

THE HEADLINER

Lucent Technologies
Bell Labs Innovations



Omaha Works

May 1997



Photos by Linda Ryan

Recycle, reuse and recover

Do we have a world-class environmental management system at the Omaha Works? We won't be able to earn registration to ISO 14001 unless we do. One of the requirements to earn registration is that we make a commitment to prevent pollution and wasteful practices through recycling, reuse and recovery. Recycling used solder from wave soldering operations (at left, Carol Ward puts solder dross into an

approved waste container for shipment to a California recycler) and recycling paper products (Terence Pettus discards office paper into a bin for local recycling) are good examples, but much work remains if we are to achieve registration. To find out more about ISO 14001—why it's important to us and what we'll be doing in the months ahead to gain registration—please turn to Page 4.

Works seeks to renew VPP Star Status

If there are advantages to participating in the Voluntary Protection Program (VPP) and in having achieved OSHA's VPP Star Status

three years ago, one of them has to be a "greater involvement of people. Employees are taking responsibility for their own safety," commented Sam Martin, vice-president of IBEW Local 1974 and member of the Omaha Works Union/Management Safety Committee.

With the support of safety sub-committees throughout the plant, now employees seem to have an even

greater sense that safety has to start with a personal commitment, Martin explained. "They're taking care of their own safety."

Martin said he also has noticed that with personal commitment there has developed a mutual respect among OSHA, labor and management groups at the Works, the kind of respect that "opens up a willingness to listen to

(Continued on Page 7)

One appointment, six promotions are announced

One appointment and six promotions became effective in May 1997.

Bob Burdett, formerly an MTS (member, technical staff) in the quality engineering organization, has been appointed to DMTS (distinguished member, technical staff). The chief architect of our ISO 9001 initiatives, Burdett will lend his expertise to the Works' effort to gain ISO 14001 registration.

Susan Wetherington has been promoted to accounting manager over non-manufacturing operations, overseeing international financial reporting, CSI contract financials and financial support for the Global Provisioning Center (GPC) and SAP implementation. She formerly was a supervisor on the GPC implementation team.

Karolyn Allen, a process engineer for 90-type cabinets, has been promoted from MTS1 to MTS.

Doug Brake, a product/process engineer in the 700 series shop in electronic wire and cable (EW&C), has been promoted to MTS from MTS1.



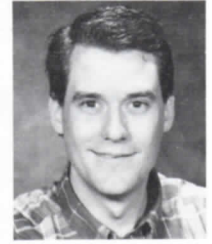
Bob Burdett



Susan Wetherington



Karolyn Allen



Doug Brake



Andy Gordon



Jim Grabenbauer



Jahan Zeb

Andy Gordon is now an MTS, promoted from MTS1. He is a new product engineer for outside products, currently assigned to wireless business products.

Jim Grabenbauer has been promoted to MTS from MTS1, with packaging responsibilities for inside products, outside products and GPC distribution.

Jahan Zeb, a global operations engineer, has been promoted from MTS1 to MTS.

Week 9—Joan Knudtson, William Lepley, James Mayer, Allen Buehler, Gary Mintken and Bobbie Lawson.

Week 10—Linda Miller, Donna Erickson, Jeff Geissinger, Richard Stevens, Rebecca Hughes and Gary Updegraff.

Week 11—Steven Fennel, Carol Mason, William Vaughn, Cindy Walker, Janet Smith and Hi Soon Miller.

Week 12—Joseph Siracuse, Sharon Carpenter, John Keefe, Harold Peterson, Michael Vajgert and Janice Tomes.

THE HEADLINER

The Headliner is an internal publication of the Omaha Works, produced monthly by the public relations department and 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 18, 1997. All news items should be in to the PR office by no later than 9 a.m. Monday, June 2, 1997.

Safety contest enters Phase II

Starting Monday, June 2, the SAFETY MAKES SENSE safety awareness contest enters another 12-week phase during which time employees have a chance to win prizes by answering safety-related questions when contacted. The choice of prizes for this leg of the contest, sponsored by the Omaha Works Union/Management Safety Committee, includes a carbon monoxide detector and a fire ladder for home use. (Be prepared for questions to be asked during the contest...see Page 7.)

The winners for the final four weeks of Phase I of the contest are as follows:

Donations help flood victims in the Dakotas

Money donated by Works employees and by the Lucent Heartland Council of Pioneers—a total of \$9,000—helped defray expenses associated with the devastation left behind by spring floods in North and South Dakota.

The \$2,500 donated by employees to an emergency fund drive and another \$1,500 from the Pioneer Charitable Fund went directly to the Salvation Army disaster relief effort in flooded areas.

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NEWS IN BRIEF

(Continued from previous page)

Another \$5,000, which came out of funds raised through Pioneer parking lot sales, was used to purchase goods most needed by flood victims. The Pioneers bought disposable diapers, rubber boots and shoes, cleaning supplies, pressure washer equipment and shop vacs for distribution in disaster zones.

The Heartland Council recently was presented the Spirit of Volunteerism Award from the United Way of the Midlands for its work with the Salvation Army, Easter Seal Society and local school children. The 4,000-member council was one of 100 nominees for the honor.

May service anniversaries

The following employees celebrate milestone service anniversaries (in five-year increments) during May.

The anniversary date is given first, with service years after the employee's name.

5/1—Gary Hacker, 30; Cid Stinson, 30; Gerald Scharton, 30.

5/3—Vicki Luther, 30; Rodney Freburg, 15.

5/4—Thomas McCarthy, 15.

5/5—Johnny Zych, 30.

5/6—Renee Jurgenson, 15.

5/8—William Lepley, 35.

5/9—Kathryn Poledna, 15; Glenda Tate, 25.

5/10—Jeffrey Sallee, 15.

5/13—Mary Ann Bunting, 30.

5/15—Kathie Lathrop, 15.

5/16—Alan Kroeker, 20.

5/17—Tommie Brooks, 25; Audie Thacker, 15; Thomas Feuquay, 25.

5/18—Teddy Hummel, 35.

5/21—Carl Wright, 35.

5/22—Barbara Bovill, 20.

5/23—Jacquelyn Gilreath, 25

5/26—Charles Todd, 10.

5/27—M. D. Long, 10.

5/29—Jerome Keuter, 25; Alberta Kohls, 25.

5/30—Shirley Dwyer, 20; Joyce Stark, 35.

Product quality rates an 'A'

Quality Assurance has awarded the following IBUs the grade of "A" for their product quality achievements for the April 1997 rating period:

IBU C14—DSX; 11-type cable stubs; 300-type central office connectors; 78, 89 and 112 connector blocks.

IBU C15—110 patch panel assembly; 110 wiring blocks; 110 patch cords.

IBU C12—188, 189, 190, 300 building entrance protectors; plug-in and screw-in protector units.

IBU D19—710 connectors; 700-type connectors; N-type cable terminals.

IBU D17—76 and 108 terminal blocks; 51-, 80- and 90-type cabinets.

IBU D12—710, 788 and miscellaneous tools.

IBU D13—Metal fabrication.

EW&C—Switchboard/specialty cable.

Matching Gifts change for retirees

Lucent Technologies Matching Gift Program for retirees has changed. Effective for all contributions registered after April 15, 1997, the annual limit for matching total gifts per retiree is now \$500.

The reason for this change will be addressed in an article in the June issue of *Legacy*, a retiree publication.

The Lucent Matching Gift Program for active employees remains the same, with a \$10,000 annual gift limit.



Photo by Steve Miller

"The quick red fox"... *Before disappearing into the safety of a den on the front lawn of the Works' property, this young fox barked a clear message to the photographer: Don't come any closer. A number of fox sightings on the grounds have been reported recently, particularly in the early morning or late evening hours. Apparently, the four-legged neighbors find our campus to be a good place to raise a family. After all, there's water to drink from Hell Creek and plenty of critters like rabbits and ground squirrels to hunt.*

In memoriam

Francis Schon, production specialist in IBU C14, April 22, 1997.

Beverly Brown, production specialist in IBU C14, May 2, 1997.

Marian Willmer, production specialist in IBU C14, May 4, 1997. ■

ISO 14001

The Works is fine-tuning its environmental management system to earn registration.

Before the year is over, the Omaha works could add another ISO jewel to its crown. This time it's ISO 14001, the core standard in a series of voluntary international environmental standards recognized by major trading nations and trade regulating organizations.

Just as registration to ISO 9001 and 9002 documents the quality system elements of our manufacturing process, ISO 14001 measures the quality of our environmental management system (EMS)—how our ability to manage environmental protection compares to an international standard set by ISO (International Organization for Standardization).

Just two dozen facilities in the entire world have achieved registration to ISO 14001, half of them Lucent Technologies Microelectronics facilities, according to Bob Dennelly of the Works' environmental health and safety organization. He is project manager for the registration process.

Currently, the Omaha Works is the only major facility within Network Systems actively pursuing registration, but Dennelly said he expects that more locations will soon follow suit.

The driving force behind our early bid for registration is Copper Apparatus and Wire Vice-President Les Cole, said Dennelly, who firmly believes "it's the right thing to do"

and that "it sends the right message about our company."

Besides being consistent with our company mission and goals, achieving ISO 14001 status offers a number of other advantages, too. They include:

- ◆Improvement in our environmental performance.
- ◆Improved relationships with government agencies.
- ◆Possible market value, ranging from meeting potential national and international government purchasing requirements to profit gains from marketing "green" products (products manufactured using environmentally supportive processes).
- ◆Reduced costs associated with risk and liability.

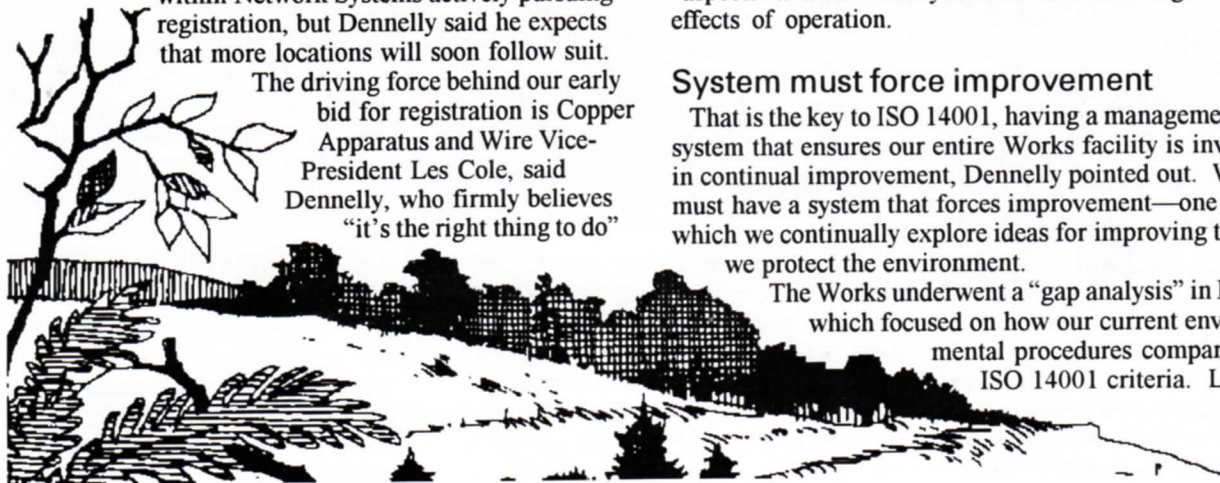
The criteria for ISO 14001 were published last fall.

They require conformance with a series of 17 elements of an environmental management system, proof that we have a working system in place that's capable of producing desired outcomes. They also require that, as Lucent Technologies, we know what impact we are having on our environment. The objective is to identify environmental "aspects" and continually work to minimize negative effects of operation.

System must force improvement

That is the key to ISO 14001, having a management system that ensures our entire Works facility is involved in continual improvement, Dennelly pointed out. We must have a system that forces improvement—one in which we continually explore ideas for improving the way we protect the environment.

The Works underwent a "gap analysis" in March which focused on how our current environmental procedures compare to ISO 14001 criteria. Lloyd's





Register Quality Assurance (LRQA) conducted the analysis.

"Basically, we were found to have a very mature environmental program," Dennelly said. "We already have many procedures in place, but there are some areas that need to be enhanced and new areas need to be developed."

The Works has begun planning its strategy for achieving ISO 14001 status, to be followed this summer by imple-

mentation and management review in advance of a final LRQA audit targeted for December 1997.

Once we earn registration to ISO 14001, the Works will undergo surveillance audits every six months and a major audit every three years. EH&S department manager Jeff Orley will oversee the program. ■

The road to registration: A checklist

The Omaha Works has set its sights: We're pursuing registration to ISO 14001. Plans are under way to develop and implement an environmental management system (EMS) that meets the 17 elements required to achieve registration.

The following is an overview of the steps involved in the pursuit of registration and our roles as participants in the months ahead, culminating with a final ISO audit tentatively scheduled for December 1997:

Environmental policy

The Omaha Works must make a commitment to environmental management and define its policy. The Works recently developed an environmental policy, which pledges our commitment to prevent pollution

and wasteful practices through recycling, reuse and recovery and by educating all employees about their respective responsibilities and roles for protecting the environment.

Planning

The Omaha Works must formulate a plan to fulfill its environmental policy. Currently the Works environmental health and safety organization (EH&S) is overseeing such planning, which should be completed in June. It encompasses:

- ✓ A look at those operations at the Omaha Works that have an impact on the environment.
- ✓ A review of the regulations that apply to our operations, such as EPA and state and local environmental regulations.
- ✓ The establishment of objectives

and targets, such as those that pertain to decreasing energy usage or finding alternative, more environmentally friendly chemicals to use in our manufacturing processes.

Note: Lloyd's Register Quality Assurance (LRQA) will conduct a pre-site assessment on June 12 and 13, 1997, to review our plans thus far and make sure we are headed in the right direction toward registration.

Implementation/operation

Starting this summer, the Works will begin to develop the capabilities and support mechanisms necessary to achieve its environmental policies, objectives and targets, a requirement for registration. Among the things to be addressed:

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ISO 14001

Our EMS must conform to 17 required elements

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✓Document control. Process engineers will work with production associates to get in order all documentation that addresses operational procedures. Its purpose is to ensure that no operation has an adverse effect on the environment.

Note: In mid-October, LRQA will conduct an ISO 14001 Stage I audit (the first official audit for registration) to review the Works' documentation and records-keeping.

✓Employee awareness. All employees must understand their roles and responsibilities in protect-

ing the environment. Communication between employees and the EH&S will be emphasized to spark ideas on how we can improve our environmental performance. **Later this year (in November), all employees will participate in environmental awareness training sessions.**

Checking/corrective action

The Works must measure, monitor and evaluate its environmental activities.

✓Internal audit. Since an environmental management system must integrate environmental consider-

ations into every aspect of our operations and culture, environmental audits will be performed in conjunction with overall quality audits.

✓Management review. Results of monitoring and evaluations must be reported quarterly to the Works' top managers, who will review them for suitability, adequacy and effectiveness.

Note: In December, a Final Stage II Audit will be conducted, which will involve site tours and interviews with employees to determine the degree of their environmental awareness and support. ■



Photo by Linda Ryan

RECYCLING IS PART OF ENVIRONMENTAL POLICY...Bags of fluff, shown here with granulator crew members Ron Moberg (from left), Al Nelson and Ron Halvorson of IBU B16, await shipment to a recycler in Canada. After copper wire is removed from scrap wire and cable, a granulator chops and grinds remaining plastic, called "fluff."



Ron Johnson
35 years

Look who's retiring now...

The following employees have retired from the Omaha Works. The effective retirement date is given first, followed by the employee's name and years of service:

- 5/2—Claudia Perchal, 31 years.
- 5/13—Byron Frank, 27 years.
- 5/23—Gary Jones, 38 years.
- 5/26—Ronald Feirman, 37 years.
- 5/29—Michael Lewis, 38 years.
- 5/30—Arthur Dickens, 36 years.
- 5/30—Ronald Johnson, 35 years.

VPP Star Status implies awareness, partnership

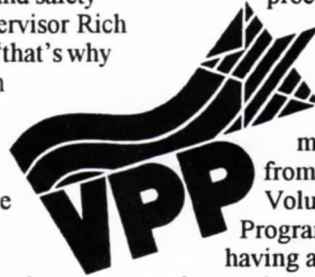
(Continued from Page 1) concerns about safety and to act on them. Our relationship is more amicable and less adversarial."

Environmental health and safety (EH&S) department supervisor Rich Schmitz agrees, adding, "that's why we're able to accomplish things so much more efficiently. We have a better union/management relationship than we did before."

That commitment and relationship will be put to the test once again as the EH&S and the Union/Management Safety Committee oversee together the process of recertification to VPP Star Status, OSHA's top honor for safety in the workplace.

The Works will be subject to a five-day audit by OSHA representatives later this year (the exact date has not been set) similar to the first audit that resulted in our certification granted officially on April 26, 1994.

Auditors will check for proper documentation, employee awareness on safe work habits and procedure, and the safety of our manufacturing process and procedures.



Improved safety awareness and better cooperation between OSHA, labor and

management stemming from participation in the Voluntary Protection Program is credited with having a positive influence on the number of employee accidents and injuries.

Since 1993 when the Works began its initial process of certification, workplace-related accidents and illnesses have been reduced by 18 percent.

Currently, 320 companies across the nation participate in the VPP. Of those, just 269 have earned "Star Status." In Nebraska, Lucent Technologies Omaha Works is one of four VPP Star sites. ■

Tickets to go!

General admission tickets to the College World Series are available for \$30 a book (10 tickets) from Thelma Cronin in the Product Display Center. The series starts May 30!



Mind your Q's and A's!



Want to be prepared to win a prize in Phase II of the SAFETY MAKES SENSE contest? You had better know these Q's and A's!

QUESTION 1: Where is the closest fire extinguisher in your work area?

Answer: Extinguishers are everywhere within close reach, no matter where you work. Look around and know exactly where one is located in your work area. Be ready in an emergency!

QUESTION 2: What vital information should you give to the emergency response team when

you call in an emergency?

Answer: Your name, building and column number where the accident victim or emergency is located, and the nature of the emergency.

QUESTION 3: What protective safety equipment can we use at home, too?

Answer: Earplugs, safety gloves and safety glasses.

QUESTION 4: How can you avoid heatstroke?

Answer: Three things—(a) limit time spent in direct sun, (b) drink plenty of liquids and (c) limit physical exertion.

Something
to think about

SAFETY MAKES SENSE



A word to the wise: Show some common sense about safety. Play **SAFETY MAKES SENSE** safety awareness contest.

*Sponsored by the Omaha Works
Union/Management Safety Committee.*

Phase II starts Monday, June 2!

Contest runs for another 12 weeks through Aug. 24, 1997.

Just answer a common sense question about safety (a little bit tougher, this time around) when you're contacted.

Be sure to wear proper safety gear for your work area, or you'll miss your chance to play!

**NEW CHOICE
OF PRIZES!**
✓ Carbon monoxide
detector
✓ Fire ladder

✓ A total of 72 prizes to be awarded. Six prizes awarded weekly!

✓ All employees on all shifts are eligible to play. Names drawn randomly.

✓ Watch the news monitors, newsletters & flyers for answers to questions you could be asked!