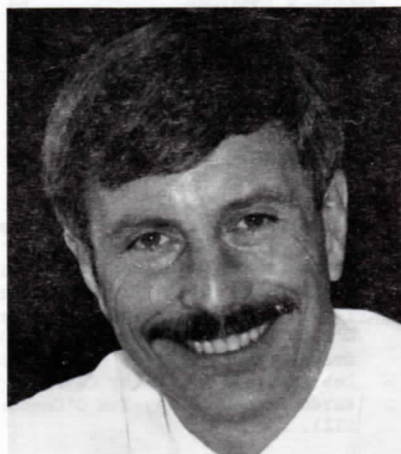


DOES YOUR NAME APPEAR
SOMEWHERE IN THE
"WIN WITH SAFETY"
ARTICLE? IF SO, CALL
X3415 or X3583 TO
CLAIM YOUR PRIZE!

Weoma Club NEWS

January 15, 1992

Vice Pres. Jay Carter Responds To Employee Questions



Jay Carter

During December 1991, 10 percent of the employee population was invited to attend a question and answer session with Vice President Jay Carter.

A number of subjects were discussed and among them were: 1992 profit goals, the reduction of scrap, shipping performance, the Hollings Bill and the Omaha Works planning process.

Jay will continue to meet with employees on a monthly basis and the results will be published in the Weoma Club News.

Q. Has anyone considered a four-day work week with 10-hour work days?

A. No, we haven't. A change like this would have to be carefully considered by the large staff. Our shops are generally process-oriented which means the machines run better and more efficiently the longer they're run. Our molding presses and the insulate lines are a good example. We'd have to do some careful planning to figure out how to keep the machines running on a 4 day shift and still get the coverage we need.

Q. You mentioned that sales figures for AT&T as well as our competitors are down significantly because of the recession. Do you have any figures on our market share? Are we jockeying for a position as we pull out of this recession? What does the future hold for us?

A. That's an excellent question. Data is difficult to come by but in copper apparatus, we think we have a 37 percent market share, which is about where we were in 1990. The part I find disturbing is that our 1985 market share was 45 percent, so we've lost 8 percent over the last five or six years. We absolutely have to stop that trend and get going back in the other direction. It's unreasonable to assume we'll have a 70 percent share but I don't see why we shouldn't be closer to 50 percent.

In EW&C, we've captured 42 percent of the market. Growth in the market has been flat for several years, but we've been able to actually increase our market share during the last several years. Our SystimaxR wiring plan has helped us gain that market share. We're hopeful with the many great things happening with SystimaxR, we'll continue to drive our market share upward. In these meetings and in everything we do, you'll be hearing several messages from me constantly in 1992—respond to the customer, quality and cost, cost, cost! These are the things our customers are looking for and its the key to increasing our market share.

Are we giving the customer what they want when they want it? That's why we spend so much time studying delivery dates and why we're working to meet those requests on time. We're also working on improving product features.

Another big factor is quality. We don't want our products breaking down 6 months after they're installed. It's absolutely critical that our products perform, particularly with the focus in 1991 on telephone networks going down.

The third thing is cost. Our products must be competitively priced as well as top quality. We all have to focus on these critical issues and make these things happen in 1992.

(Cont'd. on pg. 5)

Sports

NOTE:

League secretaries are asked to turn in score results each week to the Weoma Club News.

- Editor

Bowling

WEOMA CLUB FRIDAY MORNING LEAGUE

	STANDINGS	
	WON	LOST
STARS	76	36
ODD BALLS	68	44
CHUMPS	67	45
FIRST COMERS	64	48
WE TRY	58	54
TEN PINS	58	54
NEED HELP	58	54
MISFITS	48	64
CRUISERS	47	65
BYE TEAM	16	96

HIGH SCORES-

Bob Goodwin (505), Bob Slobodnik (545), Carl Soby (203-563), Tom Leroy (585), Bob Roh (202-542), Jim Vasa (525), Betty Borstad (172-468), Jeanine Krogmann (170-474), Pat Wentz (465).

SPLITS-

Cheryl Todd (3-10, 5-7).

WEOMA CLUB SPORTS

Weoma Club

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VICE PRESIDENT

Jerry Fitzgerald

EXECUTIVE VICE PRESIDENT

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WEOMA CLUB NEWS

Jerome F. Berger
-Editor

WORKS SERVICE LEAGUE

STANDINGS

	WON	LOST
SABRES	314.5	195.5
WESTERN BOWL	308.5	201.5
HIGGINS TROPHIES	301.0	209.0
BROADWAY BOWL	295.0	215.0
JETS	292.0	219.0
W.E.R.M. ENTERPRISES	288.0	222.0
MATTHEW'S PUB	280.5	229.5
GATEWAY LANES	271.0	239.0
THE NEW COTTNER STREET	254.0	256.0
ROCKETS	243.5	266.5
CARI RENTALS	231.5	278.5

HIGH SCORES-

Archer Witherell (236, 207, 202-645), Marvin Seaton (222, 207-626), Dick Nightser (226, 214-617), Chuck Schultz (215, 203-608), Dick Kusmierski (226-583), Al Pickering (227, 203-568), Frank Bogatz (560), Jim Kajdasz (214-558), Rick Novak, Jr. (201), Tom Pluta (208).

PREVIOUS WEEK'S HIGH SCORES-

Frank Bogatz (234, 223, 225-677), Gene Stuto (224-606), Darrell Seaton (216, 211-597), Al Pickering (201, 200-593), Bill Vrtisia (225-587), Mike Fager (212, 212-580), Gary Reese (209-568), Dick Nightser (205, 203-566), Marvin Seaton (211-553), Kevin Pluta (247), Mike MacVittie (202), John Symonsbergen (202), Bob George (202), Bob Richling (210).

WEOMA CLUB NITE OWLS MIXED LEAGUE

STANDINGS

	WON	LOST
DODGERS	86	34
KING PINS	81	39
MOVERS & SHAKERS	67	53
HAVEN FUN	66	54
KC & I	66	54
WE TRY	62	58
STREET KIDS	60	60
NO GAS	60	60
FAUXPAS	56	64
BUMPER BOWLERS	54	66
ONE MORE TIME	54	66
NO NAME	46	74
OH NO	46	74
J-B'S	36	84

MEN'S 200 GAMES, 500 SERIES-

Mick McGuire (204-577), Bob Cathy (210-514), Darrell LeBeau (211-542), Bill Deegan (200-583), Dan Kovar (219), Don Donovan (503), Chuck Schultz (560), Tom Grzebielski (506), Willie Davis (503), Don Hunniger (522), Perry Vogel (508).

WOMEN'S 170 GAMES, 450 SERIES-

Linda McGuire (174), Helen Solomon (171-469), Sandy Barnes (172-460), Jessie Knutson (209, 177-553), Marion Doane (478), Linda Huenniger (474).

SPLITS-

Darryl McAdams (3-7-10), Otis Knutson (3-6-7-10), Jessie Knutson (2-5-7), Marion Doane (5-10), Calvin Maholmes (3-10), Dave Beccard (4-6-10), Helen Solomon (6-10), Paulette Mullen (2-7), John Moore (5-6), Mick McGuire (5-10).

WEOMA CLUB FRIDAY MIXED LEAGUE

STANDINGS

	WON	LOST
LADY & THE TRAMP	82	38
THE ROOKIES	72	48
W-BBB'S	68	52
WE TRY	67	53
WHERE'S THE POCKET	66	54
ACES	64	56
IMMORAL & IMMATURE	64	56
JAG	60	60
MYSTERY TEAM	59	61
BAGS 'N BALLS	56	64
HOT DOGS & BUNS	51	69
THE BULLDOZERS	48	72
TWO BABES & A GUY	48	72
THE TERMINATORS	35	85

HIGH SCORES-

Don Lieth (204, 223-590), Archie Witherell (571), Mitch Scott (538), Kathe Scott (453), Al Wilson (515), Dick Suverkrubbe (531), Eileen Bullard (469), Sue O'Dell (183-480), Jerry O'Dell (223), Evie Winters (476), Ann Drebot (452), Charlie Newell (504), Deb Bazis (176), Kathy Coffman (455), Karen Dappen (451), Tim O'Connor (206-512).

Earlier High Scores-

Mitch Scott (196-525), Kathe Scott (224-531), Ed Dergan (510), Evie Winters (180-486), Sandy Bowman (183-474), Tim O'Connor (510), Deb Bazis (182-471), Joy Benning (451), Don Lieth (514), Sue O'Dell (173-456), Jerry O'Dell (527), Al Wilson (222-209-595), Dick Suverkrubbe (202-532), Kathy Coffman (179-452), Judie White (172-477), Ted Hoffman (516).

Volleyball

WEOMA CLUB THURSDAY "B" LEAGUE VOLLEYBALL

STANDINGS

	WON	LOST
PALMA	24	6
BLESSNER	19	11
REESE	18	12
CASHOILI	16	14
ABBOTT	15	15
KARLOFF	9	21
FERRAGUTI	4	26

WEOMA WEDNESDAY VOLLEYBALL

STANDINGS

	WON	LOST
SIDEOUTS	37	17
THE BUNCH	28	26
THE DEUCES	26	22
CURLEY Q	25	23
TITANS	4	32

RESULTS-

Deuces over Curley Q, 4-2
The Bunch over Sideouts, 4-2
Titans (bye)

(continued on page 4)

309 Employees Recognized for Perfect Attendance



Roland Fick (14 yrs.), Joe Bonaiuto (16 yrs.) and Larry Schlautman (19 yrs.) above, left to right, and those pictured below were among the 309 employees honored for perfect attendance.



Larry Vandeman (19 yrs.)

George Chonis (14 yrs.)



Richard Schaben (15 yrs.)

Richard Maxwell (14 yrs.)

During the months of September, October and November of last year, 309 employees achieved perfect attendance. For the entire year, 1,279 employees had reached various levels of perfect attendance.

Of the 309 employees being honored in the fourth quarter, four had over 16 years perfect attendance while eight reached the 12-15 year range. Thirty-four had 6-11 years and 263 were recognized for 1-5 years of perfect attendance.

They were told that their perfect attendance affects the Omaha Works in many ways: morale; product quality; and customer delivery and service.

Weoma Outdoor Adventure Club Gives Report, Roster

After three months of existence, the Weoma Outdoor Adventure Club can claim 30 members interested in participating in one or more of the six major activities. If you also want to join in any of these activities, put your \$2.00 earnest money between your fingers and claim a place in the club.

The activity leaders will be contacting members about upcoming events in backpacking, biking, canoeing and hiking. Leaders are still needed in camping and cross-country skiing. Without a leader, there will be no activity.

OUTDOOR ADVENTURE CLUB ROSTER

Anderson, Wayne	Cook, Gary	Meyers, Chuck
Arnold, Kevin	Deman, Ken	Nielson, Jeff
Beisch, Vince	Dirks, Don	Nielson, Julie
Bevers, Bob	Drebot, Ann	Runnels, Rich
Carpenter, Mary	Fager, Darwin	Staudt, Dan
Carstens, Roger	Faller, Vern	Tomasello, Walt
Checketts, Gus	Gordon, Andy	Vandergrriend, Kurt
Citurs, Arnel	Karloff, Dennis	Viner, Sandy
Clausen, Art	Kelson, Arnie	Voegeli, Tracy
Condra, Steve	McDonald, Matt	Windholz, Rick

Pizza Party for Camera Club

The Weoma Camera Club's annual pizza party will be held on Tuesday, January 21 at the New York Pizzeria, 2647 So. 159th Plaza. The guest speaker will be Todd Lempke of Omaha Magazine. Complimentary pizza will be served to all members who have paid their dues.

Entries are available in the Employees Activity Mall for the "Four Seasons" photo contest. For additional information please call Jerry Golmanavich on extension 3711.

ATTENTION

Those who participated in the "Beginning Fitness Class" should pick up their exercise mats and towels in the TLC office across from medical. Thank you.

Valentine Sweetheart Dance

The annual Pioneer Valentine Sweetheart Dance is scheduled for Saturday, February 8, 1992 at the Millard American Legion Post 374. Karen Israelson, an organizer of the event, says more information will be forthcoming in the next issue of the Weoma Club News.

Couple Needed for Bowling

A couple is wanted to replace a bowling team's lost pair. The league meets on alternate Saturday's at 8:30 p.m. with seven evenings remaining. If interested call Warren Moore, 330-4216 or x4623.

Bible Study Group

The second shift Bible Study group meets tonight from 7:30 p.m. to 8:00 p.m. in the Pioneer Room in the Employees Activity Mall. Bring your bible, sack lunch and a friend.



VOLUNTEERS ARE NEEDED TO HELP IN THE AMERICAN CANCER SOCIETY'S SPRING CRUSADE. YOUR CONTRIBUTION OF TIME, NO MATTER HOW LITTLE OR HOW MUCH, DETERMINES THE SUCCESS OF THE APRIL CRUSADE. IF YOU CAN HELP, PLEASE CALL CHERYL OLSBERG AT 393-7742. THANK YOU

A Few Openings Left

LAS VEGAS ! March 5-8

JUST A REMINDER - If you are interested in a fun-filled long weekend in Las Vegas see the October 30 issue of the Weoma Club News for details. Your \$25.00 deposit must be in the Weoma Club office as soon as possible. Refer questions to Ron Thomas at World Travel, 733-0167.

Weoma Club Sports —

(continued from page 2)

WEOMA CLUB THURSDAY "A" LEAGUE VOLLEYBALL

STANDINGS

	WON	LOST
BUNCH II	29	11
BOOKER T & THE M.V.P.	24	16
DEUCES	23	17
THE KINKS	23	17
LOCAL YOCALS	11	29
Y.P.M.O.	11	29

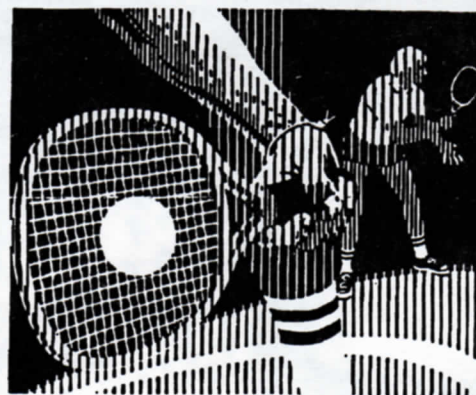
RESULTS-

"Oil Can Tommy" Furst unleashed his power on Slickie Rickie as the Bunch II won 4 of 5 from Y.P.M.O.

The "Bird" had the winning hand as the Deuces had 3 of a kind over the Kink and his Court pair.

Booker T was sizzling as they took all five games from Hillbilly Phil and the Local Yocals.

1992 Weoma Club Racquetball Tournament



Date: Saturday, February 8, 1992

Time: 12:30 pm

Place: Sports Courts
4812 S. 114th St.

Cost: Sports Courts Members—\$5
Non-members—\$10
(includes prizes, court fees, refreshments)

Open to all AT&T employees and retirees

Registration and fees may be given to:

Phil True x4929
George Bliss x3213
Bill Fleming x3348

Deadline: Monday, February 3, 1992

NOTICE

THE OMAHA WORKS HAS CONTRACTED WITH AN OUTSIDE FIRM TO SURVEY THE CONSTRUCTION MATERIALS OF ALL BUILDINGS ON THE PROPERTY. BEGINNING LAST DECEMBER 21, YOU MAY HAVE SEEN PEOPLE DRESSED IN WHITE SUITS AND FACE MASKS IN THE SHOP AND OFFICE AREAS.

THESE PEOPLE WILL BE TAKING SAMPLES OF CEILING AND FLOOR TILE, PIPE INSULATION, CONCRETE, AND WALL SECTIONS. THESE SAMPLES WILL THEN BE ANALYZED AND IF A SAMPLE CONTAINS ASBESTOS THE AREA WHERE THE SAMPLE WAS TAKEN WILL BE LABELED. THE SURVEY SHOULD BE COMPLETED MARCH 31, 1992.

THESE TESTS WILL BE CONDUCTED ON ALL SHIFTS AND TIMES FOR EACH AREA WILL BE SCHEDULED TO MEET THE NEEDS OF PRODUCTION.

IF YOU HAVE ANY QUESTIONS, PLEASE CALL PLANT ENGINEERING, X-3669.

Jay's Qs and As continued from pg. 1

Q. I understand that 50 trades employees are expected to leave in the next 6 months. After those 50 people leave, will any of those positions be refilled?

A. Some of the positions will be back-filled through an apprentice program. Maintenance Supervisor George Schabloske can best answer your question.

George Schabloske: We have a training program in place involving 17 tradesmen across all trades areas. Right now, we're giving consideration to adding several people in the electrical area. We feel now that we have enough people to fill the vacant positions.

Q. How does someone become involved in the trades program?

A. George Schabloske: Positions and required experience are posted on the boards. Generally, an applicant must have 2 years of skill achieved in a variety of ways—at Milford Trade School, for example, or pipe-fitting classes at Metro Community College or tool and die training from Southeast Community College. I strongly encourage you to get this type of training if you're interested in the trades area.

In the area of electronics, a number of local schools have programs, but few teach people to work on control systems, which is what we need. If you can bring us a two-year electronic degree, we can then train the applicant for the balance of the work. These are the requirements of the 17 people already in the program.

Jay Carter: I'd like to remind everyone of the many resources we have available in the Employee Resource Center (ERC) in the Employee Mall. The staffers are trained to sit down with you as you say "What are my skills, experience and education level, and

how do I get there from here?" It may mean a lateral move into a different area in the shop to get some experience on a track that allows you to move in another direction. The ERC is a very good planning tool and I encourage you to take advantage of what the ERC has to offer.

Q. You say our current profit is 4 percent and that we need to move to 12 percent profit in 1992. Have you given any thought to the amount of scrap going out of the plant each year? We could probably save millions of dollars if we could make a conscious effort to reduce waste.

A. Amen! Amen! Amen! Your statement is absolutely perfect. The single biggest area of leverage we have—the single biggest area where we can improve—is doing away with waste. That means waste in everything we do.

We're constantly tracking the cost of quality which is really the cost of bad quality in things like scrap. Our reports indicate the cost of quality is currently running about \$10 million each year.

Quality Managers Graham Seiter and Chuck Meyers and their people and I have discussed this number and we believe that report is badly understated. We think the cost of quality is something more like \$30 to \$40 million, not \$10 million. Even if it's only \$10 million, that figure represents more money than we spent on recent force adjustments.

All this scrap just doesn't make any sense. A lot of the stuff in our scrap hampers ends up in the granulator where we can at least salvage some of the scrap; but we can't ever recover the lost labor. We're putting our work into the product and then throwing it away. We've got to get after that.

Q. What are the goals of Network Cable Systems President Jack Bucter?

A. Jack Bucter comes to us as a career Western Electric person who has spent a good

1992!

(Cont'd. on pg. 6)

1992 1992 1992 1992 1992 1992 1992 1992 1992 1992

part of his career in factories. He worked at Hawthorne in Chicago for a number of years and has been around different businesses, most recently from the PBX side.

In the short term, Jack is working on getting our profitability levels where they need to be. That's #1 in his mind right now. Jack is focusing on cost and quality issues and following that up with an emphasis on increasing our international business. Increasing overseas sales is a NCS and AT&T long-term goal.

Q. You've said the plant is working to reduce expense people by 50 and you're using the recent SIPP offer to work toward that goal. Will there be an involuntary force reduction if the SIPP numbers aren't what they need to be?

A. I can't say right now. In the recent SIPP offer made to factory-direct employees, about 30 percent of eligible employees accepted the offer and 209 people retired under the program.

In the case of our tiered universe, 93 people are eligible for the SIPP offer and 57 have returned a show of interest.

(Editor's Note: Thirty employees took advantage of the SIPP offer and were off the roll in early January 1992.)

Q. How many people are employed at the Omaha Works?

A. 3,000, plus or minus a few. That number includes all employees in all resident organizations such as purchasing and transportation.

Q. What's the status of the Hollings Bill?

A. In order for federal legislation to be enacted, something has to happen in the Senate and something has to happen in the House of Representatives. These somethings have to be reconciled by both Houses and written into

one form before the proposed law goes to the President for approval.

The proposed bill allowing the seven Regional Bell Operating Companies (RBOCs) into manufacturing was supported by a large lobbying effort which helped to win approval in the Senate.

This Senate approval came after RBOC supporters convinced several powerful Senate leaders to twist the arms of other people who really didn't know and also didn't care about the bill. The legislation ended up being passed by a large margin in the Senate—something like 71-28.

A "domestic content" provision of the bill says if RBOCs get into manufacturing, X percent of what they make must be manufactured domestically. As of late summer, President Bush says he would veto this piece of legislation because of the domestic content provision. A lot of things have changed since then, so I don't know if that's a valid statement anymore.

Lobbying efforts in the House have really picked up on both sides since fall 1991. AT&T is calling on its executives, union leadership and employees to tell Congress we feel this legislation is bad. We're also asking our suppliers—any company who sells us material and supplies—to support us in this. Whatever happens to us is going to have a ripple effect on our vendors. Supplier response to our request for support has been positive so far.

Other than that, who knows right now? The economy is taking center stage, as it rightfully should. Perhaps the recession will divert everyone's attention from the bill. Right now, we're predicting the bill will be reported out of committee to the House in March. In the meantime, AT&T can try several strategies. We can encourage our supporters in the House to bottle up the bill so it doesn't come up for a vote. That's our number one choice. If that doesn't happen and the bill comes out of committee, then we're urging a vote against. If all that doesn't happen, we still have an opportunity to affect the reconciliation

1992 1992 1992 1992 1992 1992 1992 1992 1992 1992

Jay's Qs and As continued from pg. 6

between the House and the Senate. That happens by influencing the right people at the last minute to see that provisions of the bill are more favorable to AT&T.

If the Hollings Bill is passed, I can see the RBOCs getting into manufacturing by forming joint ventures with our competitors.

Q. What are the legalities of AT&T going into a joint venture with an RBOC?

A. AT&T is expressly prohibited by the 1984 consent decree from entering into a joint venture with a local phone company.

What you're saying about a joint venture between an RBOC and an existing manufacturer is certainly true. An RBOC isn't going to break ground and build a factory. A joint venture or acquisition is the only thing that really makes sense.

Q. Tell us where we stand on current shipping performance. Is 95 percent our goal?

A. Our shipping performance is at 80 to 85 percent, with some variation. We have made tremendous strides—up from the range of 60 percent.

That means that 85 percent of the time we meet our customer requests for a specific delivery date. So if you think in terms of where we've been—60 to 85 percent—that's a tremendous improvement. But think how frustrated you'd feel if every time you went into a store you could get only 85 percent of the items you're looking for.

It's hard to draw a concrete correlation between improved shipping performance and increased sales but we do know from our six or seven customer report cards that shipping performance is very important. These report cards are just like the ones our children get in school and tell us just how well AT&T does as

a supplier of products. These report cards give us critical feedback because they tell us exactly how we're doing in the eyes of our customers.

Q. How many levels of employees are part of the team making plans for the Omaha Works?

A. The formal planning process may in some ways look like a closed loop involving mainly the large staff and people reporting to me. In fact, the input comes in a variety of ways. These monthly employee meetings give us a good idea of what people have on their mind. That way, we can figure out together how to do things better.

I also try to walk around the shops to see what's going on—looking at waste, and seeing things we're doing well. We're also very interested in reading the quality improvement story

process posters hanging on the walls.

Within the last several months, we've also been holding more frequent meetings with all department managers. We're also holding breakfast meetings with smaller groups of middle managers.

I also like to talk with employees observing 35 or 40 year service anniversaries. These conversations are another great source of input. We talk about what happened in the old days. We also talk about things that are going on now.

We are constantly talking with our product managers in Atlanta and our Bells Labs developers in Whippany. We also have marketing groups and we work hard to maintain interaction with our customers.

It may look as though our planning is very closed, but members of the large staff are doing the same things I'm doing—interacting with you, getting information, asking questions, going back and forth. This is how we really get all our information and decide on a course of action.

**Jay's next
employee meeting
is Friday, Jan. 31.**

**CAPS & TWINS, MFCS
Ready for January Start
by Sonja Coleman**

Competing in today's marketplace requires competitive prices, responsive (fast) delivery intervals, quality products, exceptional service, and short new product introduction intervals.

Two computerized information systems that will help EW&C employees accomplish these goals are MFCS (Material Flow Control System) and CAPS & TWINS (Cable Production Scheduling & Twist-Insulate Scheduling).

To date, everything you've seen about CAPS & TWINS and MFCS has been on paper. However on January 13, 1992, the systems began scheduling and tracking 1061 cable production.

Jerry Taylor, EW&C Production Control and Shipping/Receiving Manager, is dedicated full-time to make cutover to the two systems a reality. Working with him are Supervisors Brent Timko (CAPS & TWINS) and Paul Perez (MFCS).

According to Taylor, the long-term goal for EW&C is to have all processes on CAPS & TWINS and MFCS by the end of June '92.

"Our customers and shareholders demand that the interval from the time an order is placed to the time the product is received be shortened," Taylor said.

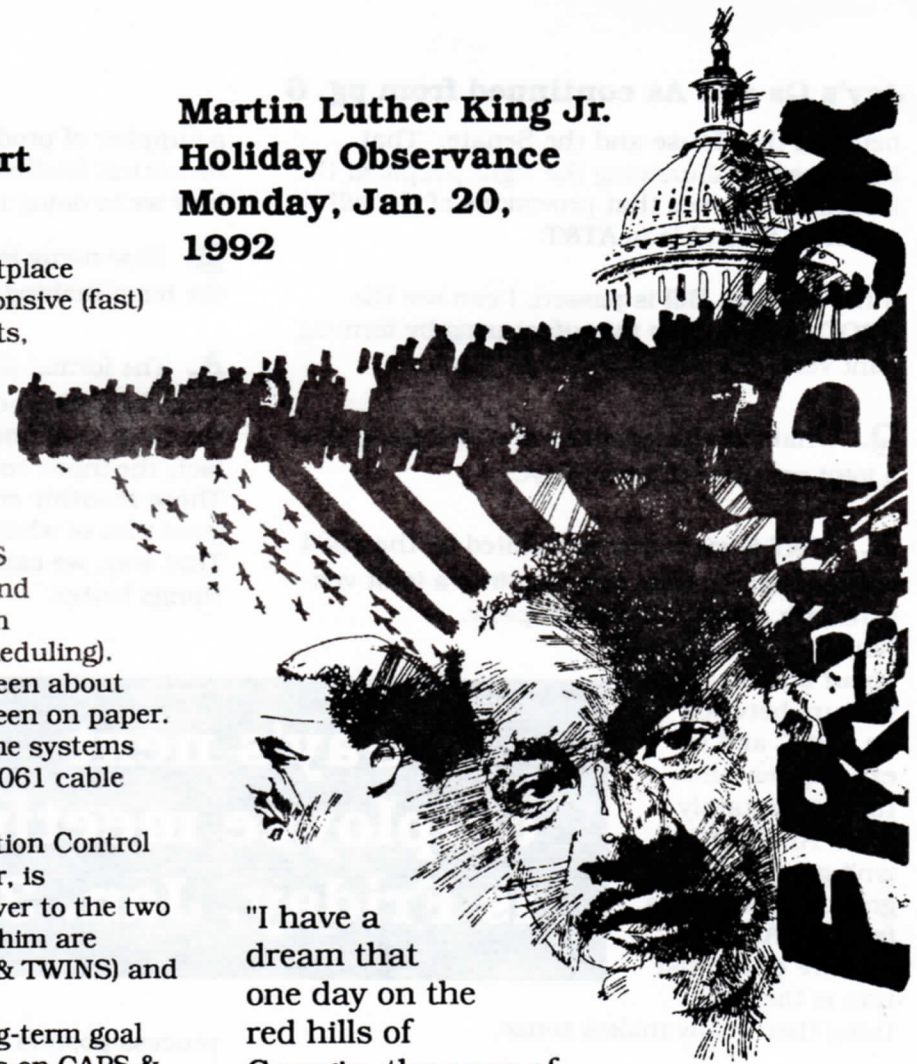
"We're facing tremendous opportunities and competition in the marketplace," he said. "Therefore, we must continue to strive for a competitive advantage. This means competing with manufacturers in the United States and around the world."

According to Taylor, 1061 cable is part of the first phase of scheduling because "manufacture of the cable is self-contained. The wire that goes into the cable is not used on any other product and the cable is run on dedicated machinery."

One of the systems was designed with the help of Supervisors John Tompkins, Lonnie Sick and Butch Ott. They worked with Majure Data, the supplier of the MFCS software, to make sure the system meets the needs of those who will use it daily.

Management employees were trained to use the systems on the Sunday before employees returned to work from the

**Martin Luther King Jr.
Holiday Observance
Monday, Jan. 20,
1992**



"I have a dream that one day on the red hills of Georgia, the sons of former slaves and the sons of former slave owners will be able to sit together at the table of brotherhood...that one day even the State of Mississippi, a state sweltering with the heat of injustice, sweltering with the heat of oppression, will be transformed into an oasis of freedom and justice...that my four little children will one day live in a nation where they will not be judged by the color of their skin but by the content of their character."

—Dr. Martin Luther King Jr.

Omaha Works employees are eligible to take an EWD, MPD or vacation day on the Martin Luther King Jr. Holiday Observance next Monday. The 10 percent vacation rule does not apply on this holiday.

Cont'd. on pg. 9

The Customers Say You're Tops!

Congratulations to the people in the following IBUs who received a letter grade A on their December 1991 customer report cards:

IBU 597 (Merle Dinslage): 710 connectors, 53A cable terminals, 700 type connectors, 105 cable terminals, 3A terminal blocks, 8, 9 and 142 type cable terminals.

IBU 596 (Fred Tirschman): 110 wiring blocks, 66 connector blocks.

IBU 593 (George Parkerson): Plug-in and screw-in protector units.

IBU 552 (Mack Curbeam): Inside wire, ground wire.

IBU 553 (Wayne Anderson): Block wire.

IBU 592 (Bob Wustrack): DSX.

You Look Mar-r-r-velous...

AT&T Group Executive Robert Kavner says "No matter what you may have heard, we are not changing AT&T's legal name to American Telephone and Television. But what we are doing is changing the nature of communications."

AT&T has unveiled an affordable, practical desktop telephone that also transmits color television pictures of the caller. The system uses regular telephone lines and a standard wall jack. Callers who want privacy can close a shutter over the lens.

AT&T VideoPhone 2500 will begin appearing in AT&T Phone Centers in May at a price of \$1,499. A video system first shown as a concept called PicturePhone at the 1964 World's Fair.

Ten Years After Divestiture

From the Op-Ed page of the Wall Street Journal, Jan. 8, 1992, by AT&T Chairman Robert E. Allen:

"Ten years ago today, a consent decree between AT&T and the Dept. of Justice settled the government's long-standing anti-trust lawsuit against AT&T. The consent decree of 1982 was much more than the end of an era; it was the beginning of real competition in the U.S. telecommunications market. This structural change sparked 10 years of record investment, a decrease of better than 40 percent in long distance rates and provided customers with a range of choices...

"Pending legislation would strip away the consent decree's prohibition against regional

Bell companies manufacturing telecommunications equipment while they still hold a monopoly on local telephone services. The Bells argue that their entry into manufacturing would stir competition and investment. In fact, it would be a return to the monopoly that the decree and breakup were designed to eliminate."

BusinessWeek

Look for a BusinessWeek cover story on AT&T: 10 Years After Divestiture, coming out in late January.

All Omaha Works Processes Certified After 3 Years of Work

Thanks and congratulations to everyone at the Omaha Works who worked long and hard to refine processes and prepare areas to be certified. At the end of 1991, all 52 processes at the plant were certified.

The certification process began three years ago. The first area to be certified was metal fabrication in Bldg. 50.

MFCS (Cont'd. from previous page)

Christmas shutdown. Attending a half-day training class on January 5 were Gary Epp, manager, EW&C SBU Operations and Engineering; Department Managers Mack Curbeam, Nate Shaw, Wayne Andersen, and Dick McGaughey; Supervisors Tompkins, Sick, Ott, Chuck Leyendecker, Don Leisey, Paul Pickrel, Joe Dolezal, Sid Hill, Warren Ford, Nancy Beusse, Lula Perryman and Fred Chadwick; and Production Analyst Judy Cook. Timko and Perez will also participate in the session. Trainers for the class are Bob Hosler, Dept. 505, and John Hohman, MFCS systems specialist-Dept. 503. Training sessions for layout and machine operators and truckers will follow soon. Supervisors will assist in training their employees.

Taylor believes the introduction of the two new systems is an investment in the future—giving employees world-class tools to achieve world-class manufacturing.

CHOOSING AND USING HEARING PROTECTION

Muffs, Plugs, And Canal Caps

Silence may be golden—but not when it's permanent. Hearing loss is a condition that occurs over time from repeated exposure to excessive noise. We can't always prevent noise, but we can prevent hearing loss by following established safety procedures and using the appropriate hearing protectors for the noise hazards we face each day. The following is a guide to the most common types of hearing protectors and the types of hazards they can guard against.



Muffs cover the entire ear and can reduce noise by as much as 15-30 decibels.



Ear plugs are positioned in the outer part of the ear and may reduce noise by as much as 30 decibels.



Canal caps are most commonly used when an individual is unable to use ear plugs.

Ear Muffs

Ear muffs come in many styles. Most are attached to spring-loaded headbands, while others are attached directly to safety headgear. Specialized muffs are also available for persons who work in high-voltage exposures, or who need to filter out hazardous noises while retaining acute hearing for normal sound ranges. Muffs cover the entire ear and can reduce noise by as much as 15-30 decibels. (Muffs are often used in conjunction with ear plugs when a worker is exposed to extremely high noise levels—105 decibels and above.)

Ear Plugs

Like muffs, ear plugs come in many varieties—formable, custom-molded, pre-molded, disposable, reusable—and may be made of many different types of materials such as acoustical fiber, silicone, rubber, or plastic. Ear plugs are positioned in the outer part of the ear and may reduce noise by as much as 30 decibels. (Excessive noise is commonly defined as 85-90 decibels or more over an 8-hour period.)

Canal Caps

As their name suggests, these hearing protectors cap off or close the ear canal at its opening. Like many muffs, canal caps are connected to a flexible headband that ensures a close fit. Canal caps are most commonly used when an individual is unable to use traditional ear plugs.

Using Hearing Protectors

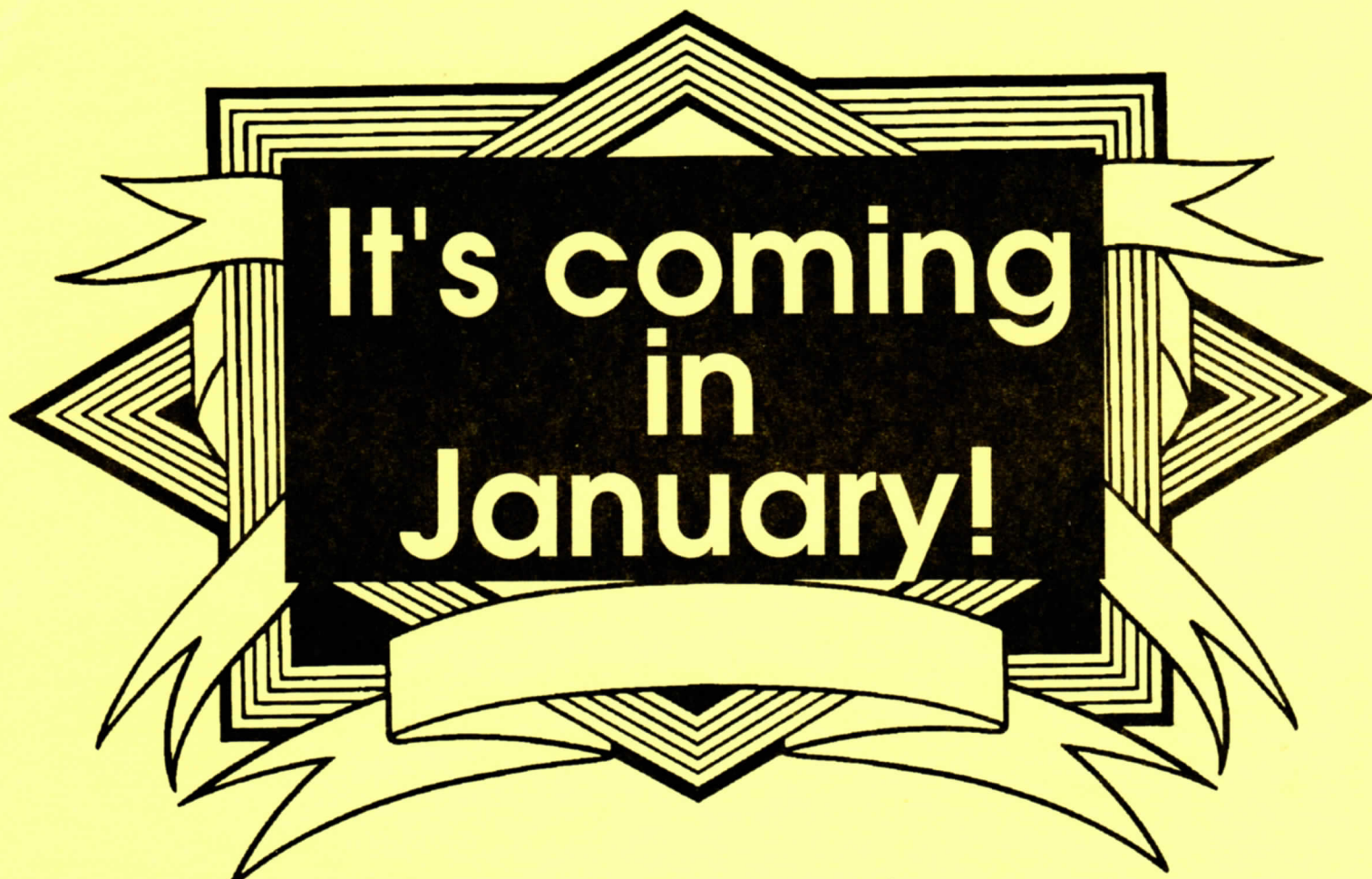
Your supervisor can help determine the amount of noise you are exposed to on the job through various testing devices and will provide you with the appropriate type of hearing protection for the particular noise hazards you face. But remember, hearing protectors only work when you use them correctly and consistently. Depending on the type of hearing protectors you use, dispose of or replace them as necessary. For reusable protectors, follow the manufacturer's guidelines for cleaning and storage. When it comes to your hearing, an ounce of prevention is worth a pound of cure.

A SPECIAL NOTE...

All three types of hearing protection devices are available from the 44 Store. Employees exposed to 85 decibels or greater are required to wear hearing protection and be on the hearing conservation program. The hearing conservation program consists of an annual hearing exam and annual training. Contact JOHN HAZUKA at extension 3395 for further information or noise monitoring.



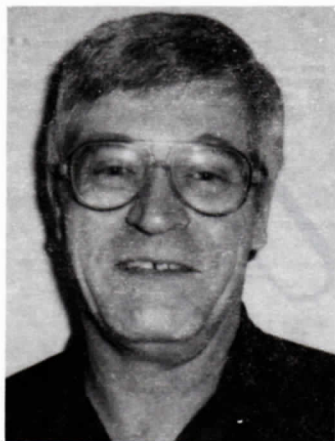
BE BULLISH ON SAFETY...PLAY LOTTO BULL!



All 52 processes became
certified at the end of 1991
and Jay and Jim say
Let's celebrate!

Look for details
coming soon in the
Weoma Club News.

LOTTO BULL CONTEST



MICEK



VOEGELI

Ken Micek, Dept. 595-6, was a happy guy when he won \$100 in the LOTTO BULL SAFETY AWARENESS contest. He also knew the BONUS QUESTION which was based on the safety film shown at the departmental safety meeting.

That correct answer won him an additional \$50 for a grand total of \$150.

Dick Voegeli, Dept. 704-3, is the lucky winner in the LOTTO BULL SAFETY AWARENESS contest for the last week in December. He correctly answered the question: "what would you do for a victim of hypothermia?" His answer was: "Move to the indoors and warm up."

Dick also won the bonus money by naming the safety film he had seen at his last departmental safety meeting. Congratulations, Dick!

There was no winner for the first week of January in the LOTTO BULL SAFETY AWARENESS contest. Next week's question will be worth a big \$200 in Westroads gift certificates and the BONUS will be \$100. Be sure and read the FACT SHEET in this issue of the Weoma Club News.

WIN WITH SAFETY

A Guide to Losing Weight

Going on a diet is easy; staying on it, and overcoming the obstacles, is harder. Successful dieters prepare themselves by setting clear goals, anticipating roadblocks they'll encounter, and deciding beforehand how they'll deal with problems. Here are some guidelines to help you diet successfully:

1. Figure out why you want to lose weight. Successful dieters are motivated to lose weight because they want to, not because someone else wants them to. The people who diet successfully do so to get control over their lives, to look better or to be healthier, not to please someone else. The best motivation comes from within, not from without.

2. Make sure you need to go on a diet. Many people don't. If you have big hips and your ancestors also have big hips, your problem may be hereditary. If that's the case, dieting won't help you. Likewise, if you're out of shape you may not need to lose weight, but simply tone up. An exercise course to firm your muscles is the solution, not a diet.

Only your doctor can tell you whether you need to lose weight and whether a low-calorie diet is appropriate. Your doctor or dietitian is also the best person to help you to select a well-balanced, nutritious eating plan and approve a regular physical exercise program suited to your lifestyle (assuming you do need to diet). Don't rely on fad diets to lose weight. Fad diets don't work, and

they can be dangerous. If you're going to be successful in the long term (in other words, lose weight and keep it off), you need to follow a reasonable diet and persevere in retraining your tastes for low-calorie foods and moderate portions.

3. Examine your eating habits. Many people eat out of habit rather than because they're hungry. For instance, a number of people automatically start eating when they watch TV. They've conditioned themselves to snack under certain circumstances, and the habit has become so ingrained they don't even think about it. If that's true of you, you may have to designate a certain spot in the house to eat and not allow yourself to eat anywhere else. In this way you'll be able to keep track of all that you eat. Another option is simply to eliminate all the high calorie snack foods from your house.

4. Expect temptation. It's not unusual for family members or friends, however well-intentioned, to undermine your diet. They may tell you that "one little piece of cake won't hurt," etc. Don't wait until such a temptation arises to decide how to deal with it. Decide beforehand that, when tempted, you'll say "no thank you." Be polite but firm, and don't back down. You don't have to explain or apologize; there's no reason to feel defensive. If you're going out with friends, meet them where you can eat without going off your diet. And finally, don't be surprised if not everyone likes "the new you." Some people may suggest you don't look as well as you did before. If you're not feeling well, see your doctor, but if you're okay, ignore their comments.

5. Be realistic and expect setbacks. No one's perfect. Stick to your diet as best you can, but if you do yield to temptation some-

times, don't give up. Many people set up harsh rules for themselves and then get discouraged when they fail to live up to them. Be flexible. If you make a mistake and go off your diet briefly, don't quit — you're not a failure. It's a setback, and while you may have lost a battle, you haven't lost the war. Keep at it. You might consider keeping a weekly record of your weight loss or plotting your course on a graph. That way you'll see the "big picture." And by seeing how far you've come, you'll be less likely to get discouraged if you hit a plateau, find you're not losing weight as fast as you once were, or even temporarily gain a few pounds.

6. Plan for rough times. If you're especially happy, as at a party or wedding, or you're angry, worried or depressed, you may be tempted to eat more. Be sensitive to how your moods can affect your eating habits. You may not be able to change the way you feel, but you can minimize the damage to your diet by understanding why you feel the way you do and changing the way you react. You may want to make a list of emergency activities to perform when you feel a strong food craving coming on. Such activities could include going for a walk, reading, taking a bath, etc. Finally, before you go to a party, eat something low-calorie at home so you won't face a tableful of appetizers on an empty stomach. And do your "mingling" away from the table. Dennis Vicek

The important point to remember is that successful dieting demands planning. Think things through before you start. Beginning a diet before you're fully prepared almost guarantees failure, and that's worse than not dieting at all. If you're going to diet, don't do it halfway. Plan, make a solid commitment to lose weight, and then Go for it! You can do

WEOMA CLUB

33rd

ANNUAL

ABC/WIBC Sanctioned

BOWLING TOURNAMENT

FEBRUARY

Sat. 15th & Sun. 16th

Sat. 22nd & Sun. 23rd

Saturday 9:00 a.m. 12:00 Noon & 3:00 p.m.

Sunday 9:00 a.m. 12:00 Noon & 3:00 p.m.

Sign-up Dates: Jan. 6th - 29th 1992

ENTRY CLOSING DATE JANUARY 29, 1992

No Entry Accepted Without Full Payment
Contact A Committee Member

All Prize Money Returned 100%

Tournament Committee

X-3342 Art Clausen Chairman (1st)
X-3944 Rick Novak (1st)
X-3136 Nancy Carbonell (1st)
X-3673 Chuck Schultz (2nd)
X-3867 Gene Bastian (2nd)
X-3064 Linda Sellin (3rd)
X-3142 Dan Moran (3rd)



Cougar Lanes

Classified Ads

Advertisements must be submitted to the Weoma Club office absolutely no later than 7 a.m. on Wednesdays for the following weeks' issue.

Transportation

RIDE NEEDED: from LaVista, 90th & Harrison, 7-3:30. Call Ken at 592-9308 or x3959.

For Sale

Musical

COMPLETE LIGHT & SOUND SYSTEM: for your band. Monitors, lge. speakers, big light rack, mixer, amps, misc. 331-5691.

PEAVEY ELEC. GUITAR: solid body w/hard shell case, \$125. 895-6303.

Home Entertainment

POOL TABLE: w/ping pong top, comes together. If interested call 391-4343 or after 6 p.m. call 895-4785.

Sports Equipment

1990 MINI BASS BOAT: "one man" trolling motor, battery, paddle, cushion, life jackets, all for \$375. 733-0243.

Home Furnishings

SOFA: w/oak wood inserts, earth-tone, 10 yrs. old, \$125. SWIVEL ROCKER: light brown, \$75. RUST CARPET: good condition, up to 45 yds., \$65. (10 yrs. old). Call to see colors samples. 727-7018. Fremont, NE.

SOFA & LOVE SEAT: matching, neutral colors, \$200. 896-0573.

Appliances

KIRBY VACUUM CLEANER: w/all attachments including rug shampooer, must sell. 896-0875 after 6:00 p.m.

HOTPOINT ELEC. RANGE: 30", copertone, works well, \$125. 697-1911 after 4 p.m.

PENNCREST IMPERIAL CHEST FREEZER: 18 cu. in., good condition, \$125. 697-1911 after 4 p.m.

Tires

UNIROYAL ALL-SEASON TIRES (2): P235X75-15, one mounted on 5-lug GM rally wheel, \$35. 733-6627.

Parts & Accessories

CHAMPION BATTERY: new, 875 C.C.A. maintenance free dual post, 72 month, \$50. 733-6627.

1965 FORD MUSTANG STOCK RIMS (2): 4-lug, \$25. ea. 478-4997 after 4:30 p.m. or leave message.

GENUINE GM FACTORY TRUCK REPAIR MANUALS: gasoline & diesel engine repair & overhaul, wiring, emission control & driveability, \$35. TENOSHA TRAILER BRAKE CONTROL: elec. hydraulic adjust, for 2-wheel or tandem axle brake trailer, \$20. AUTOMATIC TRANS. COOLERS (Hayden): (1) 11,000 lb., \$15., (1) 18,000 lb., \$20. 733-6627.

1968 CAMARO PARTS. 331-5691. Ask for Andy.

Vehicles

1991 CHEVY S10 PICKUP: 4 cyl., 5-speed, AM/FM cass., 9,000 mi., asking 6,300. 496-1188 after 4:30 p.m.

Miscellaneous

IBM COMPATIBLE CPU, KEYBOARD & MOUSE: 286 SX, 12 MHZ HD & software, 3.50 & 5.25 drives. MODEM, INTERNAL: 4.01 DOS, best offer. 346-1852.

CANVAS BAG: new, heavy, unfilled, \$20. 330-1713.

TANDEM BICYCLE: 6-speed, 1 yr. old, \$250. REMOTE CONTROL V.W.: off road w/controller, \$75. 895-6303.

Weoma Want Ads

ENTERTAINMENT Pam Raabe, x3154

OMAHA RACERS BASKETBALL

\$2.00 OFF

This coupon is redeemable for \$2.00 off a Racers single-game ticket for the designated dates at right. May only be redeemed at the Ak-Sar-Ben Box Office. Coupon may not be used in conjunction with any other offer or combined with any other discount. One ticket per coupon.



and the

Omaha World-Herald

\$2.00 OFF

Wednesday, Jan. 29 7:05 p.m.
Monday, Feb. 17 3:05 p.m.
Thursday, Feb. 20 7:05 p.m.
Sunday, Feb. 23 2:05 p.m.
Wednesday, March 4 7:05 p.m.
Thursday, March 5 7:05 p.m.
Sunday, March 8 3:05 p.m.
Thursday, March 12 7:05 p.m.

\$2.00 OFF

\$2.00 OFF

THERE IS A LIMITED NUMBER OF THESE DISCOUNT COUPONS AND YOU MAY PICK YOURS UP AT THE WEOMA CLUB OFFICE BETWEEN 7:30 A.M. AND 4:00 P.M. FIRST COME, FIRST SERVED.



FOR MAIL ORDERS ONLY
Mail this coupon along with your check or money order and self-addressed envelope to:
SESAME STREET LIVE/GERICO MARKETING
14441 Dupont Court, Suite 304
Omaha, NE 68144
For information call (402) 697-1043
Only One Discount Per Ticket Allowed

Sesame Street Live

Omaha - AK-SAR-BEN Coliseum * Lincoln - Pershing Auditorium
EMPLOYEE DISCOUNT COUPON

CHECK PERFORMANCE DATE & TIME

☐ OMAHA - Tues, Jan. 21 - 4:00pm
☐ OMAHA - Wed, Jan. 22 - 10:30am
☐ OMAHA - Wed, Jan. 22 - 7:30pm
☐ OMAHA - Thur, Jan. 23 - 4:00pm
☐ OMAHA - Thur, Jan. 23 - 7:30pm
☐ LINCOLN - Sat, Jan. 25 - 11:00am
☐ LINCOLN - Sat, Jan. 25 - 3:00pm
☐ LINCOLN - Sun, Jan. 26 - 3:00pm

NUMBER OF TICKETS NEEDED

_____ Tickets @ \$9.00 (reg. \$10.50)
_____ Tickets @ \$6.50 (reg. \$8.00)

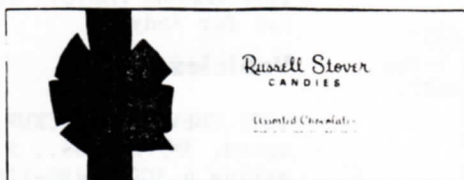
Company _____
Name _____
Address _____
City _____ State _____ Zip _____
Phone () _____

FOR OFFICE USE ONLY
LOCATION ASSIGNED

DISCOUNT TICKETS THAT NEED TO BE MAILED IN WILL BE AVAILABLE IN THE EMPLOYEES MALL, MAIN CAFETERIA AND CABLE CAFETERIA OR CONTACT CLARA ON X3617 OR PAM, X3154.

The Pioneer Porch

PRICE REDUCTION!



PRICES HAVE BEEN REDUCED ON RUSSELL STOVER CANDIES AND NOW IS THE BEST TIME TO TAKE ADVANTAGE OF THIS OFFER. THE PIONEER PORCH HAS ONE (1) 2 LB. AMERETTO FRUITCAKE TIN LEFT AT A REDUCED PRICE OF \$10.

JAMTM POCKET PROTECTORS

Protect your expensive clothing from ink and wear with these inexpensive pocket protectors. Available in durable white.



50¢

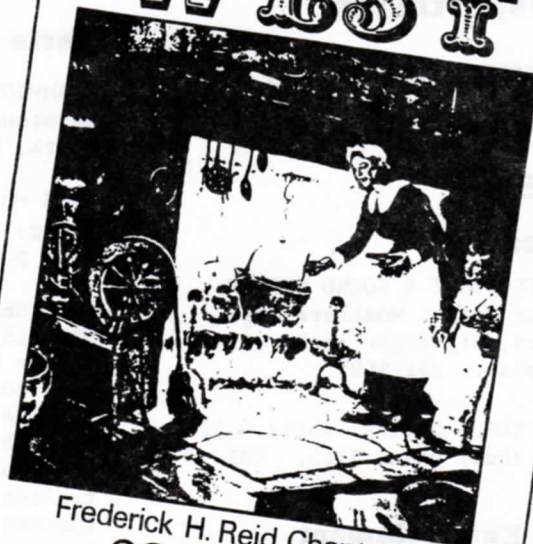
YOU ASKED FOR IT



LICENSE PLATES

\$2⁶⁵

TELEPHONE PIONEERS BEST of The WEST



Frederick H. Reid Chapter 8
COOKBOOK

\$8.

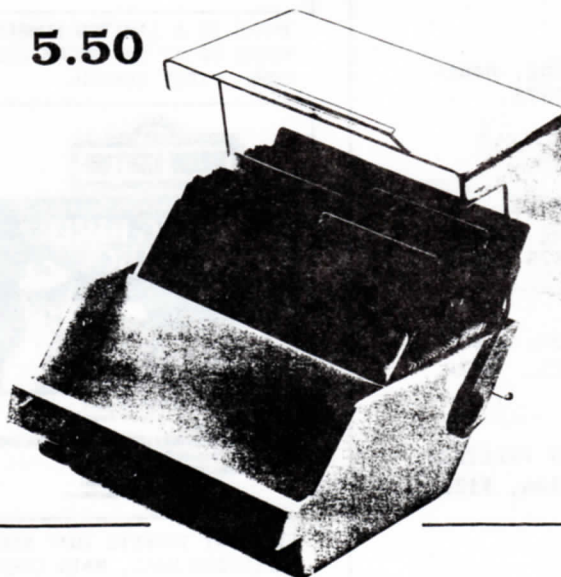
AMARAY[®] MediaMate[™] 5 1/4" DISK CASE

Stores, Organizes and Protects 50 5 1/4" Disks

Attractive, Contemporary styling—Complements any workstation or home decor

Features include: 4 dividers, built-in carrying handle and mar-resistant feet—all at a surprisingly economical price

5.50



STORE HOURS

MONDAY

7:30 - 8:30 a.m.
10:30 a.m. - 12:30 p.m.
3:00 - 4:00 p.m.

WEDNESDAY

7:30 - 8:30 a.m.
10:30 a.m. - 12:30 p.m.
3:00 - 4:00 p.m.

THURSDAY

10:30 a.m. - 12:30 p.m.
7:00 - 8:30 p.m.

FRIDAY

3:30 - 5:00 a.m.
7:30 - 8:30 a.m.
10:30 a.m. - 12:30 p.m.
3:00 - 4:00 p.m.