuana, heroin, PCP, or alcohol.

Drug abusers cause two major problems. First, they put everyone in danger. Their poor coordination and thinking makes them careless and accident-prone. They have more than three times as many accidents as other employees.

Second, they cost everyone money. They cause insurance costs to go up, due to accidents and claims. They are absent and late more often than other employees. Their slipping productivity means that others may try to do the work

that they used to do. If that is impossible, customers may become dissatisfied, and the company may lose business.

Recognize Signs Of Drug Abuse

You can't know if people are abusing drugs by the kind of job they have or who their friends are. As a supervisor, you should recognize signs of drug abuse. An employee may show a few or many of these signs:

- violence, extreme anger
- extreme alertness or sleepiness
- speaking very quickly or slowly
- runny nose, sniffing
- frequent trips to the bathroom
- frequent colds or flu
- distorted sense of abilities
- carelessness, foolish risk-taking
- mental confusion, memory loss
- diarrhea, nausea, vomiting
- declining productivity
- increased accident rate
- frequent absences or lateness
- false sounding excuses

Drug abusers often deny having a problem. They may be defensive, moody or "spacey." They may use

drugs on or off the job, every day or just on weekends.

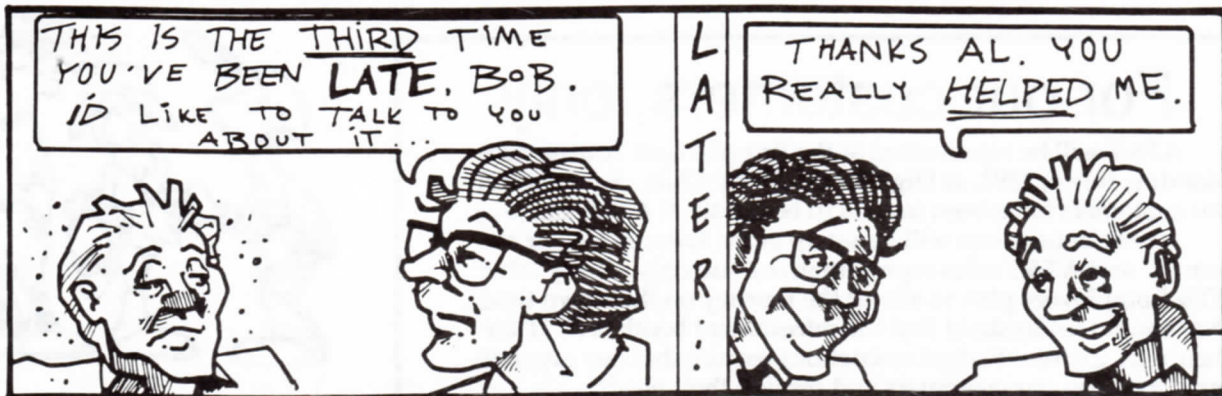
Drug abusers may ask others to cover up for them. Many drug users also sell drugs, often to other employees, to pay for their habits. You may notice increased absences, excuses, and poor performance among other workers.

(The signs above can have other causes such as money worries or trouble at home.)

Provide Real Help

It doesn't "help" a drug abuser for you to look the other way. Accidents related to drug abuse can and do kill. But as supervisor, you can enforce company procedures, which *can* help. You can also speak to employees alone or in groups about your concerns.

Your main job concerns safety and productivity. To be the best help, keep good safety and performance records. Know and follow your company policies on drug and alcohol. Questions? Contact your Employee Assistance Program, Human Resources, Personnel or Medical Department.



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BE BULLISH ON SAFETY...PLAY LOTTO BULL!