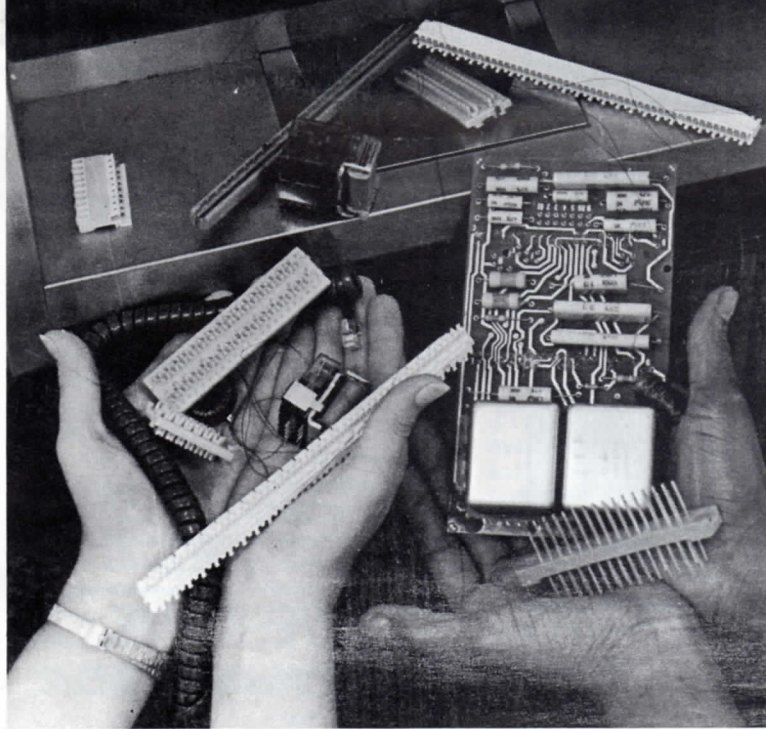


the Westerner

Omaha Works

Sept. 24, 1979

 **change**
dollar bill & coin



Making change

Employees formerly in enameling move to new jobs.

Page 4

for your information

Two Works employees had a hand in the making of some real superstars. Ron Siwa of Dept. 745 was coach and Jack Bloomer of Dept. 439 was manager of the Keystone Little League All-Stars, who won the 1979 Central Region (Section 4) championship last month.

The team, composed of 12-year-old youths, is the first from Omaha to have won such a championship. Ron said the team practiced twice a day, often in 90-degree heat. Ron's son, Joe, was the team's catcher and relief pitcher. (Joe's mom, Joan Siwa of Dept. 413, was one of the team's chief cheerers.)

A loss prevented the team from participating in the Little League World Series.

"Naturally they were disappointed when they couldn't go on in the tourney, but they were really proud of what they

had accomplished," Ron said of the team. "They're just a super bunch of guys" . . .

. . . If you think the people making 835A-1 tools in Dept. 441 particularly have been busy, you're right. In the latter part of July, tool No. 10,000 was manufactured in the department, which has been making the product only since September of last year. The tool, used to splice cable in the field, has gained very favorable acceptance among our Bell customers . . .

. . . The following are the July unit values for both the Bell System Savings Plan (BSSP) and the Savings and Security Plan for Non-Salaried Employees (SSP):

BSSP

| | <u>Units Value</u> | <u>Units Credited Per Dollar</u> |
|-------------------|--------------------|----------------------------------|
| AT&T Shares | 2.0557 | .4864 |
| Gov't Obligations | 1.9630 | .5094 |
| Equity Portfolio | 1.3720 | .7288 |

SSP

| | <u>Units Value</u> | <u>Units Credited Per Dollar</u> |
|--------------------------|--------------------|----------------------------------|
| AT&T Shares | .9580 | 1.0438 |
| Guaranteed Interest Fund | 1.0399 | .9615 |

energy . . . less is more



PUSH-BUTTON CONTROL lets Gloria Garrens, an ARA employee, activate the timer on the air handling unit for the main cafeteria. The timer makes it possible for air conditioning or heating to be provided only when people are present in an area. It automatically shuts off the air system after a pre-determined interval. Timers like this one have been installed in the peripheral areas of Building 30 (such as the auditorium, and storage rooms), where activity isn't constant. It's an energy-saving measure expected to save the Works close to \$17,000 in 1979. Similar timers are on the market that save homeowners money by automatically regulating thermostats.

W.E. policy on the handicapped, disabled and Vietnam Veterans

The Omaha Works invites all applicants and employees who are handicapped individuals or disabled and/or Vietnam era veterans to identify themselves to the personnel organization for employment/placement consideration under the company's Affirmative Action Program. This invitation is covered in the current and ongoing policy statement signed by Western Electric President Donald E. Procknow, Sept. 17, 1976.

Works General Manager Chuck Meetsma firmly supports the company's commitment to full compliance under the program, and reaffirms Procknow's statement that all information submitted to the company will be held in strict confidence.

Employees who believe they qualify for consideration under this Affirmative Action Program may go on record as such by completing a form available from our EO investigators, Gail Bailey (Ext. 3597) or Bob Olderog (Ext. 3594). This identification is sought on a voluntary basis only. Refusal to provide the company with this information will in no way subject the employees to any kind of adverse treatment.

James O. Bosworth, manager of Industrial and Labor Relations, Environmental and Industrial Engineering, as-

sumes responsibility for administering the Affirmative Action Program for the Handicapped and Disabled and Vietnam Era Veterans (AAP-H/V). He is the appointed head of equal opportunity programs at the Omaha Works.

When needs of the business permit an expansion of or advancements within our work force, Bosworth will monitor our program to ensure that where feasible we have met our commitment to increase job opportunities for the qualified handicapped.

Copies of the AAP-H/V have been distributed to all supervisors and are also on file in the personnel organization, available for employee inspection.

All persons who believe themselves covered by this program, that is, the provisions of the Rehabilitation Act of 1973, as amended, and/or the revised Vietnam Era Veterans Readjustment Assistance Act of 1974 and, further, who believe that an alleged violation of these Acts occurred, are asked to contact our EO investigators for counseling, assistance or information related to filing a complaint.

Employees and applicants are protected from coercion, intimidation, interference or discrimination for filing a complaint or assisting in an investigation under these Acts.

**the
Westerner**
VOL. 23 NO. 8

**Linda Ryan
Editor**

Published for employees of the Omaha Works.
For information write: Editor, *The Westerner*,
P.O. Box 14000, West Omaha Station, Omaha,
Nebraska, 68114; or telephone 691-3553.

Member
IABC/Omaha
International Association of Business Communicators
Printed by the Omaha Works
Reproduction Department

 **Western Electric**

service anniversaries

september



Dick Baker
35 years
9/18/44

Not pictured:

Elaine Anderson
30 years
9/7/49

20 years

| | | | |
|------------------|-----------------|----------------|----------------|
| G. T. Callahan | G. L. Hall | E. A. Lopez | D. L. Poppe |
| H. L. Cappen | D. R. Hayden | F. J. Markesi | D. L. Severa |
| D. B. Chambers | V. M. Heitman | F. F. Minor | P. C. Shomshor |
| I. C. Cheers | H. C. Junge Jr. | M. G. Mock | D. W. Teague |
| J. F. Durbin | W. E. Kassube | W. Nussrallah | L. A. Vandeman |
| D. N. Ettlín | B. B. Kennedy | K. H. Paulison | N. E. Walter |
| L. M. Galata | J. Klavins | J. E. Perfect | M. D. Weaver |
| W. R. Gouldsmith | B. R. Leslie | E. T. Pollard | M. E. Wilson |

15 years

| | |
|-----------------|--------------------|
| J. S. Backes | S. N. Merrill |
| M. K. Biga | O. K. Merriweather |
| A. L. Boyd | R. W. Miller |
| T. W. Frye | J. E. Moore |
| C. W. Garretson | A. K. Nelson |
| S. P. Griffith | K. K. Oldfield |
| C. A. Gunther | D. P. Parks |
| L. B. Hibbeler | E. H. Peterson |
| B. B. Hooper | J. G. Sopcich |
| C. J. Jackson | T. G. Welchert |
| O. C. Jarrett | R. L. Wheeler |
| Q. Y. Lieth | |

10 years

| | | | |
|-----------------|-------------------|----------------|-------------------|
| L. A. Alcaraz | D. B. Fuxa | E. V. Leggitt | D. G. Preston |
| S. L. Allas | C. P. Garside | M. O. Lemke | B. S. Quandt |
| A. L. Allen | H. A. Gulbranson | E. B. Leslie | E. L. Rhoads |
| K. A. Anderson | R. A. Hergenrader | R. E. Meeker | M. W. Rutten |
| I. L. Arehart | B. S. Hixson | L. F. Moore | J. R. Springer |
| J. F. Bishop | R. V. Hopkins | D. M. Morgan | D. S. Tesnohlidek |
| R. E. Blacketer | T. A. Hurlbut | J. M. Newman | O. A. Thomas |
| A. D. Chavanu | P. W. Jackson | J. C. Nixon | V. F. Tibbens |
| B. S. Church | R. J. Klusaw | M. V. Nowak | H. S. Tibbs |
| C. E. Coffin | W. S. Konik | D. H. Pannell | A. C. Toney |
| V. C. Cohee | D. A. Kreick | A. M. Peterson | D. Wells |
| A. R. Cooper | T. P. Leahy | R. T. Pierce | |

retirements

Employees who retire often have their futures fairly well planned from the first day off the job. The recent retirements of two Works employees — Fred Ellerbusch and Reg Hill — has resulted in their heading toward opposite directions on the globe.

Fred, who was an electrician in Dept. 744, and his wife, Ruby, are headed for the southwestern United States and Mexico, to do evangelical work. Last December, Fred was awarded a Western Electric President's Citation for saving the life of his mother-in-law through cardiopulmonary resuscitation (CPR).

Reg was a machine setter in Dept. 726 prior to his retirement. He has rejoined his family at their home in Fort Erie, Ont., Canada, a home he has maintained throughout his 31 years of service with Western Electric.

Those who knew Reg will recall the pride he takes in being a North American Indian. As such, he is able to move freely between Canada and the United States without being subject to routine border inspections.

Reg crossed the Canadian border daily when he worked at Western's Buffalo Works in New York. When Reg transferred to Omaha a few years back, he and his family decided to keep their

home in Canada while Reg worked here.

One reason Reg didn't want to give up his Canadian home was because the

area afforded him fine hunting and fishing — activities he intends to resume now that he has returned.



Erv Tvrdik
40 years



Dick Douglass
33 years



Reg Hill
31 years



Leroy Dietz
32 years



Fred Ellerbusch
21 years



Paul Wells
20 years



Maria Karalius
20 years



Marilyn Kohlbeck
20 years

Not pictured: **Pete Prest**
43 years

MAKING CHANGE

Employees adjust to new jobs

"Change will continue to be a way of life and we should welcome it — it means that the business is healthy." — Warren G. Corgan

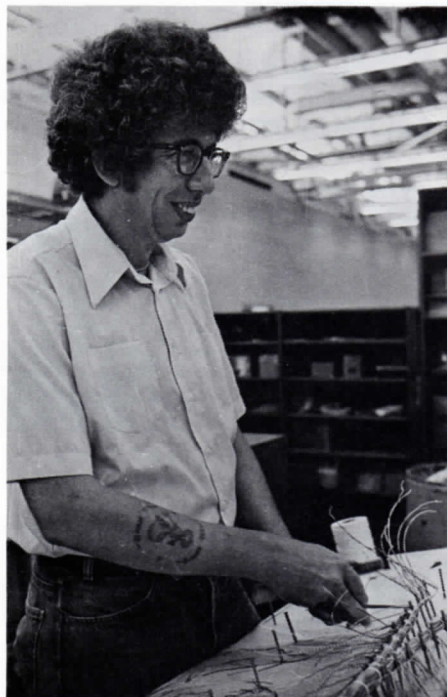
Those words were spoken at the beginning of 1979 when then General Manager Warren Corgan, now vice-president of Western's Government and Commercial Sales Division, gave his view of the Omaha Works future.

In July, the last of 38 employees who had worked in Omaha's enamel wire sec-

tion were moved to new jobs. They were transferred when it was decided to cease enamel wire operations here. The shut-down is one of the most recent examples of change that Corgan said to expect.

Six of the 38 employees have shared with The Westerner how change has affected them. They say that change doesn't always come easy, especially when one likes an old job as much as they said they liked enameling.

But, it can be done. On these pages, they tell how change has worked out for them.



Joe Sharpnack

Ken Kowalewski

In the 10 years that Ken Kowalewski has worked at Omaha, he's been in a variety of jobs — from factory cable to cotton winding to station cords. He joined the enameling job crew in January 1977, and from the start "I liked everything about it," he said.

"It was a real challenge to keep that fine gauge wire going on the spools without it breaking," Ken recalled.

Then word came that the job was being closed out. "I was kind of mad about it to begin with, but it's something that happened. You have to put it all behind you and start again," he said.

Ken was transferred to the second shift in Dept. 441 where he's a cable former. The hardest part about the change for him was "a loss of revenue," he said, because he took a downgrade. "But if I can't be in enameling, then this job is just what I want."

He explained that certain things about the job helped make the transition easier. For one, Ken likes the challenge the job presents: "You have to learn the different kinds of cable," he said, "and I like doing things with my hands."

Working second shift also suits his needs. It means he can be home with his children while his wife, Linda, works the midnight shift in Dept. 435.

And Ken likes being around people on the floor again, he said. The enameling job, in its walled-in area, was somewhat out of the shop mainstream. Changing to his new job, Ken said, was almost like coming out of hibernation.

Buddy Boyles

Buddy Boyles is no stranger to change on the job. He has worked with station cords, the wire mill and even the stranding annealer. But most of his 13 years with Western Electric have been spent in enameling.

He experienced a big change when he and his family moved to Omaha from Buffalo after the plant there closed. Omaha took over Buffalo's enameling operation in the latter part of 1976. Because of his experience, Buddy was assigned to enameling, and helped train a large share of Omahans.

He wasn't happy to hear that enamel-



"Babe" Lesinski



Buddy Boyles



**Jackie Stephenson
and Bill Rose**

ing was to be phased out. "But the supervisors gave us support," he said. "They told us as much as they could, and they were as fair as they could be."

Buddy was placed in Dept. 435 to be a molding press operator. "It's not my favorite job," he said, "but it's a job." Because he was downgraded, making financial adjustments was difficult, he said.

Still, he wasn't altogether discouraged.

"Being bumped and switched around is one of the occupational hazards of the job," he explained. "If you can't adjust to change, then you shouldn't even be in the industry."

He still counts security and benefits as important pluses in working here, and he's happy on the midnight shift, he said. Besides, since he's been "out of the walls" of the enameling operation, he has made many more new friends.

Jackie Stephenson

Like Buddy Boyles, Jackie Stephenson has experienced changes in jobs.
(Continued on Page 6)



Ken Kowalewski

Making change:

The challenge can be met

(Continued from Page 5)

including upgrades and downgrades, during her 10 years at the Omaha Works. Enameling, she said, was her favorite.

"We all were sorry the job closed down, but you have to learn to adjust — you have to face reality," Jackie said. "And I don't think there's a job out here you can't adjust to."

That's not to say that adjusting is easy. Jackie also experienced a downgrade, for her the most difficult part about the change.

Then, too, she thinks enameling was more challenging and afforded greater responsibility than her new job as a mini-wire spring relay adjuster in Dept. 728.

But actually, the only real drawback to her new job, Jackie said, is that she sits all day. Otherwise, "it's a clean job, and I like the people." She even works with some of the same supervisors she had in enameling, a factor that helps in a change.

And although Jackie liked working seven-day coverage on all three shifts when she was in enameling, she has taken a liking to working a straight second shift now. She can count on regular weekends and holidays, she explained. In fact, last Labor Day was the first long holiday weekend she has had since she joined the enameling crew in 1977.

Joe Sharpnack Jr.

One of the first six Omahans trained for the enameling job was Joe Sharpnack. He started as a cable former with Western 11 years ago.

Like the others interviewed, Joe said the enameling job was most challenging. Prior to joining the enameling crew, Joe also had worked on big switch, coil winding and station cord jobs.

So, when enameling shut down, change was not a new experience for Joe. What was difficult — when a shut-down became apparent — was not knowing where he would go. "You don't know what's ahead of you — it's really like changing careers," he said.

When he found out he would be working in Dept. 441 in cable forming, Joe was relieved: "I'd done that job for eight years.

"It's not bad — I kept my grade," he said. He misses the mobility the enameling job afforded him, and he's not fond of working second shift. Such things at first "would upset me once in a while," he said, "but it's still a job. I don't run out and quit."

Dick Midlik

Of the six employees interviewed, Dick Midlik is the only one to have spent

his entire Western Electric career — all 23 years — in enameling. That is, until now.

Dick moved with the operation from Buffalo, "hoping to retire in enameling." Perhaps because he never had switched jobs, change especially was difficult.

He's now an extruding machine operator in Dept. 289. Although he kept the same grade, "I felt slighted," Dick said. The hardest part was that "after helping train people in enameling for 23 years, all at once I was the one being trained. I guess it hurt my ego."

But Dick's not one to give up, either. "It's a job, and I want to keep my pension," he said. For the time being, he will stay with the midnight shift because "I feel I can learn the job better this way."

"That's progress, and maybe it's all for the best," Dick said. "I don't know — the future will tell."

Mel "Babe" Lesinski

Fifteen of "Babe" Lesinski's 27 years with the company have been spent in enameling. For the balance of his career, Babe worked in cable extruding.

He liked the enameling job, a factor in his decision to move his family to Omaha from Buffalo with the operation.

Omaha's enameling job had a good crew, Babe said. "Teamwork was tremendous. Everybody would always put in extra effort when you had a problem."

But "the company did what it had to do" in shutting it down, he said. For Babe, the biggest burden change presented was "the waiting and the suspense until the final word — not knowing where you'd be going or what you'd be doing."

He was transferred laterally to Dept. 253 where, as a process checker, he inspects waterproof cable. "I'm pleased" with his new job, Babe said, partly because "I know the product — I used to make it in Buffalo."

He also likes working a straight day shift so he can spend more time with his family. The change was made easier, too, he said, because of a helpful supervisor: "He took the time out to explain the job to me and told me who to see when I need help."

Sure, enameling was more challenging and gave him more responsibility, Babe said. "But I'm a worker. I love to work a good job — and this is a good job."

suggestion box

Because they took the time to think about a better way of doing something, two Works employees had a little extra money to take to the bank, courtesy of the employees' suggestion program.

That "little extra" turned out to be awards of \$1,580 for **Richard Browns** of Dept. 741 and \$1,340 for **Joe Bonaiuto** of Dept. 443. The awards came just in time to help pay for remodeling and redecorating projects both men had undertaken at their homes.

Richard won his award for the first suggestion he ever has submitted: That modifications be made to the coin and trim machine which would result in extended die life.

Winning awards, by the way, must run in the Browns family. Richard's daughter, Tiffany, submitted a winning poster in the safety department's 1980 calendar contest (see Page 8).

Joe has won suggestion awards be-



Joe Bonaiuto



Richard Browns

fore, but never quite as large as this, he said. His idea was that cardboard dividers used in shipments of load coil cores be sent back to the Hawthorne Works for reuse.

Others who have received suggestion awards include:

Don Rowland, Dept. 435, \$870.

Jim Roberts, Dept. 441, \$355.

Jim Brainard, Dept. 439, \$315.

Evelyn Sacco, Dept. 201, \$115.

promotions



Ralph Beisner
From department chief (Dept. 735) to engineering manager (Organization 730), plant and factory, switching apparatus and cords.



Forrestine Ford
From wireman (Dept. 444) to section chief (Dept. 725-10), SAM (spring body) and PRAM (spring finish and repair) section.



Dale Karloff
From millwright (Dept. 744-1) to section chief (Dept. 744-1), plant construction.

Roger Neumann
From planning engineer (Dept. 472) to department chief (Dept. 735), plant and factory engineering.



Ron Neneman
From layout operator (Dept. 445-3) to section chief (Dept. 445-3), cast resin terminal strip and 53A4-50 cable terminals.



Jackie Stewart
From accounting associate (Dept. 333) to section chief (Dept. 435-2), 710 connector assembly.



Safety at work: The eyes have it

Neither Bonnie Spencer nor Tom Munger take anything for granted — at least, when it concerns their eyesight. Bonnie and Tom were involved in two separate accidents which could have resulted in eye injuries had they not been wearing their safety glasses.

Bonnie, of Dept. 725, was cleaning out a head assembly of a double extruder machine when the top coating extruder "squirted out" melted plastic. She suffered minor facial injuries, but her eyes

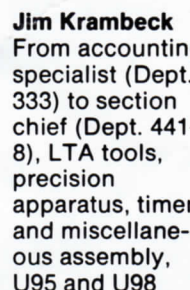
were unharmed.

Tom, of Dept. 741, was sharpening a cutter when a piece of the blade broke off, striking his safety glasses. The blade shattered a lens of his glasses but did not enter his eye.

Tom did have to remove a fragment of glass from his left eye. But that's a small price to pay when one considers the injury that would have resulted had there been no safety glasses to stop the broken piece of blade.



Cully Union
From machine operator (Dept. 282) to section chief (Dept. 289-2), braiding and specialty wire.



Jim Krambeck
From accounting specialist (Dept. 333) to section chief (Dept. 441-8), LTA tools, precision apparatus, timer and miscellaneous assembly, U95 and U98 stores, 2 and 16 type closure assembly.



A BELIEVER . . . Safety on the job is so important to Bonnie Spencer that she even gets after her husband, Ed, to wear goggles at home when he's welding.



SHATTERING EXPERIENCE . . . Tom Munger would prefer to have his safety glasses — not his eyes — suffer the consequences of a wayward piece of blade.

It pays to practice

Like many Omaha Works retirees, Roy Jahnke apparently is spending his leisure perfecting his golf game. It's paying off, because not too long ago he shot a hole-in-one. Roy, who retired in 1972, formerly was section chief of the maintenance training organization. He now lives in Santa Cruz, Calif.

Calendar art has message: Safety

The competition was tougher than last year, that's for sure.

More than 140 posters were entered in the 1980 safety calendar contest that was sponsored by the safety department. That compares to 84 entered last year.

The posters were submitted by employees' children or grandchildren, in the hopes that theirs would be used to illustrate the calendar. Each delivered its



TWO TO A FAMILY . . . Colleen Cochran had a winning entry in the calendar contest this year. Last year, her brother, George, was a winner.

own safety message.

The three judges who chose 12 winning posters said selecting the best was difficult, because all the entries were well done. The judges were Carol Anderson, an art supervisor for the Omaha Public Schools System; Sister Barbara Loomis, an art instructor at Christ the King School; and John Pecoraro, an art instructor at Ralston Middle School.

The winning entries touched on safety practices at home, work or play. One colorful poster featured a bandaged caterpillar with the message, "Take a minute every day — safety first before it hurts." One illustrated a homemaker who had dangerously overloaded an electrical outlet with too many appliances. Still another warned, "Don't touch the plug when you're in the tub."

Winners, ranging from preschool age to 12th grade level, each received one share of AT&T stock, and were guests last month at a reception in the Omaha Works auditorium. They will be pictured in the calendar with their sponsoring parents or grandparents. The calendars are to be distributed to all Works employees sometime in December.

The winners, two chosen from each of six age groups, and their sponsors are:

Group 1 — Marcus Hagood, son of Helga Hagood, Dept. 435; Daniel Ensz, son of Lyndon Ensz, Dept. 475.

Group 2 — Julie Cornwell, daughter of



REFRESHING PAUSE . . . Linda Giebler of Dept. 524 serves a cold drink to Tiffany Browns while Tiffany's parents, Carol and Richard Browns, wait their turns.

Todd Cornwell, Dept. 735; Tiffany Browns, daughter of Richard Browns, Dept. 741.

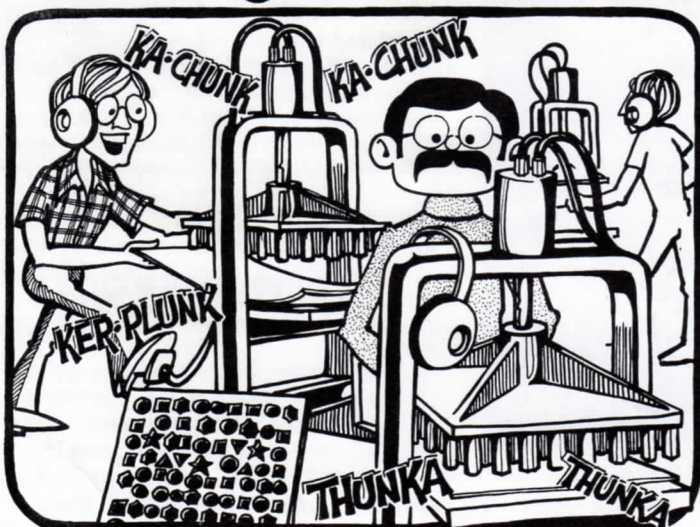
Group 3 — Colleen Cochran, daughter of Robert Cochran, Dept. 1231; Shaun Stewart, son of Jay Stewart, Dept. 475.

Group 4 — Dave Karloff, son of Dennis Karloff, Dept. 744; Jerry Kent, son of Ed Kent, Dept. 445.

Group 5 — Lora Wilson, daughter of Betty Wilson, Dept. 725; Greg Baltzer, son of Gary Baltzer, Dept. 472.

Group 6 — Peggy Miller, daughter of Sharon Miller, Dept. 331; Teresa Harken, daughter of Sam Martin, Dept. 435.

OLLIE OOPS



Take care of your hearing . . . and really know the score.