
WESTERNER

Omaha Works
January/February 1988



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On the cover

Charlie Mellick of Dept. 266 is no mail carrier but he may as well be for all of the rain, snow and hail he has been through. Mellick is one of 24 employees who have won Record Setters Awards. Mellick earned his for his 25-plus years of walking to work every day, regardless of the weather. When the temperatures drop into the single digits as they have these past couple of months, he merely bundles up in his Air Force-style parka and starts walking. For the names of other contest winners, turn to Page 6.

WESTERNER

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Looking ahead: A time to grow

As the Omaha Works approaches its 30th anniversary this year, Jack McKinnon is confident that the enthusiasm and excitement prevalent during the Works' early growth years is making a comeback.

The turmoil and the uncertainties developing out of the process of divestiture have finally subsided. Now, McKinnon has declared, it's time to "grow the business."

The stage has been set for a dynamic 1988 and in the years to follow, the Works' manufacturing vice-president said, pointing to the accomplishments of 1987.

"We made tremendous strides to reduce the cost structure of our products last year," McKinnon said. Similarly, product quality ratings were much improved over the previous year.

Service to our customers improved during 1987, although an onslaught of business in recent months indicates continued work is needed to maintain acceptable shipping levels, he noted.

McKinnon is particularly pleased with what he perceives to be a change for the better in employee morale: "I don't get the continual comments about closing the plant. A lot of employees' concerns in this area are gone."

There will always be an element of discontent within a workforce, McKinnon acknowledged, "but people in general feel

better about the place.

"Employees aren't going to like every decision I make — you can't run a democracy on every issue — but all in all I think people believe we are going the right way."

Continue communication

He credits opportunities for two-way communication as a major contributing factor in alleviating anxieties and instilling confidence that problems are being resolved. Departmental meetings and "breakfast with the boss" meetings continue, as does the "Anything Goes" idea program.

In recent weeks, department heads have met with their employees to review results from an all-AT&T employee survey, at McKinnon's urging. The purpose, he said, is to get a better idea about why or why not employees agree with the survey's findings and what improvements can be made here at the Works.

Another stabilizing influence on employees has been the announcement earlier in the year that \$130 million will be invested in the Omaha Works over the next six years, McKinnon said.

A large portion of the funds will be invested in the electronic wire and cable business. "There will be newer and different types of products we haven't made before, and corresponding new facilities," he said.

Part of the investment will include installing air conditioning in the cable shop (Building 50). Plans are being drawn up and equipment will be purchased and installed in time for the 1989 cooling season.

Activity in Building 30 will concentrate more on upgrading existing facilities and product



SHOP TALK . . .
Communication takes on a casual tone during Jack McKinnon's frequent visits to shop areas. This time, Mo Grigsby of Dept. 261 reminds McKinnon about his promise to model in the fashion show for the annual spring Girls' Party.

lines to be more cost-competitive in the market. McKinnon sees the effort as "freeing up people to handle still other varied products."

The Works stands to gain from a major investment of this nature in two ways, the manufacturing vice-president said. First, it will allow us to compete on a worldwide basis. "If we want to sell to Korea, we have to be cost competitive."

Second, "we want growth," he said, referring to the addition of new products. "If the business grows, it will bring in more jobs to the company — and that means stability," McKinnon said.

100 more people

Employment levels should grow by about 100 employees — for a total of roughly 3,700 people — over the next six years. Already the Works has

been recalling employees on layoff status.

Although the overall workforce total is expected to be up by about 100 employees, McKinnon pointed out that the number of people filling jobs at the Works will actually be higher, largely due to anticipated attrition rates in the years ahead.

Currently, more than 700 employees are eligible to draw pensions. Many of those people will be retiring and their jobs must be filled, he explained.

As for the year at hand, McKinnon said the Works' major goals are relatively unchanged from 1987: Continue to cut costs and improve quality and service levels.

"It sounds like a cliché but it isn't. It's a fact of life," he said. "Our competition sets the market criteria on cost, quality and service. So if we shortened manufacturing intervals in 1987 to appeal to customers, in 1988 we'll have to have an even

(Continued on Page 4)

THE DELTA PROJECT

WASTE QUALITY PEOPLE

O M A H A W O R K S

Earlier in the day, Fred Topor viewed a videotape which showed how long it takes to change over from one kind of small-pair D-inside wire (DIW) to another pair size on a jacketing line. On jacketing line No. 13 it is a process that takes 45 minutes.

That afternoon, the vice-president of manufacturing for Network Systems Media timed Ed Ruth as he changed extruder tooling on line No. 13.

"Five minutes and nine seconds!" exclaimed Topor as employees around him beamed with

pride.

The event was significant but not just because of a substantial decrease in changeover time from 45 to a little over five minutes. It was significant because it was dramatic proof that the Omaha Works' commitment to the Just-in-Time (JIT) manufacturing philosophy has taken root since the pilot project was established in the DIW area late last year.

And now those roots are spreading to the rest of the Works. In fact, the application of the JIT philosophy at the Omaha

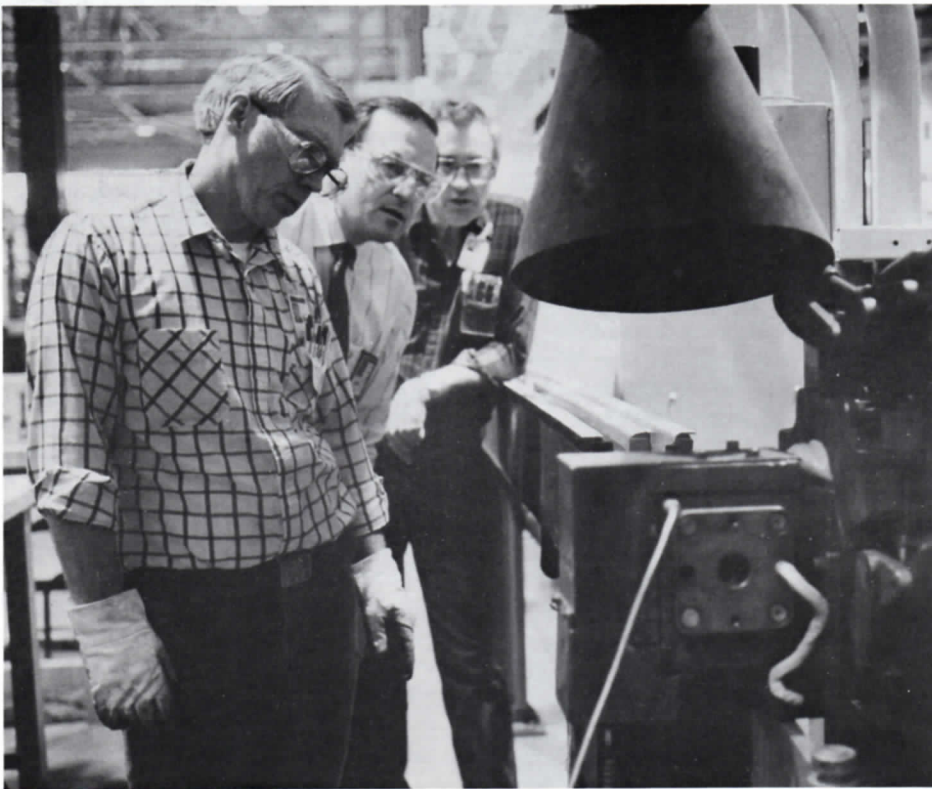
Works has attained an identity of its own — officially, The Delta Project.

"'Delta' is Greek for 'change,'" explained Herb Block, JITM/TQ (manufacturing/total quality) director. "And change is what this philosophy is all about as we aspire to manufacturing excellence."

The objective

The primary objective of the JIT philosophy — which is the objective of The Delta Project — "is to increase our profits here at the Works by reducing our costs," Block said. That means being able to supply customers with the precise items they require, exactly when they are required and in the right quantities.

The Delta Project defines three important ways to achieve the objective, Block said. One way is to "launch an all-out war on waste," he said. That includes waste in the manufacturing process itself, wasted motion, waste resulting from delays, overproduction or making defec-



SEEING IS BELIEVING . . . Ed Ruth (from left), Fred Topor and Bill Huetson watch as plastic is purged from jacketing line No. 13 during a changeover in the electronic wire and cable shop. The entire changeover operation took just a little over five minutes, a major time reduction from what used to take 45 minutes.

A time to grow

(Continued from Page 3)
quicker response time, and so on."

McKinnon looks to the application of the Just-in-Time (JIT) manufacturing philosophy at the Works as "the only way to make a quantum leap" in this direction. Its thrust will underscore the importance of employees "taking a stake in how we run the business."

1988 will also be a year of increased emphasis on employee training, correlating to product line additions and adaptations as well as to the JIT thrust. Training, said McKinnon, is critical in a period of growth and change.

Reflecting on when the Works first opened its doors 30 years ago, McKinnon said our business indeed has changed considerably.

"Obviously, the technology has changed . . . and we're much more versatile" in the kinds of

tive products, and waste in carrying inventories. "Anything that doesn't add value is a waste."

A second way is to make an absolute commitment to quality. "Employees want to make quality products," Block said, but they don't always feel that management really backs that commitment. "We have to be together on this one. We have to say what we mean, then do what we say."

A third — and in Block's opinion the most important — way is to encourage employee participation in the decision-making process of doing business.

"People are at the heart of this whole effort," Block said. "There's a mindset we have to change. The JIT philosophy subscribes to the principle that it's the people in a company who run the business — not a handful of managers who call the shots and everyone else follows along.

"As managers we have to listen — really listen — to what

our employees are telling us, then together we make the right decisions."

Those three strategies — get waste down, boost quality up, and put people at the heart of the effort moving in the right direction — are symbolized in The Delta Project logo inscribed on banners and posters throughout the shop and office areas, Block pointed out.

The first steps

Block and his JITM/TQ project team are enthusiastic about plantwide applications of The Delta Project. As work continues to reduce setup times in the DIW jacketing area, 12 quality cell teams have been established covering all three shifts in the small-pair DIW manufacturing area.

Each team consists of operators, an engineer and a supervisor who will work together to apply JIT quality improvement principles to insulating, twisting, jacketing and final-end operations, Block said. All cell team members have attended a special

training course about the program.

Although no formal first application has been identified in the apparatus shop, a group technology work cell has been organized in the 80-type cabinet metal fabrication area in the high bay of Building 30.

Block said a work cell is formed by the strategic placement of machinery and supplies to improve material flow. Machinery such as Amada punch presses, break presses and shearers have been positioned to eliminate excessive material handling and unnecessary storage. Conveyors are being installed to replace the use of a skid system.

Changes such as these will be made throughout other manufacturing areas as The Delta Project gains momentum, Block said, but it won't happen overnight. "This is a comprehensive project which we anticipate will take up to three years to fully engage," he noted.

Critical to the project's success
(Continued on Page 11)

products we make, he pointed out. "And we certainly have pressures today we didn't have 30 years ago.

"We have to earn everything we get today. No one is compelled to buy from us" as was the case before divestiture.

It is much tougher operating a successful business today than 30 years ago, McKinnon admitted, but ironically he thinks we're better off now.

"The competition, the economy — all of the trials we have been through — are making us a much better company. They force us to do things we never had to do before," he said.

In the old days we weren't "driven" to be better, a situation McKinnon believes tended to stifle imagination and creativity.

"Now we are driven. We want to be 'world class.' We are compelled to keep on doing the things necessary to be a world class manufacturer, and I think we're well on our way."



IMPROVE MATERIAL FLOW . . . Conveyors soon will be moving cabinet components like those pictured on this skid in the 80-type metal fabrication area. Amada punch press operator Terry Walsh (left) and break press operator Bernie Bremer helped plan their area's work cell to eliminate excessive material handling and storage.

Record Setters Awards announced

This is the moment we all have been awaiting: The announcement of the winners in the first Westerner Record Setters Awards competition.

The contest recognizes "stand-outs" in given categories, be they highly acclaimed achievements or little-known (or better-left-unsaid) feats of accomplishment.

An entry form, which appeared in the September/October 1987 Westerner, offered 20 categories. Twenty-four winners were named in 19 categories. Many employees entered multiple categories and in some cases may have qualified to win in several. However, only one prize (a "squeeze thermos") was awarded per winner.

Some of the record-setting claims are truly amazing, some are surprising, and others are just plain fun. The following are the winners and their claims to fame.

* * *

1. Most departments worked

— Three-way tie: Roland Horn, Dept. 566; Larry Glasshoff, Dept. 263; and John Malone, Dept. 081, each with 18 departments.

This was one of those simple questions with not-so-simple answers. In the final analysis, each department worked was counted only once. If a person was transferred out of a department and later transferred back to that department, it was not counted again. Also, department number changes did not count as working in a different department.

Malone has worked in 18 departments since he began working for the company in 1952. But Horn and Glasshoff made their moves in less time — since 1969.

2. Most unusual job before joining AT&T — Paul Baumann, Dept. 462.

There was a pea checker and a spud specker among the entrants, but Baumann's job of shaving mice won the prize. He worked at the University of Nebraska Medical Center before joining AT&T, helping in skin cancer research. Shaving the little critters was easy, he said: "You just hold onto their tails and they hold onto the cage with their front legs" while he used electric clippers.

3. Longest commuting distance to work — Kevin Stark, Dept. 481, with 56 miles. Stark said it takes him about 65 minutes to drive from his home west of Davey, Neb., just northwest of Lincoln.

4. Lowest starting wage/salary with AT&T years ago — Dee Kirwan, Dept. 084. Kirwan said she started at the Lincoln plant when it opened in 1944, earning 55 cents per hour.

5. Longest retirement — Bob Cate, retired one year.

Even Cate, who entered for the fun of it, was surprised at his winning. There are many who could claim more years of retirement, but they didn't enter this category — and so Cate won it.

6. Employee with longest name — Rosemary Katherine Laschansky, Dept. 1971D, with 27 letters to her name. "I knew someday my name would pay off," she quipped.

7. Most schools attended — Two-way tie: Shirley Ingram, Dept. 803, and Jackie Myhrberg, Dept. 1723, each with 11 schools. Both said when they were children their families

moved frequently. Ingram's father was a farmer and leased farmland; Myhrberg's father was in the Navy.

8. Most embarrassing moment that's publishable — Sue McClellan, Dept. 971D.

"I parked my car but didn't turn it off," McClellan wrote. "I left it running all day — it used three-quarters of a tank of gas."

McClellan explained that she was late meeting her carpool to go to work. "I had stuff to carry and I didn't want to keep them waiting," she said, as she parked her car at a meeting place. The next day "half the plant knew about it."

9. Most awards won — Ron Johnson, Dept. 1723.

Johnson has won 24 trophies for drag racing, 39 trophies in auto shows and one bowling trophy, for a total of 64 trophies.

10. Youngest grandparent — Dee Johnson, Dept. 261.

Johnson was 32 years old when her first grandchild was born. Today she has eight grandchildren.

11. Most famous/impressive relative — Bob Hansen, Dept. 1441.

Hansen is the great-great-nephew of author Oliver Wendell Holmes. But he didn't inherit his uncle's flair for writing — "just his eyebrows."

12. Oldest car driven — Charlie Williams, Dept. 286.

After work hours Williams regularly drives a 1954 Chevy truck which he has restored.

13. Most states visited — Two-way tie: Jerry Wessling, Dept. 483, and Freda Cate, Dept. 262, each with 50 states.

Wessling and Cate agree that visiting all 50 states takes some time — about 25 years. And they really visited the states, not just pass through. Cate's favorite is Alaska. "It's still in its natural state — man hasn't messed it up yet," she said.

14. Highest bowling game — Two-way tie: Pete Heim and Dan Moran, both of Dept. 545. Each has bowled a 300 (perfect) game. In fact, after the contest deadline Nov. 30, Heim bowled a second 300 game on Dec. 5.

15. Most times to see the same movie — Gregory Bubburt, Dept. 475. Bubburt has seen "Star Wars" more than 25 times, 20 of those times in a theater. He said he is intrigued by the film's special effects, and thinks he's figured out how it all was done. But he's not done viewing the flick: "A friend of mine has (a videotape) in stereo."

16. Most unusual hobby — Norma Landon, Dept. 285. Landon and husband, Donald (also of Dept. 285), belong to the Great Plains Wing of the Confederate Air Force Museum in Texas. They help restore old military planes to be displayed in the museum, working out of a hangar in Council Bluffs.

17. Proudest-moment — Bill Ruge, retired. Ruge is most proud for having received the company's Theodore N. Vail Bronze Medal of Honor for noteworthy public service. In August 1947 when Ruge was working at the Hawthorne Works in Cicero, Ill., a co-worker fell through a window and severely cut his arm on broken glass. Ruge quickly used a piece of

rubber-covered test cord as a tourniquet on the man's arm to stop the flow of blood and potential loss of life. For this he was awarded the Vail medal.

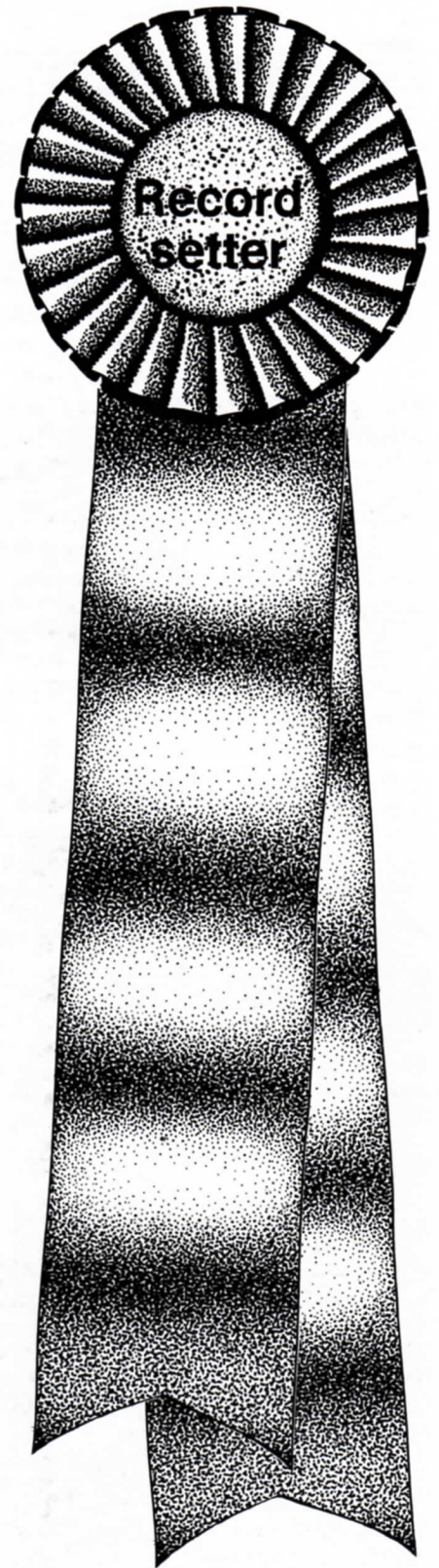
18. Smartest thing — Richard Koltes, Dept. 267. Kotes wrote, "The smartest thing I ever did was going to work for Western Electric because it has given me great job security and a good life." He joined the company in March 1959. "I was thinking about being a fireman, but I never took the test."

19. Most hours exercising — No winners. (Entrants won prizes in other categories.)

20. Name your own — Charlie Mellick, Dept. 266. Mellick has walked to work every day for more than 25 years. It takes him about 15 minutes from his home just on the other side of L Street. He has been caught in hail and lightning storms, but the worst was the blizzard of '75.

"I headed straight south but the wind blew me too far east" and he missed the opening in the snow fence, Mellick recalled. It took him 40 minutes to get home. He wears eight-inch boots for his walk, and goes through a pair every other year.

Runners-up: Ermin Krumel of Dept. 545 wins second place for driving a 1967 stationwagon to work every day that now has more than 231,000 miles on its odometer. Elgin Jenny, now retired, wins third place for having worked in the same department (the "MCO shop") ever since he began working here in 1959. Roland Michaelsen of Dept. 545 receives honorable mention for having achieved 30 years of perfect attendance, the highest at the Works.



Retirements

Not pictured:

William Kinsley — 31 years
Robert Fitzsimmons — 30 years
Walter Woodrum — 28 years

Charlotte Brown — 27 years
Deldine Young — 26 years
Virginia Koziol — 23 years

Veoma Stewart — 23 years
Frances Woodrum — 20 years
Jake Trautrimas — 19 years



Elgin Jenny
28 years



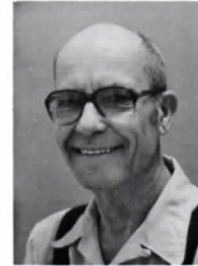
Ruth Jenny
28 years



LeRoy Campbell
41 years



Annelle Moss
30 years



Lloyd Parker
36 years



Wayne McIntosh
39 years



Ann Harvat
26 years



Frank Brisbane
29 years



Evelyn Bater
27 years



Lee Maschka
28 years



Louise Nissen
26 years

Annual observance

Speakers for Engineers' Week

This year's observance of National Engineers' Week at the Omaha Works includes a lineup of several guest speakers, according to Steve Bales who chairs the E-Week planning committee.

The observance starts the week of Feb. 22. Guest speakers will address technical-professionals according to the following schedule:

Tuesday, Feb. 23 — Fred Wallitsch, AT&T and Phillips Telecommunications B. V. Technology vice-president, speaks on AT&T's joint venture with Phillips and gives an overall view of international business.

Wednesday, Feb. 24 — Ret. Col. Chuck Scott talks on "Responding to Adversity." Col. Scott was one of the 52 Americans held hostage in Iran.

Friday, Feb. 26 — Fred Topor, AT&T Network Systems Media vice-president of manufacturing, talks about the future of Network Systems.

A plaque also will be presented to Joe Moss in honor of the two patents he was awarded in the past year. Moss formerly was based at the Omaha Works but now is part of the Works' Engineering Development Organization based in Atlanta.



Dave Olsen
28 years



Evelyn Young
29 years



Donald Bergers
31 years



Frances Meyers
18 years

etc.

Corporate marathon

There's good news and bad news about the National Corporate Marathon Championship held in conjunction with the 1988 Houston-Tenneco Marathon in Houston, Tex., Jan. 17.

The good news is AT&T took second place in the corporate contest. The AT&T team was among 50 corporate teams entered in the competition.

The bad news is that team member Joanne Richardson of Dept. 239 was unable to complete the marathon. She dropped out of the race after three miles because of pain stemming from bursitis.

"I thought I could make it," Richardson said, admitting her disappointment. Richardson had suffered from bursitis prior to the marathon but thought her

condition had improved enough to compete.

It was a tough break for Richardson who had worked her way back to good running condition after suffering a broken foot last summer. However, she's optimistic about her chances of competing on the team next year. She's on the mend, she said, and "I'll be back."

Suggestion program grows

Omaha Works employees submitted 530 ideas to the Employee Suggestion Program during 1987, which represented more than a 50 percent increase over the number submitted during 1986. In 1986, 344 suggestions were submitted.

Employees were awarded more than a total of \$42,000 for suggestions that were accepted last year. Suggestions that were used resulted in a combined savings of more than \$341,000 to the Works. In 1986, savings amounted to more than \$239,000.

As ideas continue to be suggested, a number of awards have

been presented to employees since the new year began. They include the following:

Ronald Danker, Dept. 261, \$765 — An improved way of inserting test terminals in central office connector front panels.

Wayne Grudle, Dept. 541, \$695 — A way to cut down on maintenance of D-station wire coiler distribution switches.

Patricia Hartung, Department 261, \$400 — Modifications to reduce stripping problems involving DP3 wire.

James Saner, Dept. 541, \$395 — A way to keep quench tubes from filling up with plastic when molding lines go down.

Betty Clanton, Dept. 266, \$380 — A simplified method of stamping procedures involving terminal blocks.

David Howell and Robert Shafer, Dept. 541, \$312.50 each (joint award) — Proposal for a special cutter to maintain die holders.

John Mabrey, Dept. 544, \$150 — Install fenced backstop to prevent damage to the building exterior from stored 55-gallon drums.

Revamped program awards cash

The Omaha Works has introduced a new awards program for hourly and salary-graded employees in recognition of perfect attendance. In addition to individual awards presented to these employees throughout the year as they achieve perfect attendance, all who marked at least a year's perfect attendance during the calendar year are now eligible to win one of ten \$500 cash awards.

On Feb. 10, the names of 1,032 employees who observed at least one year of perfect attendance during 1987 were placed in a barrel. An employee's name was entered for each consecutive year of perfect attendance he or she may have achieved. Thus, the name of an employee with two consecutive years of perfect attendance was entered two times, and so on.

Each day for 10 working days

one name was drawn from the barrel, and \$500 was awarded to each day's winner. Only one prize is awarded to eligible employees. (The names of all winners were not available in time for the Westerner deadline.)

The \$500 cash awards will be presented on a yearly basis, said Gene Saab, personnel and labor relations manager. The cash awards were incorporated into the attendance program partly because employees had expressed concern that existing awards did not adequately reflect the magnitude of perfect attendance achievements.

"We have employees with perfect attendance ranging from one to 30 years of perfect attendance," Saab said, with Roland Michaelsen of Dept. 545 (with 30 years) and Ken Wild of Dept. 544 (with 29 years) having the longest records.

Saab added that many of the other 1,000-plus employees eligible for the awards program have 15 to 20 years of perfect attendance. Attendance levels of that sort deserve some fanfare, he said. Additionally, the revamped awards program may encourage employees to strive for improved attendance. The program was developed by a committee headed by supervisor Ron Schropp.

Regardless of whether or not employees win the \$500 cash awards, they still receive a \$25 gift certificate on the anniversary of their yearly perfect attendance, Saab said. The certificates may be used to purchase steaks from Omaha Steaks International, a selection from the Pioneer Porch, or may be applied toward dinner at selected local restaurants.

Uses 'system concept'

Display center remodeled

The Omaha Works Product Display Center has been remodeled, the first time since the center first opened in 1978.

The color scheme — blues and grays — is noticeably different from the previous decor. However, the biggest difference is how the products are displayed.

The main reason the center was remodeled was to update displays so they would represent the full scope of AT&T Network Systems Media products, said Frank Markesi of the Network sales support staff.

"The displays are much more versatile, so when products change the displays can be easily modified," Markesi said.

The displays also incorporate a "system concept," so visitors may have a better idea of how a certain product fits into a telecommunications system, Markesi noted. Products range from electronic wire and cable (copper and fiber optics), metal fabricated products, protection and outside plant apparatus and consumer products (phone jacks, cords, etc.).

Especially since the Network Systems Media sales team has been expanded, use of the center is expected to increase as account representatives bring in customers to visit.

Besides visitors from Bell operating companies, the center will welcome "non-traditional customers" such as architects, contractors, engineering firms, independent telephone companies, original equipment manufacturing representatives and distributors of our products, Markesi said.

The display center facilities also will continue to be available for training purposes, for outside customers as well as AT&T personnel.

MINOR CHANGE . . . At right, Frank Markesi (left) goes over a blueprint with Larry Guerra of D. R. Anderson Constructors. Below, engineers Marilee Mullin and Ben Bass, who helped with the display center's remodeling, inspect a display that is to be mounted.



Service anniversaries

40 years

G. Brown 2/15

35 years

V. C. Kieffer 2/16
H. J. Slaughter 2/2
J. A. Frazier 3/25

30 years

I. Beardsley 2/17
W. Berggren 2/20
E. C. Bosak 2/24
J. Cervin 2/17
D. P. Hutchison 2/19
E. Jerstin 2/3
G. C. Parkerson 2/27
L. Perkons 2/18
C. P. Zvolanek 2/21
R. F. Berge 3/17
W. E. Bystrom 3/17
D. E. Cox 3/11
E. J. Franks 3/24
D. W. Hunt 3/24
M. J. Jones 3/12
E. D. Kucera 3/10
R. W. Lowe 3/10
S. J. Marasco 3/17
C. L. Miller 3/24
R. W. Pusher 3/29
J. R. Salkeld 3/31
R. A. Spethman 3/10
D. A. Suhr 3/10
J. D. Swift 3/12
K. Szekeres 3/26
J. B. Wolverton 3/8

25 years

R. D. Barnes 2/26
A. K. Davis 2/16
W. S. McCormick Jr. 2/11
P. H. Metoyer 2/8
R. F. Metzler 2/4
S. B. Peterson 2/8
R. J. Renter 2/12
G. H. Shelton 2/5
J. T. Tyson 2/7
L. B. Wells 2/25
W. O. Chafin 3/25
B. W. Gibb Jr. 3/18
R. H. Hoffmann 3/10
G. P. House 3/27
M. V. Johnson 3/27
M. L. Molek 3/31
R. F. Morisch 3/11
S. H. Parks 3/15
R. A. Powell 3/19
L. L. Richards 3/14
P. M. Stoddard 3/4

20 years

R. R. Kelly 2/21
J. R. Faust 2/12
B. B. Prather 2/22
P. G. Abdouch 3/4
M. H. Boston 3/23
M. T. Cochrane 3/13
B. G. Golda 3/10
G. L. Hurt 3/23
L. E. Killian 3/8
J. J. Perryman 3/18
A. J. Pfeiffer Jr. 3/26
P. M. Raabe 3/25

R. L. Slobodnick 3/28
C. E. Taylor 3/29
L. S. Wilbur 3/26

15 years

M. C. Chard 2/15
S. M. Christiansen 2/15
W. C. Eisele 2/3
C. L. Jones 2/20
M. V. Pilus 2/26
P. F. Wentz 2/4
L. W. Alvarado 3/9
A. R. Baxter 3/13
D. R. Kelly 3/27
S. M. Kott 3/6
J. G. Nick 3/19
M. H. Pfeifer 3/24
J. B. Rentschler 3/19
M. M. Zymola 3/11

10 years

R. Carter 3/16

Revised calendar

The Omaha Works 1988 holiday/vacation calendar which appeared in the November/December issue of the Westerner did not include an assigned date for a floating holiday. Below is a revised schedule. Note that an MPD or EWD day has been scheduled for July 1, 1988, a change from the December date in the previous calendar.

Jan. 1 — New Year's Day
April 1 — Good Friday
May 30 — Memorial Day
July 1 — MPD or EWD
July 4 — Independence Day
Sept. 5 — Labor Day
Nov. 24 — Thanksgiving Day
Nov. 25 — Day after Thanksgiving
Dec. 23 — Day before Christmas
Dec. 26 — Christmas Day
Dec. 27 — Floating holiday
Dec. 28, 29, 30 — Standard vacation days
Jan 2. — 1989 New Year's Day

The Delta Project is under way

(Continued from Page 5)
is an understanding of JIT concepts and goals, and the ability to work as a team. An education plan has been presented which proposes an estimated 250,000 hours of class time over the next 1/2 years, Block said, the largest educational endeavor in Works history.

Motivational training courses may be offered — unrelated to JIT approaches — which will impact upon personal growth and effectiveness in a community setting. Such training can be like "a shot of adrenalin," Block said, "helping us take a

fresh outlook and to rekindle enthusiasm about who we are and what we're about."

Teamwork training followed by an assortment of courses specifically relating to JIT principles also are envisioned. The program generally will coincide with the application of the JIT philosophy in different work areas.

"Ambitious as this program is, it still doesn't guarantee the future of our plant," Block admitted. "It does, however, not only increase our chances of survival but also better positions us in a world class of manufacturing excellence."



Last frame

Back in 1953, Mr. and Mrs. Torino Delgado had no idea that four of their five sons would one day be working together for AT&T at the Omaha Works. All but Arnold (front row, left) began working for the company as early as 1966.

Rom and Tony Delgado (back row, left and right respectively) both work in the cable shop. Bob and Rudy (front row, middle and

right respectively) both work in the apparatus shop.

So what does that have to do with running this family portrait in the Westerner? Plenty.

This year marks the 30th anniversary of the Omaha Works, and plans are being made to observe the occasion. As part of the celebration, employees — and Works retirees — are being asked to bring or send a favorite old photo of themselves. The photos will be placed on display in the main cafeteria in June to coincide with anniversary festivities.

The idea is to present a display of the way we were. Ideally, photos should date back to the

'50s (preferably later '50s when the plant was constructed), but any photo spanning approximately 30 years will be accepted. Formal portraits like the Delgado photo are not necessary — any snapshot with reasonable clarity is welcome.

Bring or send the photos to Linda Ryan in public relations, Dept. 522. Include your name, department number (or return address), date of the photo and a brief description of who and what it depicts. Please submit photos early so an adequate display board can be constructed. All photos will be returned after the anniversary celebration.



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