

THE HEADLINER



Network Cable Systems, Omaha Works

May 1995

A way to avoid potential problems

Ergonomics team awaits your call

No one can guarantee that any two people will do the same job in exactly the same way. But helping workers produce quality products in a way that is both safe and consistent with their individual capabilities is the ultimate goal of the Omaha Works' new Ergonomics Subcommittee.

An offshoot of the Works' Union/Management Safety Committee, the six-member subcommittee serves as a first point of contact for employees—including supervisors, engineers and union stewards—to investigate potential ergonomic problems on an unofficial basis.

It is the subcommittee's role and function "to monitor the effectiveness of the Works' ergonomic program and assist in implementing early detection and surveillance strategies," such as a recent survey concerning access to certain types of ergonomically designed office furniture, said Paul Pickrel.

Pickrel is a subcommittee member and senior ergonomics specialist with the Works' environmental health and safety (EH&S) organization.

In addition, the subcommittee performs walk-through inspections of work areas on a regular basis.

Safe work environs

The formation of the group is in keeping with "the spirit of the national bargaining agreement on a safe work environment," noted Mike Parizek, EH&S engineering manager.

In fact, it augments the work of two other existing subcommittees that are focusing on specific ergonomic stress areas: A subcommittee on general wiring and (in 22A) a



Photo by Linda Ryan
SETTING UP THE WORK ENVIRONMENT...Ergonomics Subcommittee member Karen Dappen makes sure a "self-articulating keyboard" is adjusted properly for her co-worker Dave Piercy in the document control area of Dept. 253-1. The keyboard is in a device that allows multiple adjustments to ensure that Piercy's arms bend at 90-degree angles from his shoulders, and that he keeps his wrists straight as he types to prevent strain and the risk of carpal tunnel syndrome.

subcommittee on assembly and wiring for patch cords and patch panels.

Besides Pickrel, represented and non-represented employees make up the Ergonomics Subcommittee, which meets once a month and

specifically includes those whose jobs entail repetitive tasks in the office and/or factory.

Pam Amos works in electronic wire and cable's Reelex/rewind area (IBU 256); Karen Dappen works in

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Oklahoma City order gets fast response

Omaha Works people have established a fine record of responding promptly to customers' emergency requests over the years, but the response of employee teams to an order destined for Oklahoma City last month was something special.

Late in the Friday afternoon following the April 19 federal building bombing incident in Oklahoma City, an order came into the Works for four customized 90A cabinets.

Southwestern Bell Corp. (SBC) placed the order for the cabinets, needed to relocate equipment that had been destroyed in the devastating blast and to support critical telecommunications service.

"A special crew of about 30 employees was formed to work on the order on three shifts," said Steve Condra, electronic equipment housings engineering manager.

"The order came in at 2 p.m. on a Friday (April 21), and all four cabinets were shipped Sunday morning (April 23). They received the shipment Monday morning."

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 June 21, 1995. All news items should be in to the PR office by no later than 9 a.m. Monday, June 5, 1995.

Condra and Fred Tirschman, electronic equipment housings operations manager, both said the order came at a particularly busy time in the cabinet shop.

Still, thanks to the extra effort of the special crew as well as support that weekend from other cabinet team members not assigned to the emergency project, SBC's 90A order was completed quickly and with minimum disruption to the shop production schedule, they said.

Diversity Council plans meetings with employees

Employees will have an opportunity to meet face-to-face with members of the Omaha Works Diversity Council during a series of

"get acquainted" meetings in the auditorium June 6 through 9, 1995.

The hour-long sessions are scheduled on all three shifts. Employees should check with their supervisors for the time and date of the session they are to attend.

Diversity Council members will give an overview of their efforts to carry out AT&T's Diversity Strategy: What is the strategy? What does it mean to employees and to the business? What improvements are needed?

A survey also will be distributed to those in attendance asking employees to state what they think are the real diversity issues that need to be addressed at the Works.

The Diversity Council has been meeting on a regular basis since it was formed late last summer. A

(Continued on next page)



Wait 'til you see what ETOP has in store!

Construction is under way on new ETOP classrooms east of the main cafeteria. The ETOP Computer Training Center temporarily is located in Room 80 in the lower level of Building 20. The ETOP lab remains closed until construction is completed. Questions about ETOP classes should be directed to Ext. 3584.

Watch for further details!

NEWS IN BRIEF

Diversity Center recently opened on the first floor of Building 20 (formerly the Bellcore offices) where employees can find the office of Rutha Awbrey, diversity consulting manager.

ISO audit to be in late June

A representative from Lloyd's Register Quality Assurance will be here June 28-30, 1995, to conduct an ISO 9001 document review of the Works' quality system.

The review precedes a triannual ISO recertification audit which is scheduled for late November/early December, 1995.

In June the representative will focus on quality system manuals to make sure documentation is in order, and will meet with members of the

quality assurance staff. It is unlikely that the rep will spend much time, if any, in the shops during this visit.

The Works passed its third ISO audit in September last year, but was issued one non-compliance note at the time for not having clearly defined policies in updates to the Works' quality manual concerning revised ISO 9001 standards.

AT&T Academic Awards presented

The children of two Omaha Works employees each have been awarded a scholarship valued up to \$10,000 in the 1995 AT&T Academic Awards Program. Just 80 of the scholarships, which are renewable over a four-year period, were awarded companywide.

The recipients are Tina Cruz, daughter of Art Cruz, and Melissa

Ramplin, daughter of Kevin Ramplin. Art Cruz is a composite master toolmaker in Dept. 241 and Kevin Ramplin is a senior planning engineer in Dept. 225.

The scholarships are presented annually, with applications taken in the latter part of the year. Watch for announcements in the Headliner and on the Works news monitors.

Pioneers award first memorial scholarship

The Cornhusker Chapter of the AT&T Pioneers have awarded the first Clara Hendricks Memorial Scholarship to Pamala Lowndes, daughter-in-law of Works retiree Tom Lowndes.

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A rose is a rose...and much more

It started out with the Omaha Works agreeing to help the Nebraska Chapter of the Arthritis Foundation with its fund-raising project to sell bouquets of roses for Mother's Day.

It ended with the smiling faces of more than 200 patients—most of them long-term patients—at Douglas County Hospital at 42nd Street and Woolworth Avenue in Omaha.

With the Cornhusker Chapter of the AT&T Pioneers agreeing to collect individual order forms and payments, employees could place orders for red roses at just \$15 a dozen through the Pioneer Porch all during April. Sale proceeds went to the local Arthritis Foundation chapter.

Purchasers picked up their roses at various sites throughout the city on May 12, the Friday before Mother's Day. (In all, the Arthritis chapter sold more than 2,000 dozen roses throughout the city, collecting more than \$13,000 for the organization.)

In addition to helping sell the roses through the Pioneer Porch, the

Omaha Works made a \$300 contribution to the campaign. But what to do with the 20 dozen roses the contribution purchased?

Solution: Present them to the patients at Douglas County Hospital. How? With the assistance of some good people at the Omaha Works.

Steve Schafer's gold plating room team (IBU 234) pitched in so co-worker Brenda Williams could don her clowning costume and makeup and make a personal delivery to hospital patients on the Friday that the roses were ready for pickup. Dressed as "Ear Bob" the clown, Williams frequently volunteers her leisure hours to entertain children and senior citizens at various local care facilities.

While Williams applied the final touches on her clown makeup, Milo Borden made an early morning run to the Arthritis Foundation office to pick up the 20

dozen roses and bring them to Douglas County Hospital, ready for Williams to deliver.

At the hospital, Williams, alias Ear Bob—was escorted by staff member Kim, Hardick (coincidentally, the daughter-in-law of Jim Hardick in IBU 23H) to five floors of patient wards and activities rooms in the facility.

The roses were arranged in vases at the different stops while Williams paused to meet every patient—men and women—along the way.

She later joined in the fun in a recreation room where a number of patients had gathered for entertainment by the Offfuteers, a singing group from Offutt Air Force Base in Bellevue.

Ear Bob danced to the music and even waved a fictitious baton to direct the singers through one of their numbers.

"I think they enjoyed the visit," said Williams. "I know I did!" ■



NEWS IN BRIEF

(Continued from previous page)

The \$500 scholarship will be awarded annually to a college student who is majoring in special education. The first recipient is a senior at the University of Nebraska at Omaha (UNO).

The scholarship was established in memory of Pioneer and WEOMA Club secretary Clara Hendricks, who died in August 1994.

"Clara had a special interest in physically and mentally disabled children, and devoted many hours to the Pioneers' annual Easter Seal Telethon," said Cornhusker Chapter President Al Dusek.

"We thought we would honor her memory best with this scholarship."

The Hendricks scholarship adds to a list of three other scholarships which the Pioneer chapter awards yearly. All three scholarships go to students who are majoring in special education and intend to teach those who have hearing impairments.



You! Join Joslyn now!

Exhibits, music, family programs & more. For more information about memberships to Joslyn Art Museum, contact:

Rae Cacioppo x4670
Norma Korff, x3020

This year the scholarships went to the following: Stephanie Schulz, UNO senior, \$1,000; Lisa Fanning, UNO senior, \$500; and Sherrie Steffan, UNO senior, \$500.

Local Family Care Funds exceed half million \$\$

The AT&T Family Care Development Fund has awarded \$512,300 in 15 grants to community-based organizations in the metropolitan Omaha area.

Established as part of the 1989

contract agreement between the fund's joint administrators—AT&T, IBEW and CWA—grants are awarded to increase the supply and improve the quality of child and elder care services available to AT&T employees.

A total of \$25 million in grant money will have been distributed nationwide by the end of 1995. Locally, elder care grants total \$131,900 and child care grants total \$380,400.

The money was earmarked for a range of services including adult day care, transportation for senior

(Continued on next page)

Summer babysitting clinics



*For youths ages 11 or older
Classes held at public libraries*

Two-day (2½ hours each) clinics will be offered in June and July 1995, and will cover the responsibilities of babysitting, safety and emergency procedures, infant care, toys and activities, and snack preparation. Check with the public library in your area (Omaha, Millard and Ralston branches) for clinic dates and times.

Sign up with your branch's children's librarian.



Sponsored by
**the University of
Nebraska Cooperative
Extension Service**

with a grant provided by
**the AT&T Family Care
Development Fund**

NEWS IN BRIEF

(Continued from previous page) citizens, child care during after-school hours and various training programs for child care providers.

Child care institute offered

If you have a school-age child enrolled in a care program, you can register your program provider in a special five-day training institute designed to improve the quality of child care. The institute is being funded by the AT&T Family Care Development Fund, a joint project of AT&T, IBEW and CWA.

School-age program directors and supervisory staff will receive guidance on how to evaluate their programs and services, make changes to improve quality and set comprehensive program goals.

Special emphasis will be put on developmental needs of particular age groups, especially older children. Graduate credit is available to all who participate.

The institute is slated for July 30 through Aug. 4 at Mahoney State Park. For more information or to

register your school-age provider call Mary Ellen Hughes, Family Services of Metro Omaha, (402) 397-9098.

May service anniversaries

The following employees are celebrating milestone service anniversaries in May 1995. The anniversary date is given with service years following the employees' names.

- 5/2--Maurice Sponsel, 35.
- 5/3--Amos Starks, 30; Thomas Sisson, 30; John Limpp, 30; Roger Nelson, 30.
- 5/4--Donald Luben, 35; Ronald Schmidt, 30.
- 5/6--Leonard Shandera, 35.
- 5/9--Wayne Lebeau, 15.
- 5/10--Richard Plante, 35; Danny Street, 30.
- 5/11--Jane Bohline, 25; Martha Ross, 30; Gary Babel, 30.
- 5/12--Stephen McCullough, 15; Ruth Young, 30.
- 5/13--Betty Robinson, 30; Orlan Jurgenson, 35; Quentin Moore, 10.
- 5/14--Carolyn Jackson, 15.
- 5/16--Rocco Ferrucci, 35;

- Lawrence Tietz Jr., 35.
- 5/18--Jo Ann Torson, 30.
- 5/19--Nancy Beusse, 25.
- 5/20--Rhett Zeplin, 10; Nadine Lee, 25.
- 5/21--Phillip Alexander, 5.
- 5/23--Linda Globe, 20; Richard Knudtson, 35; Donald Wiczorek, 35.
- 5/24--Helen Baratta, 30; Ronald Feirman, 35.
- 5/25--John Bonaventura, 25; Norman Pope, 30.
- 5/27--Stanley Vachal, 30; Phillip Kempkes, 35.
- 5/28--Kevin Pauba, 10.
- 5/31--Donald Schaaf, 35.

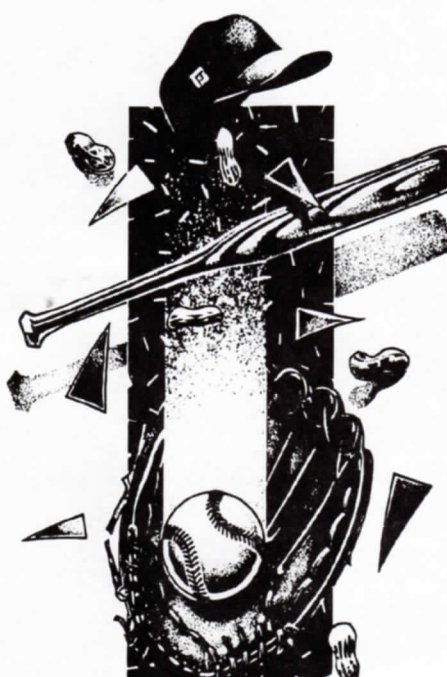
Retirements

Congratulations to two employees of the Omaha Works who have chosen to retire in May.

Mary Van Ampting retires after 28 years of service. **Danny Street**, meanwhile, is retiring with 30 years of service.

In memoriam

James Frahm, production specialist in IBU 274, May 10, 1995. ■



Don't miss the 1995
College World Series
Rosenblatt Stadium
June 2 - 10

A book of 10 adult general admission tickets costs just \$25. Contact a ticket seller now!

<i>Susan Addison, x3392</i> <i>Tammy Bales, x3152</i> <i>Rae Cacioppo, x4670</i> <i>Norma Korff, x3020</i> <i>Madeline Jones, x3695</i> <i>Tom Leroux, x3248</i>	<i>Gary Reimers, x3678</i> <i>Maralyce Wagner, x3038</i> <i>Marlene Collins, x4883</i> <i>(2nd shift)</i> <i>Rudy Delgado, x3527</i> <i>(3rd shift)</i>
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Workers helping workers

Ergonomics team awaits your call

What is it?

Ergonomics is the study of the design of work in relation to the physiological and psychological capabilities of people.

It involves the evaluation and design of facilities, environments, jobs, training methods and equipment to match the capabilities of users/workers. In this way, ergonomics aims to reduce the potential for fatigue, error or accidents on the job, while improving quality and increasing productivity.

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document control in Dept. 23K; Don Wiczorek works in piece parts and tools fabrication in Building 30 (IBU 234-3).

Senior engineer Jerry Lynch and Donna Nielsen, a medical staff nurse, provide technical expertise as members of the subcommittee.

With the addition of these resource people to the Works ergonomic program, said Parizek, "we hope that potential problems will be revealed, acted upon and corrected long before they lead to any cumulative trauma illnesses." Problems not readily resolved go to the Union/Management Safety Committee for action.

All of the subcommittee members have completed 20 hours of class-

room instruction in basic ergonomic principles, taught by Pickrel. They attended a 20-hour training class originally designed for engineers, "Cumulative Trauma and Workplace Design."

They also participated in ergonomic evaluation exercises involving actual complaints within the factory. Their grades were "exceptional," Pickrel said, an indication of the members' interest and enthusiasm.

Increased awareness

Karen Dappen said her involvement on the subcommittee has increased her awareness of how the interrelationship of any given work area setup and an individual's own physical and psychological limita-

NO TENSE SHOULDERS...Pam Amos (left), a member of the Ergonomics Subcommittee, reminds Cindy Claborn to keep her shoulders relaxed when she lifts a 20-pound Reelex reel into a packing box. With a work table adjusted to the proper height for her (easily adjusted with a foot pedal), Claborn's shoulders should be relaxed during repetitive lifting, a good sign that she is avoiding muscle strain.



Photo by Linda Ryan

HEADLINE FEATURE



Photo by Linda Ryan

LESS FRICTION...Ergonomics Subcommittee member Don Wieczorek suggests that Eddie Adams use a finer-grit file to remove burrs from a reverse cutter assembly tool. It has less resistance and removes burrs faster than the coarser-grit file she was using. Adams followed his suggestion and later told Wieczorek it helped to reduce fatigue and strain associated with the repetitive filing motion.

tions can affect that worker's safety and productivity level.

"Just looking around the office I can see the potential" to offer suggestions for noticeable improvement in the quality of one's work environment, she said.

"Sometimes all it requires is adjusting the position of their chairs, or their monitors—or perhaps their posture," said Dappen, adding that she is excited about having the opportunity to assist employees on ergonomic issues.

Who knows best?

"Who knows the job best but the employees?" asked member Pam Amos. "We know every step and movement that's done on the job. Not the supervisor, not even the engineer can know."

That's why she thinks representation on the Ergonomics Subcommittee by those whose jobs entail repetitive tasks can be an asset to the Works.

"There's so many things we can help with to get a work position set up properly" to match a worker's capabilities. "You don't have to have stress and strain on a job."

Member Don Wieczorek shares Dappen's and Amos' optimism "as long as people are willing to bring their questions and concerns to us and management is willing to listen and act on them.

"Personally, I find it rewarding when an employee comes back to me and says the suggestions I gave for improvements on his or her job really did make a difference for the better." ■

Who to call

Do you have an ergonomics question or concern relating to your job? Members of the Ergonomics Subcommittee are ready to assist you. You can reach any of them by phone at the following extensions:

Pam Amos, Ext. 3165
Karen Dappen, Ext. 3372
Jerry Lynch, Ext. 3775
Donna Nielsen, Ext. 3627
Paul Pickrel, Ext. 3387
Don Wieczorek, Ext. 3528

WIN WITH SAFETY

Heed your body's warning signs for stroke; get help immediately

(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.)

There's no such thing as a stroke of luck. Not when you're talking about the kind of stroke that threatens your health.

The symptoms of a heart attack have been well publicized, but how many of us are familiar with the signs of a stroke?

Actually, strokes don't always occur suddenly. Even when they do, sometimes your body has tried to warn you. So, it's important to take the cue from your body and recognize the signs of a stroke:

✓ Sudden weakness or numbness of the face, arm or leg on one side of the body.

✓ Sudden dimness or loss of vision,

particularly in one eye.

✓ Loss of speech, or trouble talking or understanding speech.

✓ Sudden, severe headaches with no apparent cause.

✓ Unexplained dizziness, unsteadiness or sudden falls, especially along with any of the other four symptoms.

If any of these signs occur, don't wait. Call 911 or your emergency medical service immediately. If you can get Tammy Moore to a hospital coronary care unit faster by car, have someone drive you.

There are four major kinds of stroke. The two most common are

caused by clots or other materials that plug an artery supplying blood to a part of the brain. Ruptured blood vessels cause the other two.

How quickly you respond to any of these types of stroke could determine whether it takes a few weeks to recover or it takes a lifetime. Drugs can slow or prevent blood clots from forming.

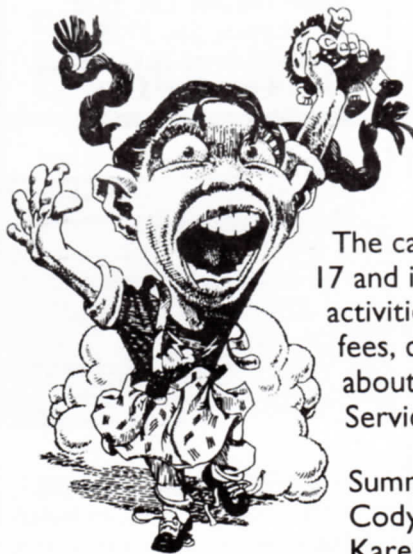
Meanwhile, surgical treatment is available that relieves severe blockage in the neck arteries, restoring blood supply to the brain. New rehabilitation procedures also can help a person adjust to any lost skills.

But these methods won't matter if you don't get help fast. That's why it is important that you recognize the warning signs of stroke.

If you would like more information about strokes and other heart problems, contact the American Heart Association on its toll-free line at 1-800-AHA-USA1 (1-800-242-8721). ■



What's your kid doing this summer?



Send your child to one of three school-age summer fun camps, whose programs have been expanded with a grant from the AT&T Family Care Development Fund (a joint project of AT&T, IBEW and CWA).

The camps are operated by the YMCA for children ages 5 through 17 and include fun programs, weekly field trips and traditional camp activities. To enroll and for more information about dates and fees, call the camp locations listed. For additional information about camp programs, call the AT&T Resource and Referral Service at 1-800-635-0606.

Summer Fun Club
Cody Elementary
Karen Dubsy
402) 334-8487

Summer Fun Club
Millard Middle School
Karen Dubsy
402) 334-8487

Elkhorn River Camp
Nancy Furman
(402) 341-4730