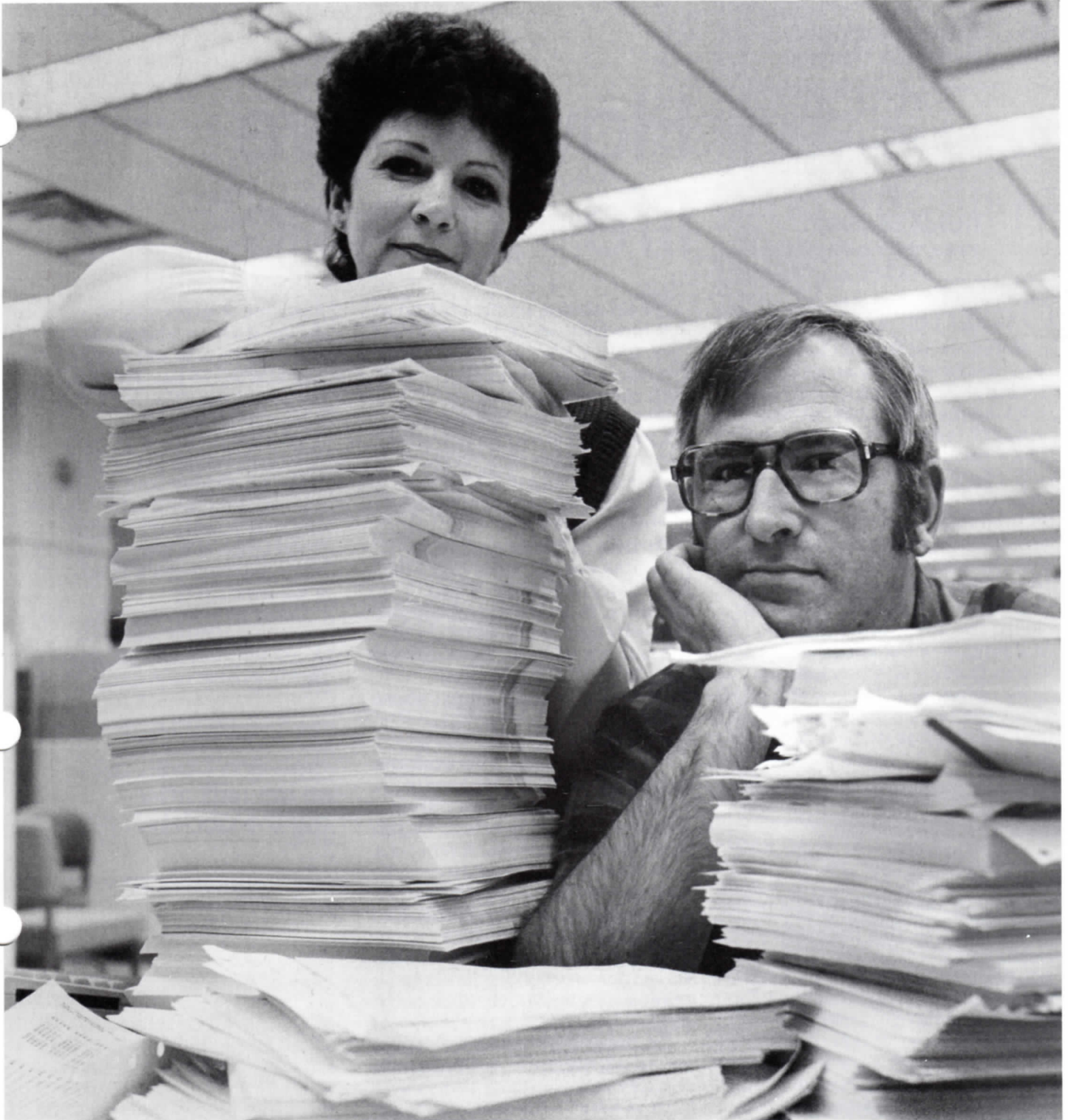


WESTERNER

Omaha Works
January/February 1987



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Jan./Feb. 1987

Vol. 31, No. 1

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need resetting**

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On the cover

When you're this deep in paperwork, all you can do is dig in. Judy Cook and Richard Stork have a monumental task ahead of them as members of a new quality circle for production control and material planning employees. For one of its projects, the circle seeks to reduce departmental paperwork by eliminating unnecessary tab runs and reports that cross employees' desks on a constant basis. The circle is one of 15 new groups being added to the Works Quality of Work Life (QWL) program. For a story about the circles and how the QWL program is expanding, turn to Page 5.

WESTERNER

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How to live life 'in sync'

Who among us hasn't had a day in which we're just plain "out of it"? It's as if our bodies are out of synchronization with the world around us.

Maybe they are. Biologically, life moves in rhythmical cycles. Each day a person's body temperature hits a low in the early morning hours and peaks in the afternoon.

Cortisol, a hormone that regulates energy, rises and falls on a daily schedule. Blood pressure, pulse rate, respiration — seemingly every function of the human body — have distinct though separate rhythms.

The life one leads affects these cycles. But the cycles also affect how we live and work.

For example, daytime workers go to sleep at night and wake up the next morning, day after day. But researchers have found that people who don't have cues from day-to-day living tend to sleep and rise on a 25-hour cycle instead of every 24 hours. The influence of sunshine, mealtimes and the alarm clocks we set for awakening tends to reset our internal clocks each day.

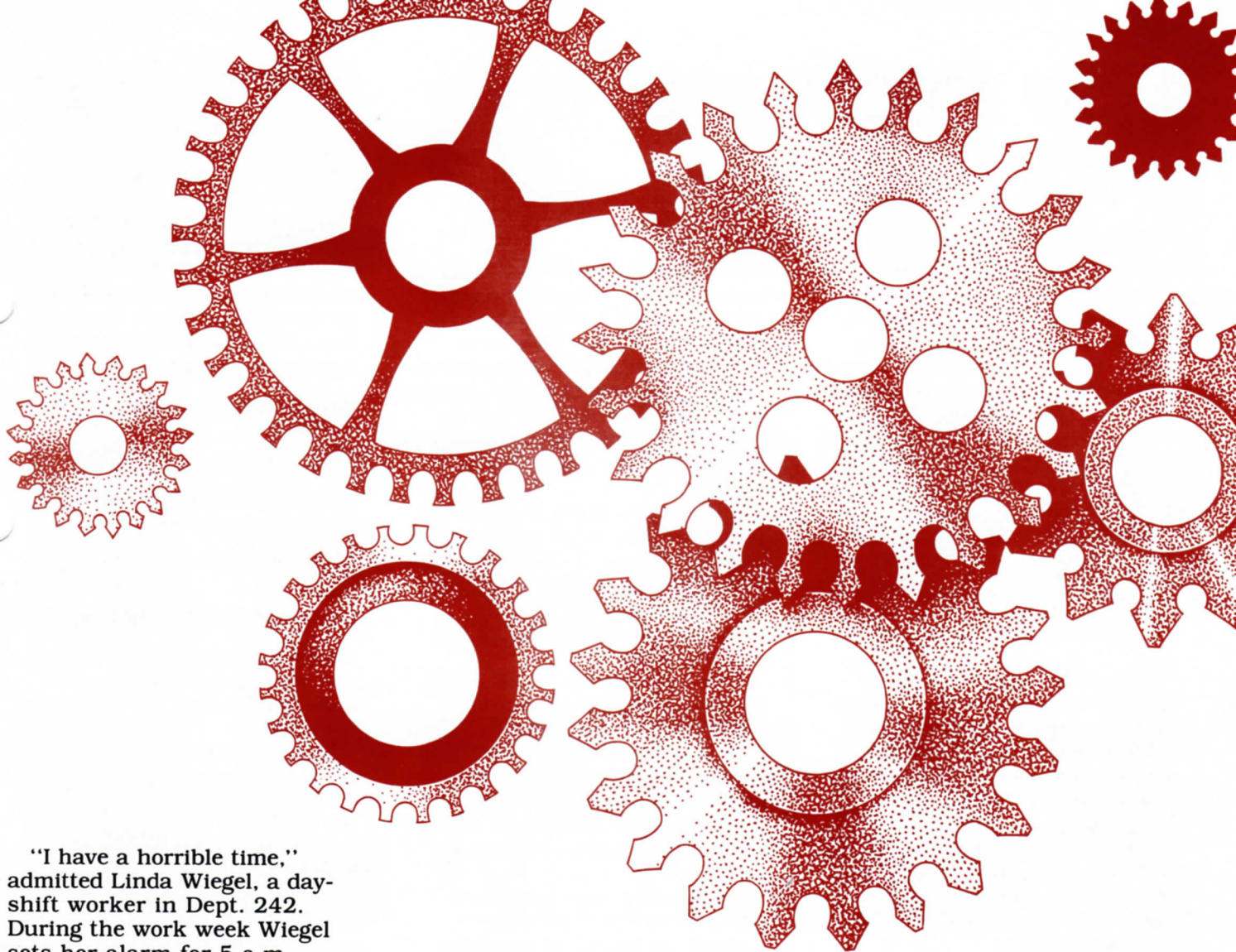
On those days when we don't set an alarm clock, we run the risk of letting our bodies get "out of sync." A person who sleeps a bit later one morning

may find it especially difficult to get up with an alarm clock on the next day. In one day the body has started to pay attention to its own cycle. It's likely to affect a person all day long.

Weekends are a perfect example. People stay up a bit later on Friday and Saturday nights, then sleep later on Saturday and Sunday mornings. Remember, it's easy to do since one's internal clock is set for a 25-hour cycle.

Come Monday morning, it's back to a tighter schedule. A person may feel sluggish, unresponsive or grumpy all day.

**'You don't even talk
to me until after
my 9 o'clock break.'**



"I have a horrible time," admitted Linda Wiegel, a day-shift worker in Dept. 242. During the work week Wiegel sets her alarm for 5 a.m., but prefers to sleep "real late" on the weekends.

When she reports back to work on Mondays at 7:30 a.m., "you don't even talk to me until after my nine o'clock break" when she is feeling less irritable, she said. It's not until about Wednesday that she feels as if he is back into the routine of things.

Her husband, however, sticks closer to his work week awakening schedule on the weekends, because he likes to get up early and exercise. He does what researchers recommend to avoid

the Monday blahs. They say to keep the internal clock from straying, one should set an alarm for the same time on weekends as on weekdays.

People who change to different work shifts may feel the effects of a biological cycle disruption most dramatically. Studies show that it may take as long as three weeks for some of these people to adjust to a new sleep and work schedule. Like the late-sleeping day-shift worker who has trouble adjusting to Monday mornings, people who experience shift changes may be anxious and irritable or notice a decrease in attention span.

Jim Knudsen Jr. knows the feeling. After 20 years of rotating shifts as an operating engineer in the Works' boiler house (Dept. 544), he speaks from experience.

"You don't know when to eat or when to sleep," he said. Knudsen changes to a new shift every seven days. He works

from 8 a.m. to 4 p.m., from 4 p.m. to midnight, or from midnight to 8 a.m. He said he has the most trouble adjusting to the midnight to 8 a.m. shift.

It takes a couple of days for Knudsen to adjust his eating and sleeping habits. When he works the midnight to 8 a.m. shift, he has trouble sleeping during daylight hours. To compensate, he sleeps for a few hours in the morning when he first gets home, then a few more hours at night just before he gets ready to leave for work.

With seven-day rotation, "by the time you get used to it you're off it and starting a different shift," Knudsen commented. However, he said he has managed to cope with shift

(Continued on Page 4)

How to get your body back in sync

(Continued from Page 3)

changes and their impact on his biological clock "by adhering to some kind of routine, no matter what shift I'm on." In other words, the external cues of his routine help reset Knudsen's internal alarm clock.

There's another way biological cycles can affect one's performance on the job: the post-lunch dip. People often blame a heavy lunch for the sleepy sensation they feel shortly after eating. But even after a light lunch, a person is likely to find his mind wandering around 1 p.m.

About the same time every afternoon, Geri Young — who works on the receiving dock of Building 30 (Dept. 566) — notices a temporary lag in her concentration ability.

"I look at the tube (computer screen) and the order numbers, and they seem to look all the same," she said. She finds this to be true even on the days when she skips lunch.

To boost her concentration levels, Young switches to a different task for five or 10

minutes. "Maybe I'll make some copies on the copy machine or do some filing," she said.

The novelty of a new task gains her attention, after which she can return to the computer screen and resume her work.

For Young, a change in routine is enough to reset her internal clock.

Some researchers say that the post-lunch dip is a rest cycle required by our nervous systems. They think it is held over from the days when our tropical ancestors had to get out of the mid-day sun.

Rest cycle or not, a lull could be dangerous. A national woodworking magazine surveyed its readers to find out the times of the day when accidents occurred in their wood shops. The largest percentage of injuries happened between noon and 3 p.m.

Bob Bruzek — a department chief in tool maintenance and construction — and Dale Karloff — a section chief in plant maintenance — said there doesn't seem to be a trend

toward a higher accident rate during the early afternoon, at least in their areas.

Bruzek mentioned that his department, in fact, has a low incidence of accidents. Karloff suggested that perhaps the reason his people experience no more accidents in the early afternoon than at other times is because their work takes them from location to location. Again, the external stimuli of

The body's cycles once helped people anticipate and prepare for events in their lives.

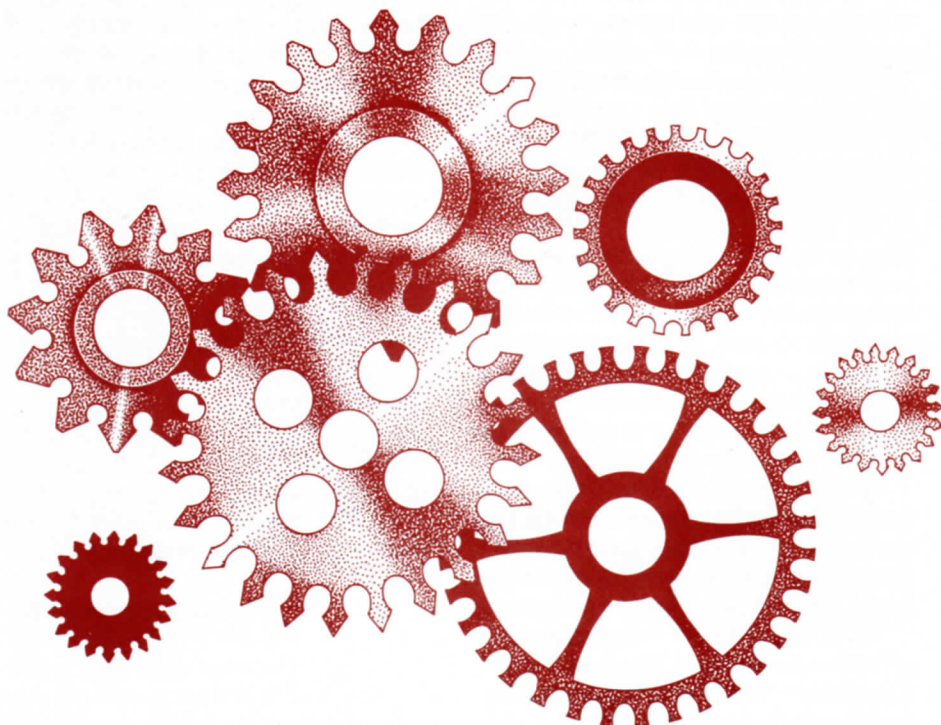
a varying environment may be responsible for helping one's body get through its "biological down time."

However, figures on plant-wide accidents supplied by the safety department seem to indicate that there may be something to the post-lunch theory. Disabling and non-disabling Works accidents over a five-year period were added up according to times of occurrence. The greatest number of accidents occurred just before lunchtime, then subsided. But around 1 and 2 p.m., the figures climbed almost as high as before lunch, and much higher than in the remaining 24 hours.

Generations ago, humankind developed lifestyles in sync with the cycles of life. The cycle actually helped people anticipate and prepare for the events of their lives.

Modern-day humankind has electricity, chemical medication and otherwise controlled environments which can alter those life cycles. These external cues tell us what to do and when to do it.

But that doesn't mean the human body isn't still giving out signals of its own. Only when each of us understands how the way we live and work affects our biological cycles — and vice versa — will we be able to avoid getting out of sync with the world.



QWL circle numbers to double

“We need more quality circles,” remarked an employee last fall at one of Jack McKinnon’s employee breakfast meetings.

Even back then the wheels were turning to add another Quality of Work Life (QWL) facilitator to the staff, and to increase the number of circles to include second- and third-shift participation. But the employee’s remark resulted in action that got the wheels turning faster.

Soon afterward, former Quality Circle No. 3 leader Sharon Brown was named facilitator, joining Vern Larson. Today Brown, Larson and the Works’ QWL Steering Committee have drawn up plans to add 15 more quality circles to the 15 circles that were operating at the end of last year. They include circles for office employees and second- and third-shift workers.

The QWL offices also have moved to more spacious quarters on the lower level of Building 20. The move should accommodate the growing number of circles when they hold their meetings, Larson said.

Members for several of the circles already have been selected (by drawing names from interested employees), and they are undergoing orientation and beginning to establish project priorities. Larson said the goal is to have all 15 new circles in operation by the end of the first quarter.

One of the new circles consists of production control and material planning employees from Depts. 531 and 534. Richard Stork and Greg Brown are leader and assistant leader, respectively, for the group. Other members are Alice Lugert, Darwin Robbins, Etta Peck, Carla Yonkie, Judy Cook and Bob Carter.

At a recent circle meeting



CIRCLE OF SECRETARIES . . . Norma Korff (left), Sherryl Schuler and Maxine Altic (back) are three of the members of a new Works quality circle for secretaries.

members worked on one of their projects — cutting down excess paperwork. They reviewed stacks of tab runs and reports to identify those pertinent to their jobs, based on departmental employee input they had solicited earlier.

Another recently formed circle is for secretaries. Unlike others whose members work in the same general area, members of this circle are scattered at jobs throughout the office and shops. Its members are Maxine Altic, Sherryl Schuler, Norma Korff, Clara Hendricks, Thelma Cronin, Pat Sudduth, Anne Baska and Joyce Schaben.

A third new circle whose makeup differs somewhat from established Works circles consists of a heterogeneous group of trades employees — toolmakers, machinists, pipefitters, tool inspectors and contour grinders. Although members all work in the same department

(Dept. 545), they have differing job skills and duties.

Its members are Tom Schulte, Dick Browns, Frank Holecek Jr., Paul Kennedy, Jerry Gau, Cliff Mindrup, Dwight Morris and Ken Deman.

Members soon will be selected for circles in the following areas: third-shift injection molding; second-shift Cosmic™ frameworks and sheetmetal products; FDI cabinet assembly, wiring and testing; second-shift twisting, repair and scrap; stranding, jacketing, vaults and final end; wire draw, insulate and central platers; customer service; custom fabrication; metal piece parts fabrication, finishing and general manufacturing apparatus.

The steering committee also is considering circles for accounting and inspection employees, as well as starting a second “leaders’ circle” with membership drawn from the new circles.



First place:
Fritz Donahoo



"This photograph has appeal. The photographer uses all of the elements in this picture to create a prize winner. The lady with the umbrella seems to pause and become aware of the scenery around her. It is well composed and the many tones give it feeling or mood. The photo also is technically well done."

Photo contest winners chosen

Three winners in the Westerner black and white photo contest have been selected from among 55 photo entries. The contest was judged by Fred Veleba, Omaha World Herald photographer and darkroom specialist.

Retired Omaha Works employee Fritz Donahoo won first place for her entry, "Woman and umbrella." She planned the photo's composition, selected the desired lens setting, then posed as the subject. Her husband, Bob

— also a retired Works employee — took the picture for her.

The second-place winner is Bob Burdett, a planning engineer in Dept. 081, for his entry titled, "Playground at rest." Quality of Work Life facilitator Vern Larson, also of Dept. 081, took third place. He entered a photogram, "I see the light."

Winners were awarded prizes selected from the AT&T Phone Center.

Although the contest had no honorable mention category,

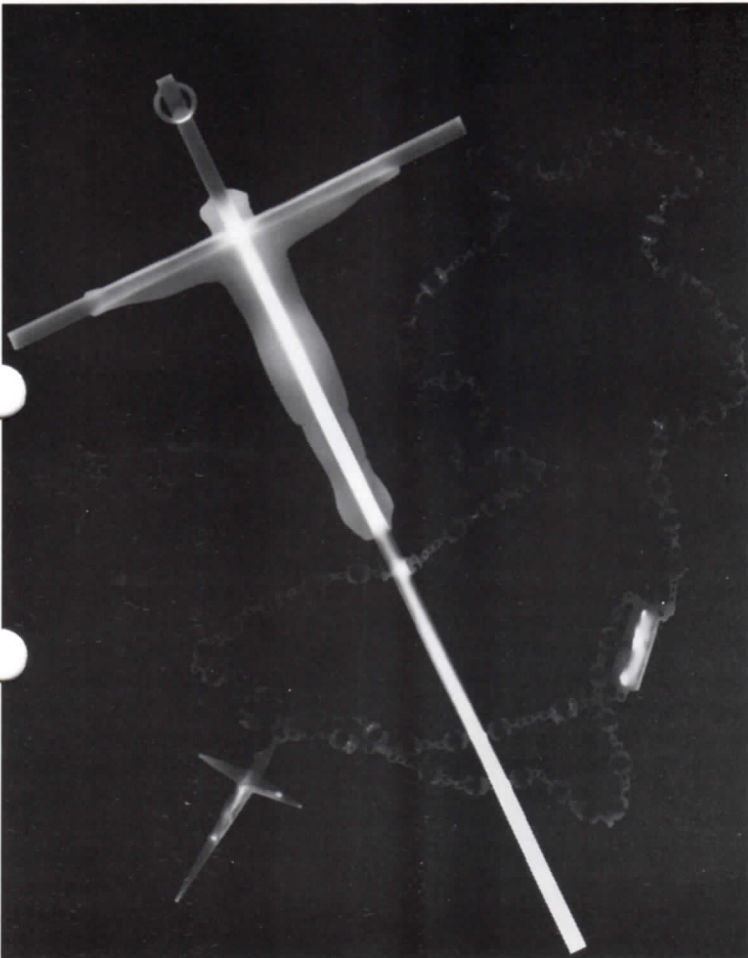
Veleba mentioned that an entry by retired employee Thomas LaRocca was worthy of the honor. LaRocca's entry, "After a shopping spree," featured a sleeping toddler in a stroller (who bears a striking resemblance to LaRocca's daughter, secretary Joanne Gemar of Organization 530).

The winning photos, the photographers and the judge's comments appear on these pages.

Second place:
Bob Burdett



"This picture was selected because of its well-thought-out composition, excellent detail under adverse lighting conditions, and overall good technical quality. It has a forlorn feeling — a quietness about it. All of these are important in every good picture."



Third place:
Vern Larson



"This religious photogram shows a great deal of thought on the photographer's part. The composition is outstanding. It has the illusion of depth because the rosary is somewhat subdued compared to the cross. The picture is an excellent display of the photographer's knowledge and technical ability."

Retirements

The following employees are retiring from the Omaha Works. Their retirements are effective in January and February 1987.

Not pictured:

Vera Bovee — 17 years
 Walt Brunsworth — 17 years
 Sam Caniglia — 30 years
 Ruth Crawford — 20 years
 Dan Dormer — 34 years
 Herman Endorf — 35 years
 Henry Holtzen — 33 years
 Gordon Huff — 30 years
 Wayne Judds — 30 years
 Bob Kellett — 33 years
 Gil Koppert — 31 years
 Frank Kravchuck — 29 years
 Perry Lewis — 31 years

Anna Lutz — 25 years
 Emil Mach — 26 years
 Glenn Merriman — 28 years
 Joe Novak — 30 years
 Norm Papke — 39 years
 George Pappas — 36 years
 Bob Pedersen — 29 years
 Bill Peterson — 30 years
 Frank Reinbold — 27 years
 Ray Rybarczyk — 44 years
 Anita Shaddy — 19 years
 Wayne Sherman — 40 years
 Jim Slosser Jr. — 30 years
 Eric Snutch — 24 years
 James Stalker — 30 years
 Don Stinson — 39 years
 Johan Swenson — 26 years
 Harry Wagner — 31 years
 Lee Wiegert — 30 years
 Joe Wilk — 35 years



Acil Harris
29 years



LaVona Keiser
30 years



Dick Lee
34 years



Jack Harper
30 years



Clay Higginson
33 years



Tom Bowman
30 years



Kathryn Moon
20 years



Bob Kemp
31 years



Harold Hawkins
40 years



Alma Scott
24 years



Mildred Kamprath
17 years



Robert Cate
29 years



Mark Allen
30 years



Frank Barak
15 years



Ed Cooperrider
27 years



Dick Holling
27 years



Scotty Hultberg
39 years



Dick Hines
28 years



Lona Bluhm
24 years



Donald Nelson
34 years



Bill Feddersen
26 years



Bob Palmatier
25 years



*Dean Frye
17 years*



*Ed Willis
20 years*



*Gene Valenta
34 years*



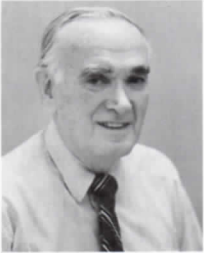
*Susan Shaw
21 years*



*Frank Stilmock
27 years*



*Luella
Schroeder
23 years*



*Larry McKenna
36 years*



*Louise Galata
27 years*



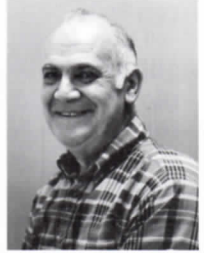
*Imants Ulpts
30 years*



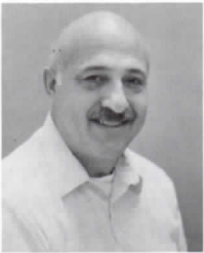
*Aaron Head
29 years*



*Andy
Anderson
28 years*



*Karl Schnell
41 years*



*Joe Htykel Sr.
29 years*



*Bob Olderog
20 years*



*George Elafros
35 years*



*Tom Baye
29 years*



*Bob Walker
21 years*



*Mary Jane
Hendricks
30 years*



*Joe Grzywa
28 years*



*Joyce Smith
30 years*



*Ed Gembica
43 years*



*Don Stalker
40 years*



*Helen Pltsek
20 years*



*Clarence
Tompsett
30 years*



*Grace Groves
25 years*



*Charlte Struble
35 years*



*Orville
Schroeder
29 years*

etc.

Good ideas

Three Works employees have found that when you put a good idea down in writing, the rewards can be satisfying.

Dick Scott of Dept. 1113 submitted an idea to the employee suggestion program for which he was awarded \$3,450. He suggested that unit protectors used for testing purposes by inspection and quality assurance be salvaged, repaired and shipped as good product.

Scott said his ideas have earned him awards through the program in the past, but this is by far the largest. He and his wife, Pat (Dept. 1140), hope to apply his winnings toward a trip they can take with their three children.

Daniel McFadden of Dept. 223 has different plans for the \$1,260 he was awarded for his suggestion that reduces downtime due to wire jams occurring in the braiding and wiring area of Dept. 566. He will take his award, the largest he has received through the program, and invest it in the stock market, he said.

Other awards that have been presented in the employee suggestion program include one for \$140 which was presented to Edith O'Hara of Dept. 224.



Dick Scott



Daniel
McFadden

Engineering promotions

Mike Szymanski has been promoted to senior staff engineer for Subbranch 470. Szymanski,

who recently marked 40 years of service with the company, was a senior engineer in Dept. 476. His promotion was effective Dec. 15.

Steve Alloway has been promoted to senior engineer, effective Jan. 1 of this year. Alloway remains in Dept. 475 in which he was a planning engineer.



Steve Alloway



Mike
Szymanski

Accuracy, accuracy

Central storeroom employees in Dept. 566 deserve a round of applause for maintaining a high level of inventory accuracy in recent months.

According to a monthly balance accuracy report, storeroom accuracy measured 100 percent in November — a first for the Omaha Works and a rarity in the industry. December accuracy measured at 99 percent and for January, 99.1 percent.

The figures are obtained through a monthly statistical sample of storeroom inventory. The percentage is based on

how a manual counting of the sample's materials matches what has been electronically recorded into the Works' MRP II (Management Resource Planning) system.

Out of order?

AT&T is asking its employees to help keep its 10,000 public phones serviced and in working order. The typical phone user won't report an out-of-order phone.

Most of these AT&T phones can be found in airports and hotels. To report a problem with a phone, call toll free 1-800-922-0086. Mention that you are an AT&T employee, and you must give your Social Security number. A follow-up letter will be sent to you explaining how employees can qualify for complimentary gifts for additional out-of-order reports they may file.

Patent awarded

A patent has been awarded to Palmer Thomas of the Engineering Development Organization, copper apparatus and inside wire and cable development (formerly the Product Engineering Control Center).

The patent was awarded for his work on flame-resistant plenum cable and the methods of making the cable. This is the fourth patent presented to Thomas, who reports to Earl McLean's organization but whose office is in Atlanta, Ga.

E-Week activities slated

Omaha Works technical-professional employees observe National Engineers Week starting Feb. 23. Several guest speakers and activities have been scheduled to mark the observance.

On Feb. 23, the speaker will be Thomas Thomsen, president of AT&T Technology Systems. Thomsen began his career with AT&T as an engineer at the Omaha Works in 1957. Techpros who gather in the auditorium to hear Thomsen also will give recognition to two engineering staff members who

earned patents over the past year — Bob Loesch of Dept. 471 and Palmer Thomas, based in Atlanta.

The speaker on Feb. 25 is Michael Koelzer, manager of automation engineering for G.E. FANUC Automation Corp. On Feb. 26 Daniel Burrus, president of Burrus Research Associates, will speak.

Also on Feb. 26, engineering and computer science students from Millard South High will visit the Works to hear Burrus and tour the plant.

Service anniversaries

40 years

P. W. Challgren	1/8
L. L. Nowacki	2/20

35 years

J. J. Lash	1/25
H. Endorf	2/18
M. D. Lesinski	2/26
E. E. Nelson	2/11
L. L. Sharpnack	2/12
D. C. Scott	2/27

30 years

D. M. Ahrens	1/7
L. P. Brown	1/5
C. F. Crawford	1/16
J. M. Drinnin	1/13
A. W. French	1/10
N. J. Goeser	1/7
N. G. Grant Jr.	1/3
J. R. Harper	1/15
C. J. Hughes	1/2
W. G. Jones	1/21
R. L. Knutson	1/21
E. F. Krumel	1/30
R. F. Oglevie	1/7
C. J. Orsi	1/7
R. L. Schutt	1/21
A. J. Simpson	1/28
J. Slosser Jr.	1/28
J. B. Smith	1/13
C. C. Tompsett	1/2
L. D. Wenstrand	1/2
D. C. Beccard	2/25
T. E. Bowman	2/1
W. J. Fitl	2/4
J. H. Hartman	2/16
R. M. Hossle	2/5
M. T. Kelly Jr.	2/12
V. Lam	2/8
J. L. Matthews	2/11
W. J. Na Pier	2/25
R. J. Was	2/7
D. C. Wichman	2/6

25 years

N. A. Curto Jr.	1/24
G. D. Ellwanger	1/22
E. W. Fetherkile	1/24
R. J. Mehok	1/18
B. L. Panowicz	1/29
D. C. Schultz	1/22
D. M. Schwenck	1/9
S. D. Wolkins	1/22

D. H. Young	1/17
E. P. Epperson	2/12
N. F. Golden	2/26
S. R. Harlow	2/19
J. G. Mack	2/12
B. G. Maxwell	2/12
C. W. McGee	2/19
R. E. Palmatier	2/26
J. B. Plevniak	2/19
F. P. Possinger	2/7
R. J. Skrok	2/26
W. Vinson	2/12
F. M. Wolski	2/27

20 years

R. J. Anderson	1/16
R. B. Ballantine	1/9
K. O. Bartkowitz	1/3
R. F. Cubrich	1/17
D. Garcia	1/17
G. W. Hightshoe	1/16
M. T. Jaeger	1/30
R. Katrinak	1/23
J. H. Larkin	1/31
R. W. Lessner	1/9
R. J. Lukowski	1/23
B. L. Panowicz	1/29
M. R. Payne	1/6
D. H. Young	1/17
R. P. Bahr	2/22
C. L. Diggs	2/7
A. Jackson	2/20
R. J. Rice	2/27
L. E. Rudesill	2/21

Call HealthCheck

Are you going to be admitted to a hospital? Did you go for emergency treatment at a hospital? Are you planning to have outpatient surgery that requires a second doctor's opinion?

If you belong to the AT&T medical expense plan **you must call HealthCheck** to qualify for the maximum allowable benefits under the plan. Failure to do so could mean that you will not get full reimbursement to which you otherwise would be entitled. The numbers to call: **Management employees — 1-800-424-4288; non-management employees — 1-800-262-6268.**

A. C. Shaddy	2/27
R. R. Wustrack	2/13

15 years

E. H. Hearity	2/22
J. A. Morrow	2/19
G. N. Stefan	2/6

10 years

C. L. Lindberg	1/12
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5 years

C. A. McKinley	1/23
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1987 holiday and vacation calendar

The Omaha Works has designated the following as holidays, standard vacation days and management personal days (MPD) or excused workdays (EWD) for 1987. The list includes the New Year holiday for 1988:

Jan. 1 — New Year's Day
 Jan. 2 — Floating holiday
 April 17 — Good Friday
 May 25 — Memorial Day
 July 3 — Independence Day
 Sept. 7 — Labor Day
 Nov. 26 — Thanksgiving Day
 Nov. 27 — Day after

Thanksgiving
 Dec. 21, 22, and 23 — Standard vacation days
 Dec. 24 — Day before Christmas
 Dec. 25 — Christmas Day
 Dec. 28 — MPD or EWD
 Dec. 29, 30, and 31 — Standard vacation days

Jan. 1 — 1988 New Year's Day
 Employees may elect to take Dec. 31 as an unpaid personal day that will not be charged against their attendance record. Personal days off without pay or remaining management personal days or excused workdays may not be substituted for standard vacation days. The balance of an employee's vacation eligibility shall be scheduled with the approval of one's supervisor and consistent with the needs of the business.



Last frame

When a customer indicates a product design preference, you try to comply. That's just good business sense, even if it means modifying an already proven product.

One of the Works' FDI (feeder distribution interface) cabinets, the 40D pedestal model, has

been a solid contender in the marketplace for a good many years. It features a permanent back panel. Now customers of these cabinets have indicated an interest in a model with a removable back.

In response, the Omaha Works has made prototypes for field trials, said planning engineer Howard Rhoten. As project coordinator, Rhoten said the removable back panels on the cabinets make them "craft friendly" for installers. Access from the back to interior

equipment makes installation and repairs much easier. The more efficient design requires fewer parts and materials which should help to keep costs down, too.

Two employees who work in the FDI cabinet assembly area (Dept. 224) look through the opened back of one of the partially assembled, newer cabinets. Beside Sharon Buzzell and Steve Laudenback is an unequipped 40D pedestal cabinet whose door has been opened to show its permanent back.



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Network Systems

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