

# the Westerner

Omaha Works  
August 1981

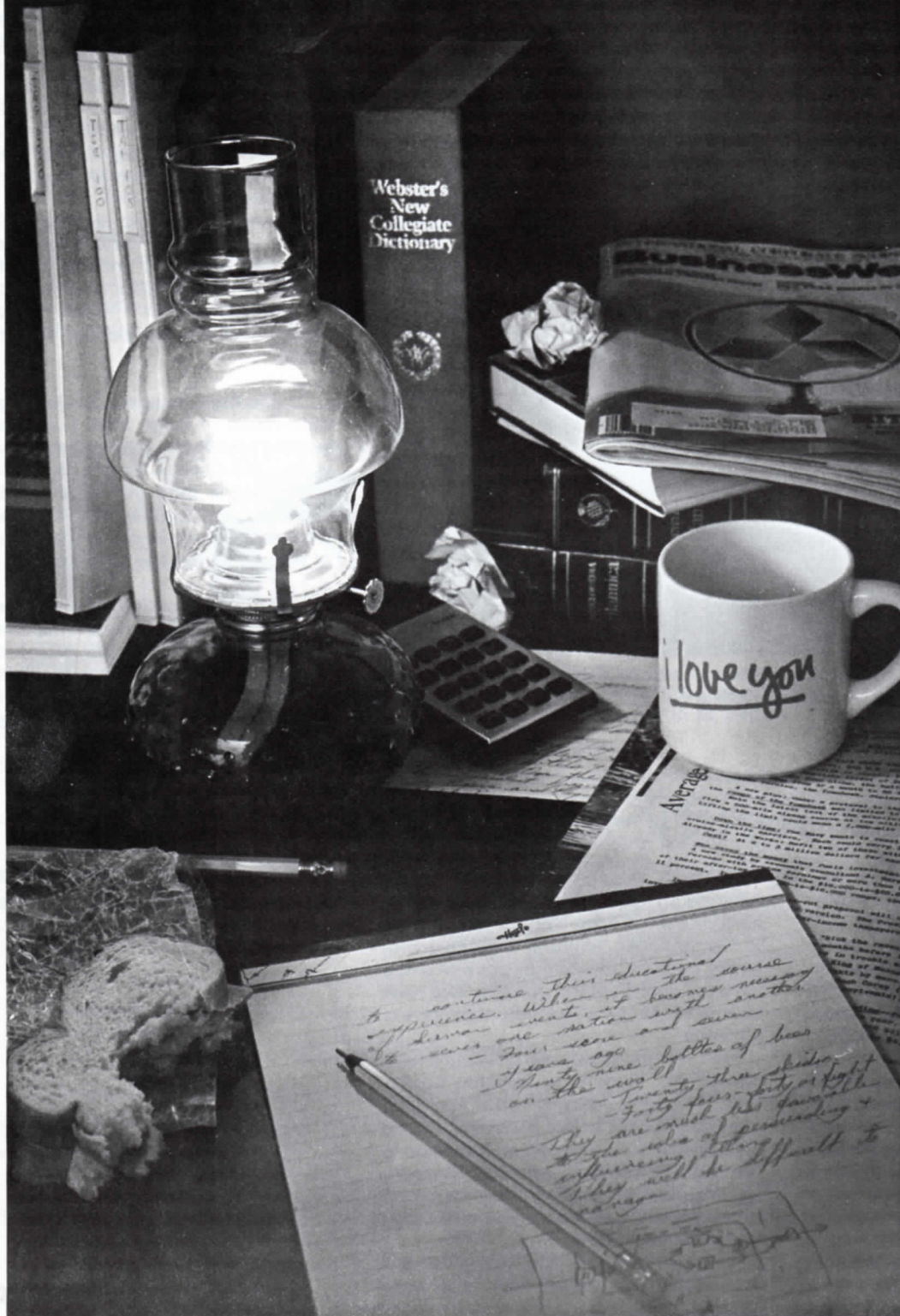


Photo by Rog Howard

Burning  
the  
midnight oil  
Page 4

Omaha ships  
100 million  
cords  
Page 6

Ollie's back!  
Page 6

# for your information

Children of employees of Western Electric and its wholly owned subsidiaries who will complete high school and enter college in 1983 should take the 1981 Preliminary Scholastic Aptitude

Test/National Merit Scholarship Qualifying Test (PSAT/NMSQT). It will be administered in high schools on Oct. 27, 1981, or on Oct. 31, 1981.

The test is the first step in the competition for Western Electric Fund Merit Scholarships to be awarded in 1983. The competition is administered by the National Merit Scholarship Corporation (NMSC). Recipients of the W.E. Fund scholarships are chosen through NMSC from among children of on-roll employees or retirees, or children of deceased employees who had a minimum of 15 years service and were on the active or pension roll at the time of death.

The maximum amount that may be

awarded is \$3,000 per year for up to four years of college studies, with a minimum stipend of \$500 per year.

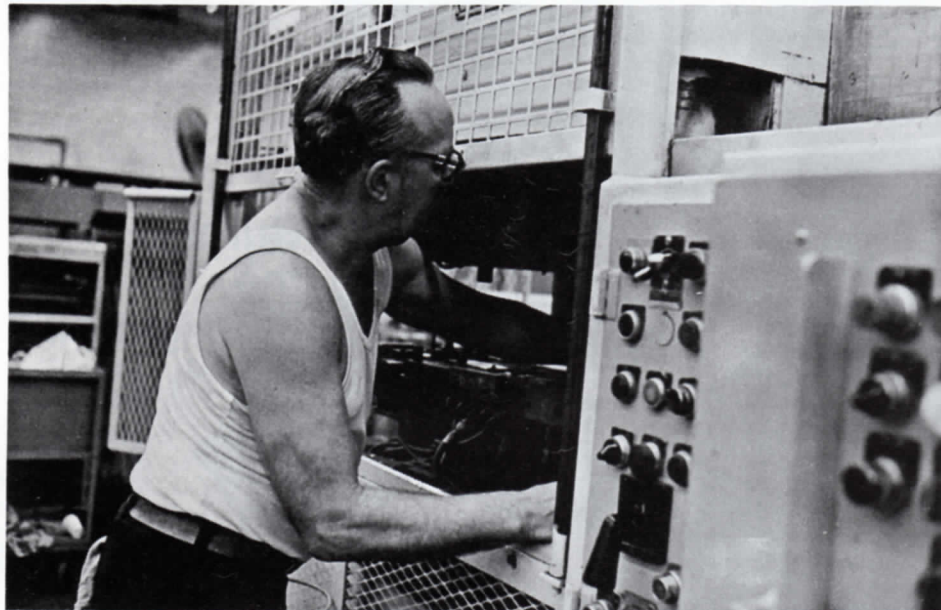
Additional information about the scholarship program is included in a brochure that can be picked up in the public relations office . . .

. . . Mary Faulkner's heart sank when she went to get the \$40 she had brought to work, only to find it missing. She traced her steps to a restroom, couldn't find the money. Mary mentioned it to several co-workers, but none had seen the two \$20 bills she had lost. She was about to write off her loss for good when she was approached by then fellow worker in Dept. 723, Cheryl Koenig, now of Dept. 435. Asking if she had lost some money, Cheryl handed over the two bills when Mary accurately described her loss.

"Cheryl already had reported her find to her supervisor," said Mary, adding how she thought it unusual that today someone would make an effort to find the rightful owner. "Thank goodness there's still honest people left in the world" . . .

. . . Do the Chicago Cubs know about Luis Canal of Dept. 274? Luis coaches women's softball teams, and this year's team is the Class A Omaha Metro Champion. It's the third year in a row Luis's team has won the title. The "Lite Ladies" were to compete in regionals at the end of August in Kansas City, Mo. . .

. . . The oversized get-well card sent to President Ronald Reagan in June and signed by more than 400 Works blood donors has stirred a response. Blood-mobile coordinator Bobbie Wilson said the Works received a note from the president thanking employees "for your friendship and prayers from the bottom of my heart."



**SAFETY WHERE IT COUNTS . . .** Molding press operator Art Fitzpatrick takes special care when he makes adjustments on his machine and closes the safety grates before the machine cycles.

## A million safe hours

# Dept. 723's safety lauded

Art Fitzpatrick is one of the 200 employees in Dept. 723 whose safety consciousness helped achieve a total of 1 million man hours without a disabling injury. General manager Chuck Meetsma presented a plaque to the department Aug. 7 to commemorate its employees' having avoided serious injury from Dec. 6, 1977 through April 2, 1981.

As a molding press operator, Art must be careful to use safety grates on his machine. Also, because dies in the machine reach temperatures of 450 degrees, there is a potential for burns when Art adjusts wires or removes excessive flash (molding compound), if he doesn't work safely.

The department manufactures MC relays and small and large switches. Art's job and others in the department probably are among the more potentially

dangerous assignments at the Works because of their complexity, noted department chief Fred Herre. Fred pointed to the phenolic molding area involving heavy presses, the manufacture of piece parts involving punch presses, and heat treat areas posing the potential for explosions.

Fred attributed the department's safe operations, in part, to keeping equipment in good operating order and conducting monthly safety meetings among employees. Most important, however, is "people involvement," he said. "If people see any unsafe condition, they are urged to bring it to the attention of a supervisor for corrective action."

Art summed up the department's achievement in another way: "Everyone knows his job. If you get hurt, you almost have to do it on purpose."

**the  
Westerner**  
VOL. 25 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

## August

|                 |     |      |
|-----------------|-----|------|
| <b>40 years</b> |     |      |
| A. C. Euler     | 361 | 8/18 |

|                 |     |      |
|-----------------|-----|------|
| <b>35 years</b> |     |      |
| D. K. Akeson    | 437 | 8/19 |
| K. M. Foster    | 520 | 8/1  |
| I. E. Fuller    | 723 | 8/21 |
| J. Hartman      | 723 | 8/28 |

|                 |     |      |
|-----------------|-----|------|
| <b>30 years</b> |     |      |
| E. M. Banner    | 287 | 8/22 |
| W. C. Barry     | 726 | 8/7  |
| H. Fox, Jr.     | 745 | 8/20 |
| C. E. Struble   | 361 | 8/13 |

|                  |     |      |
|------------------|-----|------|
| <b>25 years</b>  |     |      |
| C. D. Brown      | 746 | 8/28 |
| A. E. Drozda     | 282 | 8/13 |
| M. F. Fowler     | 10  | 8/27 |
| M. J. Hendricks  | 728 | 8/29 |
| W. A. Juds       | 521 | 8/20 |
| L. D. McCumber   | 725 | 8/22 |
| E. F. Palczynski | 744 | 8/24 |
| L. S. Rozmus     | 441 | 8/27 |
| J. Stalker, Jr.  | 726 | 8/7  |

|                   |     |      |
|-------------------|-----|------|
| <b>20 years</b>   |     |      |
| V. D. Andrews     | 253 | 8/2  |
| L. D. Arp         | 251 | 8/14 |
| N. F. Blanchard   | 443 | 8/9  |
| R. W. Brown, Jr.  | 282 | 8/6  |
| R. Carmona        | 445 | 8/29 |
| H. H. Clark       | 745 | 8/30 |
| B. P. Eras        | 723 | 8/28 |
| A. N. Fitzpatrick | 723 | 8/16 |
| J. R. Fleming     | 441 | 8/24 |
| G. J. Groves      | 723 | 8/29 |
| I. N. Hamilton    | 725 | 8/22 |
| D. Hanks          | 361 | 8/3  |
| V. M. Hedges      | 723 | 8/21 |
| V. A. Holmquist   | 800 | 8/16 |
| P. D. Keeven      | 333 | 8/8  |
| M. D. Kemp        | 728 | 8/17 |
| J. E. Kimble      | 252 | 8/7  |
| G. E. Lange       | 476 | 8/1  |

|                 |     |      |
|-----------------|-----|------|
| G. L. Lemonds   | 745 | 8/30 |
| R. J. Lubash    | 251 | 8/28 |
| G. R. Lynch     | 445 | 8/28 |
| J. R. McCallum  | 725 | 8/18 |
| T. J. Miller    | 741 | 8/28 |
| J. R. Perkins   | 437 | 8/21 |
| F. Z. Swierczek | 437 | 8/29 |
| J. D. Swierczek | 728 | 8/29 |
| C. M. Tague     | 331 | 8/7  |
| K. M. Thomas    | 437 | 8/7  |

|                  |     |      |
|------------------|-----|------|
| <b>15 years</b>  |     |      |
| J. B. Byers      | 287 | 8/1  |
| R. B. Carstens   | 437 | 8/16 |
| G. D. Coleman    | 251 | 8/11 |
| R. R. Douglas    | 753 | 8/15 |
| A. Z. Frics      | 287 | 8/30 |
| R. R. Hannon     | 441 | 8/29 |
| H. G. Hayes, Jr. | 252 | 8/15 |
| D. L. Hochstein  | 411 | 8/8  |
| C. A. McCoy      | 725 | 8/16 |
| M. B. McGuire    | 437 | 8/11 |
| D. E. Meisinger  | 252 | 8/11 |
| R. R. Miller     | 122 | 8/11 |
| K. S. Moon       | 445 | 8/31 |
| J. E. Murphy     | 252 | 8/15 |
| J. V. Murphy     | 725 | 8/1  |
| B. E. O'Donnell  | 201 | 8/22 |
| E. D. Owens      | 441 | 8/22 |
| C. H. Placzek    | 723 | 8/24 |
| H. C. Rhodes     | 360 | 8/1  |
| M. H. Rohwer     | 751 | 8/8  |
| M. J. Timmerman  | 444 | 8/2  |
| J. E. Travnicek  | 524 | 8/1  |
| P. A. Traynor    | 745 | 8/1  |
| G. A. Wischmann  | 287 | 8/16 |

|                 |     |      |
|-----------------|-----|------|
| <b>10 years</b> |     |      |
| R. L. Bishop    | 435 | 8/2  |
| S. Davis, Jr.   | 444 | 8/3  |
| B. B. Meisinger | 439 | 8/10 |
| M. Popham       | 723 | 8/2  |
| D. B. Ridge     | 435 | 8/8  |
| W. Steward      | 444 | 8/1  |

### Sit on it

IF YOU'RE LOSING the tug-of-war, stage a sit-in, seems to be Sam Martin's tactics at last year's company picnic. Competitive games again will be part of this year's annual WEOMA Club picnic at Peony Park on Sept. 27. The gates open at noon for an afternoon of rides, food, music and plenty of relaxation. Admission tickets will be sold in advance at \$1.50 each for children and \$2.25 each for adults, or \$2 and \$2.75, respectively, at the gate.



## energy...

less is more

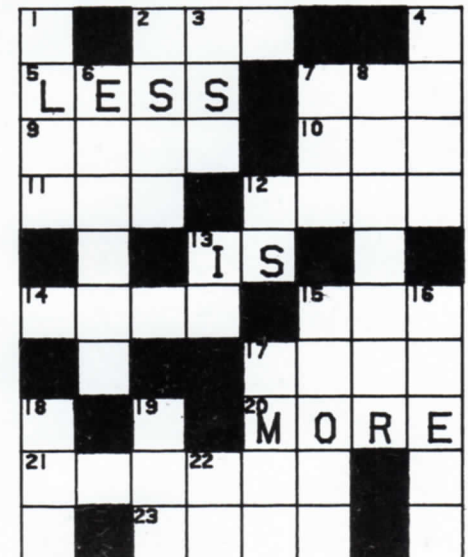
That prolific energy crossword puzzle producer has been at it again. Here's Charles Petersen's (Dept. 743) latest teaser to test your skills. Turn to Page 7 for the solution.

### ACROSS

2. Stove residue.
5. Clue.
7. Girl's name.
9. Distinct part.
10. Tampa Bay football player.
11. Opera star Lilly's nickname.
12. Bagels and \_\_\_\_
13. Clue.
14. Good cheese is this.
15. Futuristic energy source.
17. Gemstone.
20. Clue.
21. Carries fuel from OPEC.
23. Energy saw: Waste not, \_\_\_\_ not.

### DOWN

1. Bat.
2. Continent.
3. Faster than the speed of sound.
4. Type of worm.
6. What this puzzle is all about.
7. Short for American Basketball Association.
8. Calhoun has this type of fuel.
12. Science degree.
13. One of the three divisions of the psyche in psychoanalytic theory.
15. Recreational activity.
16. Always \_\_\_\_, nobody hurt.
17. Portent.
18. Unit of heat energy.
19. Initials of a Hitchcock movie.
22. Nebraska's southern neighbor.



6/31

Computer graphics by Fred Cormack

# Back to school

As of the end of 1980, 90 Omaha Works employees were participating in the Western Electric Tuition Refund Plan. Of that number, 69 were working toward bachelor's degrees; 15 were seeking master's degrees; and six were enrolled in individual, job-related courses.

According to Chere Hunt, who helps administer the plan through Dept. 514.

Western Electric provided almost \$20,000 in tuition refunds to Omaha Works employees during the school year of September 1979 through May 1980.

The reasons these employees decide to take on the challenges of book learning while maintaining full-time jobs is as varied as the courses they take. The views of four such employees follow on these pages.

## Joan Jones

Since Joan Jones began attending Bellevue College during evenings while husband Harry has been active in Shriners work, "we make an appointment to get together on Fridays," she said.

Joan (as her friends call her — her given name is Alice) has found that time is much more important now. When she, Harry and their five grown children get together on weekends, "it's more special

now," she said.

Less time for family and socializing is a sacrifice Joan is making so she can get a degree in business administration. Joan will be completing her sophomore credits when a new trimester starts at Bellevue College in September.

Her decision to return to school was made, in part, "to fill empty hours," Joan said. With her children gone and her husband involved in his own activities, Joan had time to think about her personal goals.

There she was, a woman with now almost 17 years with the company, the last three of them as a stockkeeper in Dept. 411. "My life was centered around my husband and kids, and I didn't even take the time to read the paper," she said.

Her returning to school is a chance to become a well-rounded individual — "This I'm doing for myself," Joan said. "I never viewed learning as a benefit before. I'm really excited about going to school and they're (the company) making it very easy for me."

Her studies have helped her understand better how a business works, she said, be it the impact of new technology or competition in the market. In this respect, she feels she has become a better employee.

Furthermore, she is developing self-confidence of benefit not only at work but also within the community. "Education will allow me to do volunteer work I never felt as competent to do as I would like," such as serving on the board of the American Lutheran Church Women, she said.

Joan could think of only one problem she has encountered as a student, and minor at that. "My ability to grasp things isn't the same as when I was younger," she noted. She's discovered that an individual must learn at his or her own speed, even if it means cutting down on course work.

## How Tuition

For more than two decades, Western Electric has offered a Tuition Refund Plan to its employees. The plan is designed to assist employees financially in education and self-development through academic offerings in the community.

The purpose of the plan is to encourage formal education so that an employee can perform his or her job more effectively and be prepared to handle greater responsibilities.

Its value persists even today when company forecasts, in terms of growth and personnel advancement, have been projected as "flat" for the next year or so largely because of the national economy.

Al Miles, whose wage practices and



Tony Sansone (left) and Lance Jacobi



**Willie Roach**



**Joan Jones**

Some courses come easier and others take more time," Joan said, admitting that a couple of times she hasn't made the required grade of "C." But even when she's had to take a course over, "I don't see it as a failure," she said. "It's another chance to learn."

### Lance Jacobi

When Lance Jacobi was awarded a

bachelor of science degree in industrial technology last May, it was the culmination of college studies spanning six years. It also meant he'd get back into the good graces of his neighbors, because he would have more time to better maintain his home and yard.

Taking nine credit hours per semester while working a full-time job is "unbelievably difficult," said Lance, who has

been an engineering associate in Dept. 735 for more than a year. For two years before that, he was a Works tool and die maker.

"Your social life is practically zero. You have to make a choice: plan for the future or have a good time," he said. He chose to plan for the future because "without an education, there would be

(Continued on Page 7)

## Refund works

training department handles Tuition Refund participation at the Works, noted that the future success of the company depends on the knowledge, creativity and skills of its employees. While the Tuition Refund Plan is no guarantee of a promotion, new assignment or salary increase beyond that to which an employee otherwise might be entitled, it nevertheless helps prepare an employee for the changes that loom ahead in the telecommunications industry.

As Al said, "A better prepared employee now will be a better prepared employee in the future — and that's a tremendous asset to a company."

The Tuition Refund Plan is open to all regular full-time employees. Courses

must be taken for either college credit or as part of an approved technical certificate program through an unconditionally accredited technical institute, community college or university.

Basically, the plan applies only to those degree or certificate programs determined as acceptable; that is, programs mutually beneficial to the company and the employee. Degree or technical certificate programs should be job-related or offer company career possibilities. Individual courses not part of such programs, however, must be job-related.

Applications must be submitted no later than 30 days after the start of class and a new application must be submitted

for each term. After an employee has been accepted, he will be reimbursed the full cost of tuition and acceptable fees upon presenting proof he registered and paid the charges.

The company will pay for up to nine credit hours per term, and requires that a grade of "C" or better be maintained in each course. Normally, all courses should be scheduled during non-working hours.

Should an employee be interested in the program, he first should ask his supervisor for further details. Other information is available through Dept. 514 (Ext. 3641).



BANNER YEAR . . . Some of the employees who helped Dept. 725 reach its milestone were (from left) Esther Ellefson, Etta Post, Les Wigg, Marg Hunt, Bea Gunia, Barb Spain, Marilyn Boston, Eleanor Konczal, Rosemarie Tomczak, David Stang, Gladys Mulder, Doug Brown, Al Thomas and Nancy Carbonell.

## Works ships 100 million cords

If we ship any more station cords, we may have to erect a couple of golden arches of our own — like another famous business — to publicize the large numbers.

As of Aug. 12, the Omaha Works shipped 100 million station cords — not bad for five years of manufacturing what is probably one of our more readily recognized telephone products by the public.

During those five years, spring cords have been made in 19 different colors and three lengths, while straight cords have been made in three lengths.

The department responsible for cord

manufacture, Dept. 725, has overseen improvements in quality: top coating for dirt and stain resistance; automatic hanking (bundling) of straight cords; and now bagging improvements relating to spring cords.

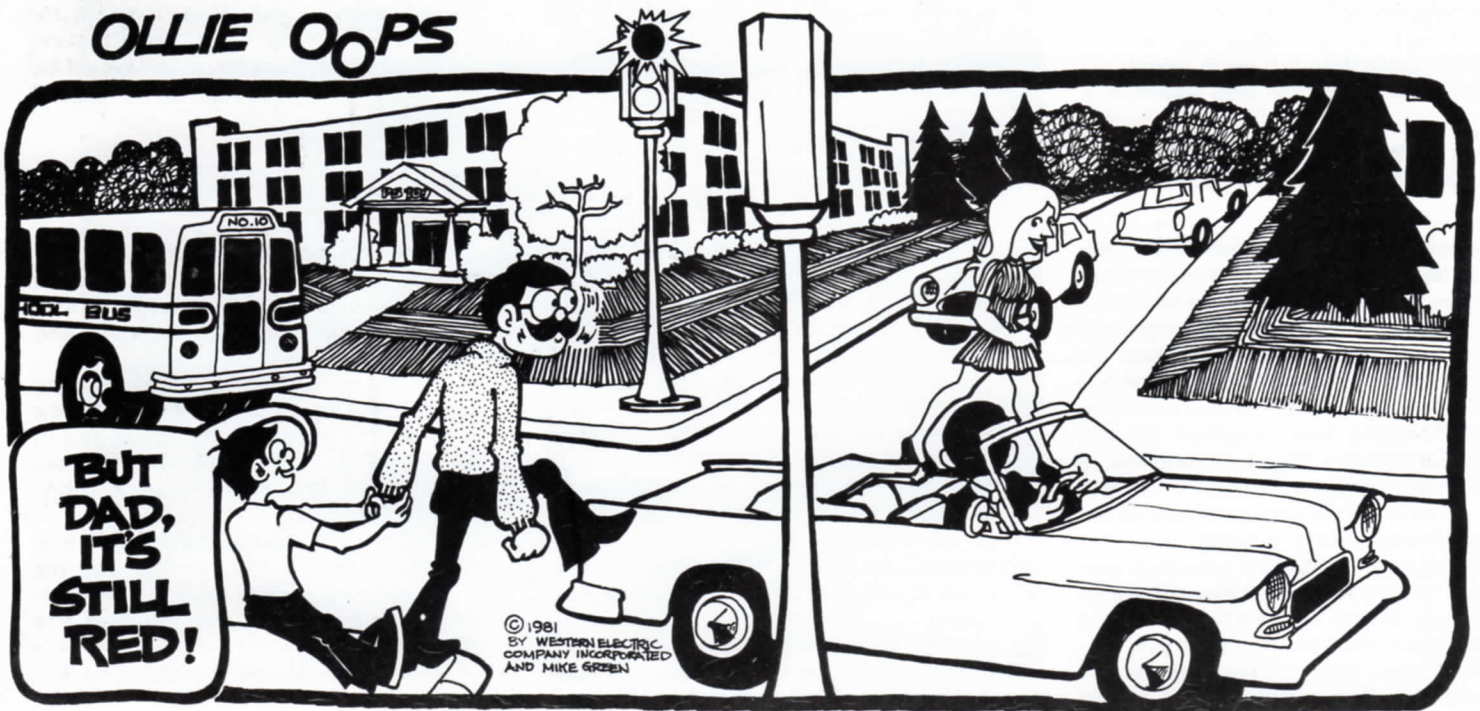
Another fact on quality worth mentioning, said department chief Jim Woods, is that during the fifth rating period of the year, the department had not even one demerit in its spring cord operations.

To mark the shipment of the 100 millionth cord, receptions were held for

department employees on all three shifts and other employees who had a hand in the accomplishment — from production control to the maintenance crew. Cakes decorated with telephones were served and employees were presented mementoes of the occasion. General manager Chuck Meetsma was presented the record-setting spring and straight cords.

Meanwhile, in lieu of those golden arches, a giant banner proclaiming the feat hangs over the station cord department in Building 30.

### OLLIE OOPS



# Employees head back to school

(Continued from Page 5)

no opportunity for career advancements," Lance believes. He also thinks education builds confidence and encourages personal development.

From the company's perspective, an employee who is eager to learn can be valuable, too. Education is one way a person can expand his ideas on ways to do a job better, Lance explained.

He believes so strongly in the value of education that he would have continued his college studies even if Western Electric didn't offer a Tuition Refund Plan.

"It would have been harder — maybe there would be no new car or not even my own house," Lance said. "I think it's (Tuition Refund) a fabulous program."

## Willie Roach

"It takes a lot of inner drive," said Willie Roach, an assembler in Dept. 435. He was describing how he is able to carry 20 credit hours per quarter at Gateway

Electronics Technical School and work the second shift at the Works.

But Willie's determined to earn a certificate in industrial electronics in 12 months because, he said, "I'm working against time." At age 31, Willie doesn't want to draw out his studies any longer than he must. And although he realizes the Works' economic picture for the time being is "flat," he wants to be ready for new opportunities when business picks up.

So, while Tuition Refund pays for a maximum of nine credit hours per term, Willie pays for the remaining 11 hours. By attending classes for five hours a day five days a week, he hopes to have earned the certificate by the end of the year.

The 13-year Works employee said he decided to study industrial electronics because "everything is moving that way now. The future, as I see it, will be electronically controlled."

Perhaps the most difficult part about being a student once again was "learning good study habits," Willie said, admitting that as a youth, studying wasn't his favorite pastime. Now, he devotes a major share of his free time to his studies, he said, adding, "it's surprising what you find you don't know."

Willie expects he will continue to study even after he gets his certificate, so he can keep current in the field — "It changes so fast." He said he's grateful for the Tuition Refund Plan, which he thinks benefits the company as well as the employee.

"The company invests in its machinery. This way, it's investing in its people."

## Tony Sansone

Becoming a more flexible employee is an important reason why Tony Sansone, a planning engineer in Dept. 274, participates in the Tuition Refund Plan.

Tony earned a bachelor of arts degree in chemistry while employed at the Buffalo Works, and has been continuing studies toward a master's degree since coming to the Omaha Works in 1977. If he passes a Graduate Management Ad-

mission Test in October, he can enroll in a master's of business administration program at the University of Nebraska at Omaha, he said.

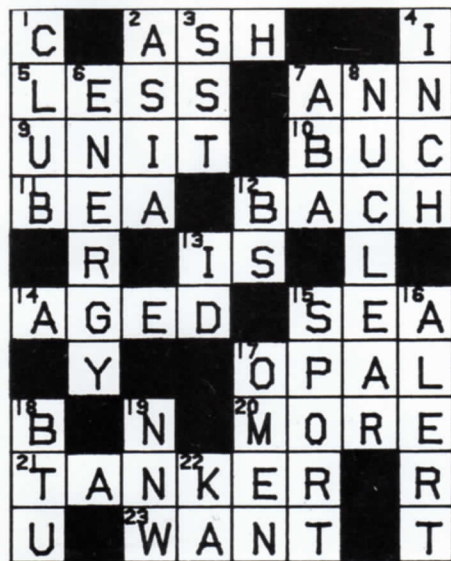
A carry-over of good study habits in the past has helped Tony manage his course work while tending to his family's needs and his full-time job, he said. However, one thing he hadn't expected was the fact that "as you grow older, your stamina dissipates." He said he now handles a smaller study load compared to when he was a younger student.

Still, to Tony it's worth the effort. For one thing, furthering his education is helping him "round off the rough edges so I may have a better understanding of the business and marketing world," he said. Presently, it has a positive impact on his job assignment at the Works.

In another way, he sees a combination of science and business degrees as a way to open doors to a new and different career field. For example, the company's account management teams draw on technical and business know-how to cope within an increasingly competitive marketplace, Tony said.

Even without a Tuition Refund Plan, Tony said he "most absolutely" would have pursued his studies. The fact that Western Electric does offer the plan, he said, "indicates the company views an employee as an asset."

## Crossword answers



Computer graphics by Fred Cormaci



## Stock report

IT'S NOT EXACTLY Wall Street, but if you're wondering how your AT&T stock is doing, check out the bulletin board just outside of the payroll office on the main level of Building 20. At about 8 a.m. each day, Bob Doidge of Dept. 331 posts how the stock closed on the market the preceding day. BSSP and SSP unit values are posted monthly on the board, also. The Omaha Works began posting the information for the convenience of employees.

## BSSP/SSP results

The following are the June unit values for both the Bell System Savings Plan (BSSP) and the Savings and Security Plan (SSP) for non-salaried employees:

| BSSP                   |             |                           | SSP           |             |                           |
|------------------------|-------------|---------------------------|---------------|-------------|---------------------------|
|                        | Units Value | Units Credited Per Dollar |               | Units Value | Units Credited Per Dollar |
| AT&T                   | 2.4802      | .4031                     | AT&T          | 1.1980      | .8635                     |
| Government Obligations | 2.3564      | .4243                     | Guaranteed    |             |                           |
| Equity Portfolio       | 1.9573      | .5108                     | Interest Fund | 1.2527      | .7982                     |
| Guaranteed             |             |                           |               |             |                           |
| Interest Fund          | 1.1603      | .8617                     |               |             |                           |

# Inner tube champ is sore winner

All competitive sports have their risks. In baseball, a bad slide can result in a "strawberry." Boxers can end up with cauliflower ears. But blisters near the armpits?

Mel Finley says yes, and he should know. The inspector in Dept. 361 holds the Yuma World Championship Inner Tube Race title in his class (for athletes ages 36 through 49). Up until a few weeks ago, he had the raw skin on the underside of his arms to prove it.

He earned the title back in July when he went to Yuma, Ariz., to visit his son. His son's friend talked them into entering Yuma's 14th annual inner tube race

on the Colorado River as part of a Fourth of July celebration. Festivities included a parade of floats on the river, and attracted entrants from all over the country.

"I didn't think it'd be that grueling," Mel said, even though he knew the race covered eight miles. New to the sport, "I just watched what everybody else did." He sat in an inner tube and paddled backwards using his arms.

Halfway through the race, Mel was sorry he had entered. In the 100-degree heat, his arms were becoming sore from rubbing against the tube. "It was really raw. I was trying to hold up my arms," he said.

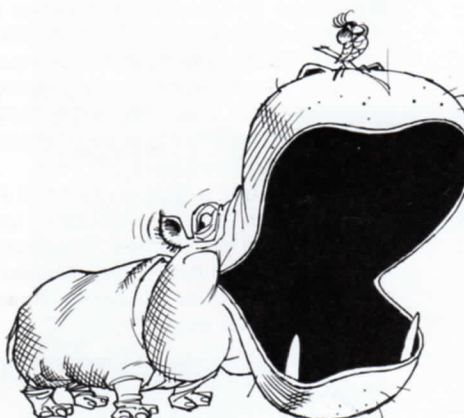
Then he figured, "As long as I'm in it getting all these sores, I may as well try for first place," Mel recalled. He watched for other competitors and onlookers floating in the water, estimated at about 5,000 people — not to mention crowds on shore cheering them on.

Mel also tried to dodge floating cans full of beer, and ran into the river bank a couple of times floating around curves. He kept aiming for what he thought was the finish line. When the crowd didn't cheer, he knew he had to keep paddling.

Finally, Mel crossed the line after 3½ hours in the water. The nearest runner-up was 200 yards away. His prize was a floating cooler and a trophy, but he had to pass up a chance to appear on television because he was scheduled to return to Omaha.

Mel isn't sure he'll return to Yuma next year to defend his title. If he does, he said he'll do things differently. For one thing, he'll incorporate a backwards swim stroke with kicking for better time.

For another, he'll wear a sturdy long-sleeved shirt.



## Need a speaker?

Omaha Works Speakers Bureau members are ready and waiting for calls to go speak to civic or service clubs and church or professional organizations. The speakers are Works employees who couple their talks with slide presentations. The more than a dozen prepared presentations range from the early days of talking movies to recycling junk.

Speakers' services are free for the asking. If you know of a group interested in scheduling a speaker, contact Tim Raasch in the public relations office, Ext. 3956.

Mel Finley



## Display aids smokers who want to quit

If you are serious about wanting to quit smoking, read on and watch for a special display in the main cafeteria on Sept. 9. On that day and in cooperation with the American Lung Association, the Omaha Works will set up a display with sample literature on concrete ways to quit smoking once and for all. The display will be an effort to promote the lung association's Freedom from Smoking program.

By now we all know the evils of smoking, said the Works medical director, Dr. Lee Grant. What we need is a way to stop. It can be done, provided a smoker really wants to quit — be it out of fear for

one's health or desire to set a good example for one's children.

Next, it helps to understand why people smoke, Dr. Grant said. Besides actually liking the taste of cigarettes, people smoke because "it's a very effective tension reliever," he said. When they quit smoking, they find they are quite tense.

So, it follows that a substitute to relieve tension would help people to quit smoking. Eating and drinking can be effective ways to relieve tension, the doctor said, but can lead to other problems — obesity or alcoholism — if done in excess. A person is safe with these substitutes if he sticks to water and low-calorie foods such as carrots or celery.

But because such restrictions are unappetizing to many smokers, other tension substitutes are desirable. One alternative is exercise, which gives a bonus of improving heart and lung efficiency.

Dr. Grant recommended aerobic exercise 20 minutes a day, during which

time you exercise at a rate not causing you to get short of breath. Another effective form of exercise is isometrics. "You pit muscle against muscle," Dr. Grant said, such as pressing the palms together or intertwining fingers while trying to pull the hands apart.

A number of relaxation techniques can relieve tension, too, such as deep-breathing exercises, the doctor noted. Forms of transcendental meditation also can be effective in countering the "fight response" a person has in a tense situation.

"Smoking is more than a habit. It's a habit that relieves emotional tension," Dr. Grant said. Therefore, it's more difficult to break.

The lung association's program "is very good," he said, and offers many more suggestions on how to quit smoking in addition to those he has given. The scheduled display will have coupons so employees can order an assortment of booklets for a \$5 donation to the lung association.