

# WESTERNER

Omaha Works  
January/February 1990



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## On the cover

Take your order? Recently retired Betty Armendariz is back on the job again, this time taking orders and keeping the books for the family cafe she and husband John own. They call it Big Betty's. But Betty's not the only one who has found new interests in her retirement. A story about what some other retired Works employees are doing these days starts on Page 5 of this special retirement issue of the *Westerner*. Also, photos and names of retirees from the last three months start on Page 8 and retirement tips start on Page 13.

## WESTERNER

Linda Ryan, editor  
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# Distance no barrier to SSPAM teamwork

**A**ctivity relating to the new single station protector assembly machine (SSPAM) in IBU 573 has been an example of teamwork from day one.

To get the SSPAM designed and installed, it took a team of Atlanta-based machinists and engineers (formerly of AT&T's Product Engineering Control Center or PECC) to work closely with an Omaha Works team, composed of operating and trades personnel and engineers. And just recently Works employees closely associated with the SSPAM effort have chosen to form an Omaha Team Works continuous quality improvement process team.

The SSPAM is a state-of-the-art piece of equipment that assem-

bles 125-type protectors. Planners are optimistic about its impact on the Works' business once it is fully operational by the end of the first quarter.

Reduced costs and improvements in quality and shipping performance are anticipated, commented Byron Frank, a Works planning engineer associate who oversees the SSPAM project.

### Product in demand

That's significant because of the market demand for a protector like the 125-type. Every residential telephone customer must have a protector of this kind (ours or a competitor's) attached to the outside of his or her dwelling to protect against electrical

**T**o all Omaha Works employees:

I'd like to take this opportunity to thank each and every one of you for the many significant contributions you made to our business during 1989.

These efforts show up in the improved focus we have placed on serving our customers and in our dedication to meeting or exceeding their expectations for high-quality, cable systems solutions. As Bob Allen states in his direction statement to employees, "The most important principle in achieving customer satisfaction—and winning in the marketplace—is an unqualified devotion to quality in everything we do, and a commitment to continuous quality improvement."

Last year was a very good year for Network Cable Systems and I'm delighted to report that we achieved our commitments to AT&T Network systems. This could not have been accomplished without a great deal of hard work and initiative on the part of all of our employees.

While our 1990 quality improvement and profitability targets will stretch our abilities to better serve our customers, I'm confident that the Network Cable Systems team is up to the challenge.

Thank you again for a job well done in 1989 and I look forward to our continued success in the new year.

Sincerely,

A handwritten signature in cursive script that reads "Greg Hughes".

Greg Hughes  
President, AT&T Network Cable Systems

surges over the lines.

With the SSPAM operation, "we hope to capture more of the market share," Frank said. In fact, the machine eventually will run on all three shifts to keep up with demand.

Plans for the SSPAM began more than a year ago when Frank Dill Works senior staff engineer Bob Loesch developed performance specifications for the machine. They received PECC engineering support from former Omahan Walter Konik and Howard Flichman in Atlanta. Konik did the mechanical design and Flichman the electrical engineering.

Machinists Roland Seidel and Dill Hall of Atlanta built the machine there then reassembled it at the Omaha Works. They are employees of the "model shop" which supports product engineering and Atlanta Works engineering activity.

Sam Virgilitto and John Bailey — Works mechanical and electrical plant and factory engineers, respectively — helped with installation, assisted by "a super effort

from trades," Frank said. Works machine setters, millwrights, pipefitters, electricians and sheet metal workers saw to it that "everything just fit into place — just a super effort to get things done as efficiently as possible."

### Outstanding cooperation

Seidel and Hall, who have spent many weeks in Omaha to help get the SSPAM running smoothly, were very complimentary about the cooperation that they have received from the Omaha team.

Citing an example, Seidel said "we expected it would take at least one week just to get the main components in place. Actually it took only three days. Cooperation here has been outstanding."

The cooperation and teamwork among all of the individuals involved is critical to the success of the SSPAM operation because the machinery must perform so many precise and complex functions synchronously, Frank mentioned.

The machine must assemble some two dozen parts and

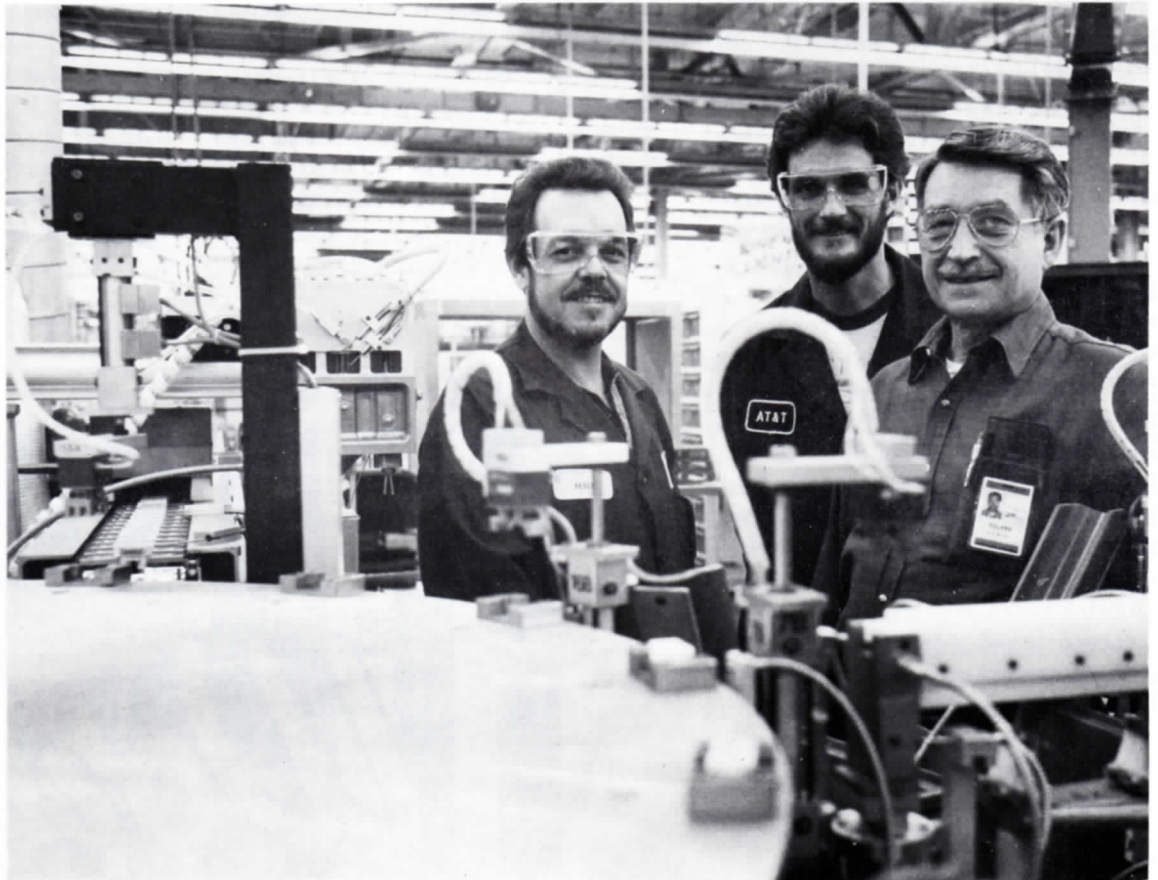
conduct several tests throughout assembly, it "environmentally seals" the protector units to eliminate atmospheric leaks, then it must conduct one final test after sealing.

Day-shift SSPAM operator Dan Lindblad acknowledged that such an operation should give the Works a jump on quality improvements, cost reductions and customer appeal, but pointed out that the teamwork shouldn't end when the final prove-in is made.

So Lindblad, Frank, Gary Hall, Pat Kratina, Paul Galus and Jack Thraen have formed an Omaha Team Works team with Lindblad as leader. Hall, Kratina and Galus work with Lindblad in IBU 573 and Thraen is a Works machinist.

The new Omaha Team Works program (see related article on Page 4) is a "continuous quality improvement process." Lindblad's group plans to develop ideas that will improve the quality, cut costs and generate revenues especially with relation to the manufacture of protectors. You can bet that the SSPAM operation will figure prominently in their plans.

*COOPERATIVE...Omahan Dan Lindblad (center) and Atlantans Dill Hall (left) and Roland Seidel have relied on each other's help to put the new single station protector assembly machine (SSPAM) into operation.*



# Works employees are 'teaming' with ideas

**I**t's a good idea to put on a thinking cap, but don't stop there.

A new program has begun at the Omaha Works that encourages employees not only to put on their thinking caps, but to put their heads together, too.

Teamwork is the key to the success of the new "Omaha Team Works" continuous quality improvement process, which was introduced to all employees during auditorium sessions in late January.

Employees were encouraged to form teams or sign up to be assigned to a team for the purpose of generating ideas that will "ensure our competitiveness," said Jack McKinnon, manufacturing vice-president at the Works. "We want to be the supplier of choice in our industry."

As employee teams meet to formulate, analyze and document their ideas, their focus will be "to improve our quality, to reduce our costs and to come up with new ways to generate revenues," McKinnon explained.

The concept of generating ideas by teamwork—ideally seven employees per team—is a natural progression from the former individualized employee suggestion program to one that reflects a more cohesive approach to solving problems in today's working environment, said Merle Dinslage. Dinslage is Just-in-Time (JIT) implementation and planning manager at the Works, and chairs the Employee Involvement Work Group that helped plan the Omaha Team Works program.

Team forming has become a critical part of competitive manufacturing, he pointed out, with employees having teamed up to form Quality of Work Life (QWL) circles, JIT groups and quality process certification teams at the Works. By taking a team

approach to idea generation, the Omaha Team Works program seeks to considerably increase the employee participation level typified by the former suggestion program and, likewise, the number of viable ideas, Dinslage said.

What distinguishes the quality improvement process, however, from other employee involvement activity is that each member of the Omaha Team Works teams will earn an equal number of "performance shares" for their team's ideas that are approved and put into effect. The shares may be applied toward awards of the employee's choosing as listed in the program's awards catalog. The vast and varied selection includes clothing, fine jewelry, electronic equipment, home furnishings—even a speed boat.

Just how many performance shares an employee may earn depends on the cost savings or increased revenues over a 12-month period that result from an approved idea. The more the savings or revenues, the more the performance shares earned.

Teams have been forming throughout February, Dinslage said. Officially, the continuous

quality improvement process begins March 5 and runs through Dec. 31, 1990, at which time it will be evaluated to determine its overall impact on the Omaha Works.

Meanwhile, suggestions that were submitted to the former employee suggestion program by Nov. 10 of last year are still being reviewed and awards are being given based on that program.

Among employees who have received awards under the former program are **Lenis Campbell** and **Bill Huetson** of IBU 572. They split a \$10,000 award for an idea they submitted together which simplified stranding and jacketing procedures to greatly reduce scrap.

Others who received awards include **Gary Mintken**, IBU 572, \$255; **Marlene Majeski**, IBU 579, \$231; **Barbara Fitchorn**, IBU 579, \$156; **James Richardson**, Dept. 511, \$125; **Bertie Lange**, Dept. 721, \$100; and **Elizabeth Williams**, IBU 581, \$100.

"The old suggestion program participation rate (between two and three percent) indicated that it's time for change," Dinslage noted, "one that tracks more closely with our team-oriented manufacturing philosophy."

"If one employee can come up with an idea that generates considerable savings or revenue for the company, think what a whole team of people working together can do."

**O M A H A**  
**TEAM**  
*Works*



# Starting the day RETIRED

**"I'**m just going to ride off into the sunset and enjoy the rest of my life with my wife, Shirley."

That's not a line from an old John Wayne movie but, rather, a statement of fact from 30-year employee **Fred Holz** who retired in February this year. He will be watching sunsets from the new home he built on a real island - Holiday Island in Tablerock, Ark.

Holz, like other retirees listed in this issue or who retired previously, has numerous plans for the new lifestyle he is beginning, including a leisurely trip to Europe.

Retirement, after all, is the opportunity to do all those things people say they will do if only they didn't have to work for a living. Like spend more time with grandkids, travel across the country, or finally take time to read those novels they bought two years ago at the Pioneer book sale.

Or maybe a person would choose to go treasure hunting like recently retired **Ivan Mascher**. Mascher owns an assortment of metal detectors he takes to old parks, church, school and picnic grounds to find, hopefully, hidden treasures.

"It's like playing hide-and-seek only better," he said. "You find stuff you never dreamed you'd find." Mascher figures he will

have more time to devote to the hobby he began 20 years ago which has uncovered old coins, jewelry and tokens worth more today than when they were new. He keeps his collection locked away in a bank safe deposit box.

Fortunately, technology has produced improved, more accurate metal detectors, Mascher said. There is a lot of worthless metal litter in the ground, he explained, and with older models "you had to dig your fool head off to find anything." Canned soft drink "pull tabs are a metal detector's worst enemy - you think they're rings."

Mascher plans to cover some ground as soon as it thaws, determined to find a rare 1916 "D" dime - that is, unless the weather is too nice. Then, he said, he'll go fishing.

**Jerry and Bob Wilson**, who both retired in February, are treasure hunters of a different sort.

The Wilsons live on a farm south of Yutan where they raise corn, soybeans, alfalfa and a couple dozen head of cattle. It's enough to keep their days full, they admitted, but still they intend to maintain their hobby of collecting toy tractors.

"We have a total of 700," Bob Wilson said, which are kept in a

large building the Wilsons specifically built to house the toys. They range from thumb-size models to a larger CASE tractor-wagon set Wilson had as a boy nearly 50 years ago.

## Hobby that pays

Toy tractor collecting has become a popular hobby nationwide, the Wilsons said, and they often attend hobby shows where they have bought some of the toys they now own. They also check shops in small farming towns for old toy stock as well as farm implement dealers who may have toys as promotional items.

It's a hobby that helps pay for itself, they said. The Wilsons just sell one of the finds to help finance a trip to a show where they look for new "treasure."

The Wilsons may cross paths with recent retiree **Don Teague** and his wife, Nancy, in the Teagues' quest for antiques - primitives, oak, pine and collectibles.

The Teagues, who have been buying, refinishing and selling antiques informally for about 20 years, are now one of six dealers who work out of a Papillion shop called Country at Heart. They also

(Continued)

# RETIRED continued

operate with 50 dealers in Venice (Neb.) Antiques.

The Teagues are at the Papillion shop one day a week on Fridays, taking turns with the other five dealers to oversee operations. They spend the rest of the week repairing or refinishing antiques in their home basement, or they go on buying trips.

"You have to keep up with (consumer buying) trends, keep replenishing your stock" to keep sales healthy, Don Teague said. Sometimes he and his wife put in 40 hours a week, "but it's enjoyable - you set your own pace," he said. There's time for other activities like meeting fellow Works retirees for breakfast once a month.

"I look forward to going to the shop on Friday," Teague said. "We've developed a regular clientele and I like meeting with people."

Retiree **Gay Darwin** is a "people person," too - lots of people. Since she retired in 1979 she has been able to devote many more hours to researching her family tree.

After 40 years of research she now has more than 6,000 relatives cataloged - and that's just one branch on her mother's side of the family!

Darwin figures she has read though 88 years of Butler County (Neb.) newspapers, combing obituary and front pages for clues about relatives. She has traveled extensively to Washington, D.C., Philadelphia and to the Morman Family History Center in Salt Lake City, Utah. She has reviewed countless census results and "visited hundreds of cemeteries," she said.

People have asked Darwin if she isn't afraid that she might uncover some unpleasant truths about her distant relatives. "We've had a murder or two," she admitted, "but it's so exciting. The more you get into it, the more you want to know."

Darwin never seems to tire of keeping track of her family. At Christmas time, while many of us are trying to shrink our Christmas card list, Darwin sends out some 165 cards to family mem-

bers, asking for family news. As the responses trickle in, she continues to update her growing family tree.

## Take your order?

February retiree **Betty Armendariz** is keeping some books, too - the accounting books for her family's restaurant in South Omaha, Big Betty's. It's a small cafe that serves Mexican and American food.

Husband John Sr. and son Tony do the cooking, and son John Jr. and daughter Nita help out when they can. Betty said she also helps to take and serve orders.

Armendariz said her family has operated the restaurant for four years. It used to be called Big Ben's before they changed the name to Betty's - a change that has proved to be a topic of conversation among new customers.

Armendariz is a petite woman. When customers ask for Big Betty, they are surprised to see her diminutive size. "But I tell them, 'My husband says I have a big mouth,'" she quipped.

**Norb Goeser** is serving customers these days, too, not unlike when he worked here in customer service and then as an expeditor before retiring last year.

Goeser is a part-time clerk at Midwest Tru-Value Hardware. "I used to meet people over the phone (at the Works) and now I meet them face-to-face," he said.

Somewhat of a handyman around the house, Goeser said he likes working in a hardware store and helping customers decide what they need for home projects. And he likes the very flexible work hours: "We tell them when we can or can't work."

**Gene Utterback** has flexible work hours in his new line of work, but then, he's the boss. Utterback, brother Dave and wife Arlene have operated the Champion Auto Parts store in Millard for the past five years.



*AT THE SHOP...Don and Nancey Teague spend Fridays waiting on customers who browse through their antique collectibles at their Papillion shop.*

Before he retired as a tool and die maker late last year, Utterback would work days full time here then go on to work another eight hours at the auto parts store. With one less full-time job, Utterback said he's enjoying his retirement — "there's less pressure to get everything done now," he said.

The store is building up a clientele. Some of the customers are Works employees. Utterback said, so "I don't even feel like I've left and severed ties."

While Utterback deals in the sale of auto parts, **Don Lanspa** is selling whole cars these days — Hondas at O'Daniel Motor Center.

"Ever since I was a kid I've been fascinated by new cars," he said. So when the former department manager retired in July last year, he thought he'd give car sales a try.

"One of the most important things to learn (in car sales) is to really listen to the customer," he said. "They throw out little clues that can help you make a sale." Having patience also is important, he said, because customers range from those eager to buy right away to those who are "just looking."

Lanspa also works 40 hours a week now, he said, "but it's a different 40 hours." During slow periods he peruses new car booklets or gets his prospect list in order. And with a flexible work schedule, he said it's easier to tend to personal matters during the day.

### Herbs and health

February retiree **Delores Ludwick** is combining sales work with working part time as a chiropractic assistant (C. A.). She has been certified as a C. A. by the state of Nebraska.

She also is a "certified herbalist" and sells a line of vitamins and herbs. Although she is a firm believer in having regular check-ups by a medical doctor, she also believes in maintaining and

*LET'S DEAL... Would you buy a car from this man? Don Lanspa has traded supervisory duties for sales duties at a local car dealership.*



promoting one's health through natural herbs and supplements.

The health of children figures prominently in **Ed Jones's** retirement. Now living in Mound City, Mo., Jones and his wife, Lavina, are co-directors of a yearly camp outing for children who have cancer.

For five days children ages 3 through 16 participate in a myriad of camp activities and meet new friends. Last year nearly 100 children attended camp where they were teamed up with young men and women who volunteered to be camp companions, Jones said.

The non-denominational camp is supported from donations from church and civic groups, businesses and individuals. The Joneses are responsible for planning and administering the yearly camp, he said, but that doesn't mean they don't have time to take part in a waterfight or two.

"It's been a rewarding experience and the response has been tremendous," Jones said. "And it's especially been a positive experience for these youngsters."

**Robert Rist**, who retired in 1983, is enjoying retirement in the great outdoors. He and his wife, Phyllis, own and operate a small resort on Big Turtle Lake near Bemidji, Minn., called Rist Woods Resort.

The Rists got hooked on that area of Minnesota when they were visiting a friend who lived there. They decided to buy the resort, fixed it up and now, Rist said, "I'm living the life of Riley."

He especially enjoys visiting with his guests who come from all over the country. "Sometimes my wife and I get carried away and we think we're on vacation, too," Rist said. He said the resort is just the right size to manage: "If I can't go fishing,

(Continued on Page 14)

# Retirements

The names and photos on these and the following pages are those of employees whose retirements became effective in December 1989, January or February 1990.



*Dick Anderson*  
33 years



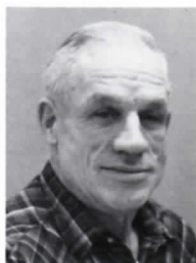
*Maria Adamiak*  
22 years



*Don Allen*  
33 years



*Norman Anderson*  
30 years



*William Baier*  
31 years



*Dick Barnes*  
33 years



*Ruth Bartunek*  
22 years



*Lawrence Bauer*  
30 years



*Phyllis Connolly*  
29 years



*Phyllis Cain*  
27 years



*Richard Chard*  
30 years



*Richard Cummings*  
42 years



*Dorothy Dennis*  
29 years



*Gary Drehsen*  
31 years



*Joan Durbin*  
30 years



*Earl Durbin*  
30 years



*Marion Hansz*  
31 years



*Frank Garey*  
32 years



*Roy Goraczowski*  
33 years



*Del Hartung*  
32 years





*Richard Anderson  
24 years*



*Vera Andrews  
28 years*



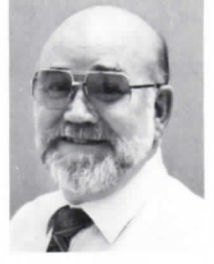
*Betty Armendariz  
21 years*



*Louisa Armenta  
23 years*



*Bob Attebery  
31 years*



*Herschel Atchison  
32 years*



*Vi Beckman  
20 years*



*Robert Belter  
31 years*



*John Bricko  
36 years*



*Dewey Brittell  
24 years*



*Alfred Brown  
42 years*



*Ellen Casteel  
20 years*



*Dolores Cupak  
32 years*



*George Daily  
30 years*



*Dan Dankof  
32 years*



*Darlene Davis  
26 years*



*Robert Dean  
30 years*



*Jack Davis  
21 years*



*Lloyd Ellsworth  
37 years*



*Hank Fast  
30 years*



*Walter Fitl  
33 years*



*Deloris Folkerts  
20 years*



*Eddie Franks  
31 years*



*William (Foxie)  
Foxworthy  
33 years*



*Jim Healy  
32 years*



*Fern Heuppelsheuser  
20 years*



*Lora Hibbeler  
25 years*



*Fred Holz  
30 years*



*Jerry Hopkins  
29 years*



*Albin Hubenka  
30 years*

# Retirements

continued



*Dick Huffman*  
32 years



*Nora Hunt*  
22 years



*Betty Johnson*  
23 years



*Dale Jonas*  
30 years



*Nadine Jones*  
20 years



*Doris Labs*  
24 years



*Don Loring*  
30 years



*Delores  
Ludwick*  
21 years



*Vern Myers*  
27 years



*Art Menzies*  
32 years



*Vincent Miller*  
20 years



*Joyce Mladovich*  
30 years



*Joan Nelson*  
27 years



*Doris Olsen*  
31 years



*Lu Jean Olsen*  
28 years



*Priscilla Olsen*  
20 years



*Nellie Rodrigues*  
25 years



*Richard Rall*  
30 years



*Elizabeth Reiss*  
20 years



*Elizabeth Riddle*  
22 years



*Fran Jones*  
20 years



*Willetta King*  
20 years



*Myron Kliment*  
30 years



*Bill Krum*  
28 years



*Betty Kroll*  
30 years



*Rol Kull*  
30 years



*Zenobia  
Lustgraaf*  
24 years



*Don Madsen*  
30 years



*Pauline  
Mangelsen*  
29 years



*Patrick McAcy*  
30 years



*Bill McCormick*  
26 years



*Tom McNulty*  
33 years



*Bob  
Neiderheiser*  
33 years



*Sharon  
Neiderheiser*  
20 years



*Fern Murphy*  
29 years



*Marlin Nelson*  
24 years



*Henry Novak*  
33 years



*Mary Nowak*  
20 years



*Terry O'Neill*  
31 years



*Janina  
Pasieniuk*  
20 years



*William Pecha*  
23 years



*Betty Petratis*  
15 years



*Joan Powers*  
30 years



*Gerald Plucker*  
34 years



*Grace Rupe*  
29 years



*Bernice Salkeld*  
24 years



*Jean Salvatore*  
25 years



*Richard Savicky*  
31 years



*Ed Schaefer*  
27 years



*Pat Siderewicz*  
27 years



*Barbara Smith*  
17 years



*June Simons*  
20 years



*Eldon Smith*  
30 years



*Ed Stacey*  
33 years



*Dolores  
Stickman*  
27 years



*Delmar  
Stickman*  
32 years



*Clifford Stander*  
25 years



*Katheryn  
Thomas*  
28 years



*Shirley Toepfer*  
27 years



*Jim Travnicek*  
23 years



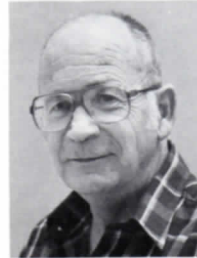
*Pinkie Trimble*  
28 years



*Bob Urban*  
28 years



*Henry Vetter Jr.*  
21 years



*Neal Walter*  
30 years



*Robert Walters*  
30 years



*Maynard  
Wanetka*  
35 years



*David Wells*  
20 years



*Jerry Wessling*  
27 years



*Myron Widger*  
32 years



*Joe  
Wierzbowski*  
33 years



*Geraldine  
Wilson*  
24 years



*Robert Wilson*  
30 years



*Lois Wilkins*  
30 years



*Dick Winter*  
32 years



*Reg Yates*  
32 years



*Paul  
Zarachowicz*  
36 years

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Not pictured:

William Adams — 28 years  
Gloria Agosta — 32 years  
Grace Aken — 20 years  
Louise Alcaraz — 20 years  
Tony Anton — 20 years  
Shirley Arp — 25 years  
Dorothy Bergelt — 20 years  
Frank Berrent — 30 years  
Lenore Carlson — 22 years  
Bill Chafin — 26 years  
Lavonne Detmers — 28 years  
Laverne Elfeldt — 20 years  
Mary Faulkner — 30 years  
Donna Gallagher — 20 years  
Rosemary Gewinner — 23 years  
Marvin Harris — 32 years  
Lorraine Haverman — 20 years  
Ralph Head — 31 years  
Virginia Heitman — 30 years  
Ronald Hinline — 30 years

# Making the change

**H**ow does one make the transition from working for a livelihood to a retirement lifestyle?

Tips and how-tos abound on preparing financially for this major event in one's life. Yet, usually not enough attention is given to preparing emotionally and psychologically, said Marlene Petratis, Total Life Concept coordinator at the Works.

Frequently the decision to retire must be made earlier than might otherwise be expected to occur around age 65, she said. Even at age 65 or later, unless retirement is well-planned with consideration for both the financial and psychological after-effects, the transition will be less than smooth.

"Most of the retirees from the Omaha Works have considerable amounts of service with the company—20 or 30 years perhaps even working the same job," Petratis said. "Their identities, the friends they make, their purpose are all linked to the job.

Upon retirement, an employee will find that he or she must

redefine "self." It is a transitional period that "can prove to be difficult for some, especially if retirement comes sooner than anticipated."

It is not unusual for a new retiree to experience sadness, depression, fear, anxiety, loneliness and even anger, Petratis said. "It's important to recognize these feelings and deal with them. Don't hesitate to seek professional help if necessary."

Petratis noted that because retirement is a major life change that involves adaptations and adjustments, "the first few months can place an individual at a higher risk for the development of an illness." The body of a person under stress is "constantly on guard," and sometimes the strain can have ill effects.

"Listen to your body," Petratis advised. "If changes occur or symptoms arise, consult your primary physician."

She also said retirees should be prudent if they decide to begin an exercise program. "With more free time, often people start

exercising. That's terrific but start slowly. It's also a good idea to check with your doctor first."

Petratis emphasized that while many retirees adjust to their new lifestyles easily, some do not. She reiterated the value of seeking counseling. "Remember, change is not easy—don't handle it alone."

**(Editor's note:** If a retired Works employee wishes to contact a counselor, AT&T's benefits package provides for assistance. The retiree should call AT&T's Retired Employee Benefits Office (REBO) in Arlington Heights, Ill., at 1-800-323-9217. A counselor will be assigned.)

\* \* \*

Thinking of retiring or have you already taken the plunge?

Bill Ivins, Employee Assistance Program (EAP) counselor at the Works, offers these dos and don'ts to make the transition into retirement easier:

**Don't** move away from friends and relatives immediately.

**Don't** move to a retirement community or relocate until you  
(Continued)

Jack Hurst — 31 years  
Allen Kaspar — 29 years  
Bernadine Keene — 21 years  
Gene Krysl — 31 years  
Lloyd Kubr — 30 years  
Delmer Kyles — 30 years  
Larry Lamb — 33 years  
Gary Larson — 33 years  
John Levingood — 30 years  
Marvin Livengood — 30 years  
Raymond Lowe — 31 years  
Luke Lukowski — 22 years  
Ivan Mascher — 31 years  
Donna Matthes — 32 years  
JoAnne McGerr — 38 years  
Richard Midlik — 33 years  
Joe Moss — 32 years  
Leatha Mumm — 18 years  
Adeline Nekuda — 31 years  
Arlo Nielsen — 32 years

Robert Nielsen — 20 years  
James Novak — 24 years  
Lucille Paeper — 29 years  
Bill Parks — 32 years  
Eugene Payne — 11 years  
Pauline Peacock — 30 years  
Dennis Pickett — 19 years  
John Price — 25 years  
Bill Pulley — 30 years  
Albert Quintana — 24 years  
Teresita Quintana — 25 years  
Shirley Reed — 26 years  
Bobbie Roberts — 21 years  
Mary Rushing — 24 years  
James Russell — 27 years  
Ron Schropp — 30 years  
Bonnie Shilling — 24 years  
Andy Simpson — 32 years  
Marie Sivertson — 30 years  
Johanna Skinner — 20 years

Ruby Staack — 23 years  
Elmer Starks — 24 years  
Wallace Switzer — 30 years  
Rose Synowiecki — 32 years  
William Tates — 26 years  
Garry Thoms — 30 years  
Dolores Thornburg — 29 years  
Joann Voboril — 28 years  
Raymond Was — 33 years  
Mel Weaver — 30 years  
Archie Wegrzyn — 31 years  
Neal Wiersema — 24 years  
Henrietta Willcoxon — 30 years  
Marvin Willenborg — 30 years  
Thomas Worms — 31 years  
Lauren Young — 32 years  
Juanita Zabala — 27 years  
Mary Zepnak — 24 years

# Change continued

have visited the area for three or four months. Rent at first before you buy. Make sure you like it there—the climate and the people.

**Don't** make any major decisions regarding **anything** for at least a year or two after retiring. You need a "break" between your workday schedule and starting up your retirement lifestyle. You may view things differently down the road than when you first retire.

**Don't** expect your skills in golf, bowling, cards, etc., to increase to a professional level just because you have more time to practice.

**Don't** "bug" your spouse!

**Don't** get too involved with TV or other sedentary activities.

**Don't** expect to **never** have to follow a schedule again. You will still need to have a feeling of accomplishment that **you** won't get from procrastination and unfinished business.

**Don't** withdraw from friends.

**Don't** withdraw all of your savings for a big vacation or new home.

**Don't** expect time to go more slowly.

**Don't** become too dependent on your spouse or family, expecting them to fill your idle time.

However—

**Do** expect to have twice as much spouse (family, friends), and half as much money.

**Do** get more involved with your spouse, family and friends in shopping, housework, golf, bowling, cards, sports and other activities.

**Do** spend some time apart from your spouse and allow him or her to have some free time, too. Maintain your independence—it's very important to your self esteem and mental well-being.

**Do** get involved in something challenging—something that makes you want to get up and at 'em in the morning. Even retired people need to continue to grow, to improve and to learn.

**Do** get involved in an exercise program, but check with your

personal physician first.

**Do** pay attention to your diet. A good, balanced diet is essential as you grow older.

**Do** maintain as much capital as possible, living off investments, interest, etc. Live within your retired income; otherwise, you may have to go back to work!

**Do** set goals, whether it is to clean out and organize your

garage or to improve your education.

**Do** maintain a positive outlook on life—the best is yet to come. And remember, even if you suffer a major setback during retirement (sickness, financial problems, family difficulties), there is always someone who can help you. Giving up is the worst thing you can do.

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## RETIRED continued

I'm too busy — then that's when I'll sell the place."

**Bettie Shanahan** is enjoying her retirement so much that "I can't remember when I retired," she admitted. "Maybe seven years ago?"

Shanahan is proof that time passes quickly when one is busy. "When I first retired, I did everything I said I'd ever do in my life," she said. She took up quilting, calligraphy, and opened a boutique in her Cedar Bluffs, Neb., home to sell specialty clothing which she sewed.

At one point she was a tour hostess for a travel agency out of Kansas City, a part-time job that took her to Hawaii, Europe and New England. She would still be leading tours today except that her newest venture takes up

much of her time.

Her boutique has given way to the Tulip Tree Cottage, an herb and dried flower arrangement business. She and her four workers grow, collect and preserve foliage and design arrangements that "we've sent all over the world," Shanahan said.

She said she owes her successful retirement, in part, to having worked at AT&T where she was able to plan for the future. But she also said it's important for retirees to "learn to say no. You still have priorities. Just because you're retired doesn't mean you have all this free time" some people may want to organize for you.

"And stay active. Sometimes that rocker can look pretty comfortable. Don't just sit."

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## The steps of retirement

**S**o you've decided to retire — or maybe you're not quite sure? The first thing you should do is consult with Jim Longsdorf (691-3592) or Jim Williams (691-3598) in the Works' benefits office. They can answer your questions and start the paperwork.

Be sure to **give ample notice** — 90 days is recommended. This will assure that all paperwork is processed properly, that your vacation times gets used and that you will receive your pension check on time.

After you retire, then what?

AT&T's Retired Employees Benefits Office (REBO) will have all of your pension records. Located at P.O. Box 770, Arlington Heights, Ill., 60006, REBO will handle your pension checks, address changes, federal taxes to be withheld and life insurance beneficiaries.

Call REBO toll-free at 1-800-323-9217 between 8:30 to 11 a.m. and noon to 2:30 p.m. on weekdays to discuss problems you may have. In an emergency (lost check, death, etc.), call collect on 0-312-981-2269.

**HISTORICAL PERSPECTIVE...** Sam Davis, Chris Cunningham and Ann Drebot (left to right) found February's Black story Month display to be filled with information on African American women, past and present.



## Display focuses on black women

**M**any who recognize the name of Harriet Tubman will tell you that she was a former slave woman who instigated the "underground railroad" during the American Civil War to help black slaves escape to the North.

The "railroad" was actually a series of hiding places in homes and abandoned structures along the way which enabled more than 300 slaves to escape.

But what many don't know is that she was the first woman in United States history to lead the country's soldiers into combat (not the woman who recently was credited that honor for her role during the Panamanian upheaval). Tubman, known as "the Moses" of her people, led a large contingent of black Union soldiers into enemy territory where they successfully hit commissary stores, cotton mills and dwellings. Nor do they know that Tubman later built a home for former slaves who had no place to stay after the emancipation.

There is much that many of us don't know about the contributions of black women in American history, said Nick Johnson of IBU 581. That's why the display in the main cafeteria has highlighted the roles of African American women

in conjunction with the February observance of Black History Month.

Johnson was responsible for researching and gathering information about Tubman and many other African Americans to place on the display, chronicling events from the early days of the nation through current times.

The black woman was very instrumental in improving the lives of African Americans in this country. "She became the instructor, the motivator—because she knew what could be achieved," Johnson said.

Curtis Curry of Dept. 742, who helped Johnson with the display, remarked that the responsibility to ensure the survival of African Americans during enslavement fell to the women. "The men were emasculated," he said, denied the chance not only to protect their own families but to become assimilated in their environment.

The black woman, however, "was depended on by white women—she washed their clothes, cared for their children" and frequently became their confidante, Johnson said. The African American woman had access to the language and culture of white society and, there-

fore, was the key to educating black children.

Black women were active in their churches and through their leadership, church-run school programs were "the start of the educational process in the South," Johnson said.

Today, African American women continue to inspire their families to strive for achievement, many of them fine role models in the country's government and corporate environment. The display included one who is director of international affairs for Westinghouse Electric Corp., another who is director of corporate development for Colgate Palmolive, and the first black woman to serve in the U.S. Congress, Shirley Chisholm.

Within AT&T itself, African American women are making important contributions. Among them are Roberta Coleman, district manager for quality planning in the company's Corporate Quality Office in New Jersey; Gina Warren, vice-president of health and social action programs for the AT&T Foundation; and Martina Bradford, vice-president of government affairs in New York/New England.

# 'The wires are gone'

**A**s AT&T employees we have come to expect telephone access anytime, anyplace in the United States. Having to wait 10 years just to have a telephone in our possession would be unthinkable.

Yet the unthinkable has been reality for many years for people in the Soviet Union and the Eastern Communist bloc countries, as their relatives and friends who live in America will tell you. But now even that is subject to change in view of recent dramatic developments in those countries.

The move toward democratic party government in the Soviet Union, the opening of the Berlin Wall, the overthrow of Communist governing bodies and talk of the reunification of Germany has captured the undivided attention of several Omaha Works employees whose relatives and friends live in the Eastern bloc. They are writing more letters and they are calling long distance much more

frequently to those fortunate to have phones.

Linda Book of IBU 572 is cautiously hopeful for the future of her husband's aunt and cousin and their families from East Germany. She's keeping track of the situation there through her mother-in-law who maintains written correspondence with East German relatives.

"So many of the doctors and nurses and other professional people have moved to West Germany for better pay" since the borders have been opened up, Book related. Letters take much longer to reach their destination there, presumably because of a shortage of personnel to handle the mail.

Book said those who have remained in East Germany initially were "very scared," not knowing what would happen next. "They

feel the only way East Germany can survive is through reunification with West Germany."

She recalled that in 1987 her husband's aunt and cousin were allowed to come to the United States to attend Book's wedding. They were overwhelmed by the fresh produce that was available, because they are in such short supply in East Germany.

## No time wasted

The cousin vowed then that he would live in the United States one day. It's no wonder that the day after the East-West German border was opened that he and his wife and daughter packed their belongings and moved to West Germany. Book said it was painful for them to leave the rest of their families behind, but they feared the border would be closed again.

"And he still has his dream to come live here as we do."

Mel Domina's wife's relatives—an aunt and cousins—have



*HE'S BACK...Terese Sakalas (left) stands in front of the bust of a Lithuanian leader that was hidden for 45 years and now is displayed again in a Kaunas courtyard.*



*CHILDHOOD HOME...Bill Pokorny (right, far right) visited the sod home where his grandmother lived as a child in Czechoslovakia. His cousin's family now owns the home.*



MEMORIAL...Mel Domina (right, far right) visited this memorial park to World War I German veterans in East Germany.



BEFORE LEAVING...Photo shows Linda Book's cousin by marriage, Ron, outside his apartment home in East Germany before he moved to West Germany. Bumper sticker in car window says, "I love Kansas City."

decided to remain in their East Germany homes, although they were tempted to stay in West Germany during a visit after the border was opened.

Domina, of IBU 571, recalled a visit he and his wife made to Müggendorf and Hasselfelde in East Germany in 1987 to visit relatives. "It was like going back in time," he said. "There were few consumer goods, no high-tech products. And you always felt like someone was looking over your shoulder."

In 1988, through considerable effort on the U.S. side (including an official invitation from an Iowa town police department), an aunt and cousin were allowed to visit in Omaha.

The guests were taken for a visit to a family farm. At one point, they had to climb over a barbed-wire fence. Domina said he was touched by the comment of his elderly aunt. "She said, 'In our country we use barbed-wire to keep people in. In your country it is for cattle.'"

Now that the barbed wire has been removed along the Eastern bloc borders, "I'm drawn into

what's happening. It makes you feel like you're a part of history (corresponding) with these people," he said.

Relatives on both sides of the ocean were concerned that the changes would lead to a bloody and violent revolution, said Domina. Those fears are somewhat alleviated now, however, with plans to reunify Germany.

Soviet leader Mikhail Gorbachev's encouragement of "glasnost" or openness has had far-reaching effects on the people of Lithuania, where Terese Sakalas' uncle, aunts and cousins still live. Sakalas, of Dept. 771, fled from Lithuania with her family in 1945.

### Want to secede

Unlike the other Eastern Communist bloc countries, Lithuania was "illegally incorporated" into the Soviet Union, Sakalas mentioned. With glasnost the Lithuanians are pressing for secession from the Soviet Union.

Sakalas last spoke with family

members before Christmas and since then has had difficulty getting through by telephone. She has received letters from them indicating that they are aware of what is happening in the countries surrounding them.

The Lithuanians themselves "want very much to gain control of their environment—to expose nuclear waste dumps. They want to control their young men's service in the military (that is, they oppose Soviet military service). And they want control over their consumer goods—not to export so much to the Soviet Union but, rather, to retain for their own use," Sakalas related.

While Sakalas has visited Lithuania three times within the last several years, only last year was a cousin and another cousin's wife allowed to visit the U.S. on separate occasions.

"They were overwhelmed by our economic system, and my cousin found it difficult to return," she said.

Sakalas admitted that there is some evidence of glasnost in her homeland. "The people have felt

(Continued on Page 18)

## 'The wires' continued

some freedom to renew their religious traditions," she said, and public recognition of Lithuanian leaders and heroes slowly is being restored.

But there is a bitter side to the openness, too, she said. When the Soviets took over Lithuania, many of its citizens were taken from their families, never to be seen again. While family members suspected that relatives had been sent to Siberia, they never knew for sure about their fate.

"Now there are planeloads of human remains being shipped back from Siberia," Sakalas related, and others who were released from Siberia are speaking more openly about the fate of people they knew there.

The news is like reopening deep wounds, she explained. She is concerned that people may retaliate in bloody revenge rather than to "rebuild in peace. But I am very optimistic that the free world is getting larger and that the non-free world is getting smaller."

Bill Pokorny called his second cousin in Czechoslovakia as soon as he found out that the Communist Czech president had been

overthrown. His cousin, who was on a waiting list for 10 years before getting the phone, told him that her daughter had been among the Czech people on strike in the streets and that she and her husband would also join the striking masses the next day.

"They were really wondering if there would be a change or if the (Soviet) tanks would roll in like they did in 1968," Pokorny said, but "they had to take the chance."

Weeks later when the border between Austria and West Germany was opened, Pokorny's cousin told him that she and her family watched as East Germans passed through Czechoslovakia to Austria to cross into West Germany.

### Mum's the word

Pokorny recalled that in 1987 when he and his wife visited his cousin's family, "there was never any talk about life there—no politics mentioned." Only once was a brief mention made while they were traveling in a car.

In 1989 Pokorny provided Czech authorities with a notarized copy of his family tree, the proof

of which enabled his cousin and husband to visit here. He remembered how his cousin commented at one grocery store that "she had seen more fruit in one store than she had seen in her whole life."

The liked to visit a local discount store where "they'd spend two hours there easy" looking at everything on every shelf, he said. They bought things like potato peelers and flour sifters to take back home.

"And they took pictures everywhere—in the grocery stores, in the bank," amazed that their photo-taking was even allowed.

Pokorny related how things we take for granted were like discovered treasures to his relatives. They were so in awe of the shelves filled with so many different kinds of breakfast cereals (they don't have dry cereals like ours, Pokorny explained) that for Christmas Pokorny sent them boxes of corn-flakes and raisin bran so his cousin's children could taste "those little 'leaves'" themselves.

The box wasn't received until late January but for the first time, Pokorny's cousin told him, a package arrived intact. Government authorities hadn't ripped it open as they had with past packages.

"Hopefully, their children will have a better life," said Pokorny. For now, his cousin's family is eager to "discover" their country and those of their neighbors as travel restrictions have eased. They say they are waiting for Pokorny and his family to come visit, this time to share in their new freedom.

After all, said Pokorny's cousin, "the wires are all gone."

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## Bell ringers honored

Let's have a round of applause for the more than 600 Omaha Works employees and family and friends who braved bone-chilling temperatures just before Christmas to help raise money for the Salvation Army's Tree of Lights program.

These "bell ringers" raised more than \$16,000 in December, an accomplishment for which the Salvation Army presented the Works a trophy for being the top-producing corporate employees' group as well as the Commander's Special Award.

The amount raised is phenome-

nal in itself, but just as amazing is the story behind the Works' involvement in the Tree of Lights campaign. In 1981 Telephone Pioneers Bob Beardsley of IBU 584 and Jerry Fitzgerald of IBU 571 volunteered to be bell ringers one Saturday. They raised \$79.

The next year more Pioneers and friends raised \$296. Participants and money seemed to nearly double each year. In 1988, Fitzgerald and Harvey Palmer of IBU 581 organized 300 people who raised \$9,600. After 1989's record \$16,000, what's ahead in 1990?

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## Correction

In the previous issue of the Westerner, Ron Yearsley's service anniversary date was incorrect. Yearsley marked his 30th anniversary on Dec. 7, 1989.

# Service anniversaries

## 35 years

Charles Recka 2/25

## 30 years

Eugene Bastian 2/8  
 Danny Dockweiler 2/9  
 Earl Durbin 2/9  
 Billy Pulley 2/10  
 Julius Sonderman 2/8  
 James Spudich 2/21  
 William Steimer 2/8  
 Wallace Switzer 2/5  
 Dale Thurman 2/3  
 Joseph Vachal 2/8  
 Elizabeth Vanderlinden 2/28  
 Robert Williams 2/11  
 Roger Hedin 3/7  
 Flo Helme 3/31  
 Lucille Paeper 3/4

## 25 years

John Ahlborg 2/22  
 Betty Brown 2/15  
 Jackie Campbell 2/2  
 Joseph Dolezal 2/22  
 Vernon Dschaak 2/17  
 Myrtle Haynes 2/11  
 Ronald Henrichs 2/8  
 Lucas Larry 2/3  
 Alice Pierce 2/24  
 Philip Schlueter 2/1  
 Clifford Stander 2/1  
 Margaret Wright 2/27  
 Olivia Ayala 3/27  
 Arthur Dupree 3/25  
 James Grovijohn 3/9  
 Judith Harris 3/23  
 Veda Jones 3/2  
 Alberta Latimer 3/16  
 Jolene Marfisi 3/9  
 Roger Pfummer 3/15  
 Suzanne Roehr 3/29  
 Shirley Tate 3/8

## 20 years

Anuel Alvarado 2/16  
 Dennis Bagley 2/12  
 Larry Bailey 2/2  
 Darlene Bivens 2/16  
 David Borstad 2/16  
 Barbara Bruno 2/11  
 William Chilcoat 2/9  
 Helen Chism 2/11  
 Jerry Cox 2/16  
 James Dessel 2/11

Edwin Eichner 2/11  
 John Gardner 2/9  
 Fern Heuppelsheuser 2/9  
 Kenneth Jeanneret 2/4  
 William Johnson 2/18  
 Robert Jones 2/12  
 Annette Knight 2/7  
 Danny Kuiper 2/10  
 Nickie Madsen 2/8  
 Daniel Moran 2/14  
 Lynn Nelson 2/11  
 Jacqueline Nosek 2/3  
 Perry Olds 2/4  
 Pamela Ross 2/6  
 Phyllis Smith 2/16  
 Melvin Stubblefield 2/9  
 Paul Sundberg 2/16  
 Herman Swink 2/9  
 Janice Tomes 2/7  
 Arnold Wilcox 2/2  
 Virginia Boults 3/30  
 Richard Geise 3/17  
 William Jones 3/21  
 George Kotzias 3/23  
 Petricia Nicholson 3/23  
 James Osterchill 3/29  
 Diane Wulf 3/1

## 15 years

Constance Fletcher 2/13  
 Judith Radke 2/27

## 10 years

Joyce Badders 2/3  
 Theodore Killham 2/18  
 Eldon Nielsen 2/3

Robert Sokolik 2/9  
 Richard Beggs 3/24  
 Peggy Hurd 3/25  
 Cathleen Lepert 3/13

## 5 years

Sherry Anderson 2/15  
 James Carlson 2/15  
 Judy Carper 2/15  
 Patricia Cormaci 2/15  
 Diane Dohse 2/15  
 Daryle Donner 2/4  
 Michael Du Rae 2/15  
 Bonnie Ernst 2/15  
 Michael Evans 2/15  
 Sandra Fischer 2/15  
 Joseph From 2/22  
 Jon Jacobi 2/15  
 Thomas Johnson 2/15  
 Marie Kaszuba 2/15  
 Cynthia Kelly 2/15  
 Rebecca Kingham 2/15  
 Karla Nadrchal 2/8  
 Randy Pegg 2/15  
 Darla Plymale 2/15  
 Kevin Rogers 2/4  
 Leigh Rohlke 2/1  
 Steven Schafer 2/1  
 Kathleen Scott 2/15  
 Jack Sedlacek 2/15  
 John Stephenson 2/15  
 Audie Thacker 2/15  
 Carol Thompson 2/15  
 Susan Torpy 2/20  
 Larry Bleich 3/4  
 Daniel Greer 3/11  
 Marcia Grothe 3/18  
 Johnny Langle 3/4  
 Soct McQuin 3/11  
 William Meyers 3/18  
 Robert Nebe 3/11  
 Brenda Spraling 3/26

## Works observes E-Week

The Omaha Works technical-professional staff had the opportunity to listen to several guest speakers during the observance of National Engineers' Week Feb. 19 through 23.

Roger Cornett, president of Belden Wire and Cable Co., spoke at a morning session Feb. 19 in the auditorium. Greg Hughes, AT&T Network Cable Systems president, spoke in the afternoon.

On Feb. 22, Ralph Cerbone of

AT&T Microelectronics spoke about AT&T's involvement with high-definition television (HDTV). Cerbone is AT&T's Advanced Television Project director.

In addition, four engineers were honored for having been awarded U.S. patents within the last year. They are Steve Zerbs (who received two patents), John Mottine, Larry Bleich and Joni Roberts of Atlanta (each receiving one patent each).



## Last frame

**S**omewhere in the Soviet Union are eight teen-agers who may be wearing AT&T caps to the classroom.

The students visited Omaha last December as part of an exchange program that involved

eight students from Westside High. During the exchange the Soviet and American youths were invited to tour the Omaha Works.

Tour guides for the students were Jim Grabenbauer, Chuck Mann, Rich Runnels and Bob Loesch, who is pictured here with the Soviet teens and their interpreter in Building 30.

"The kids seemed very pleasant and polite," Grabenbauer said, "and they were interested in what we had to show."

The Works extended an invitation to the Soviet guests because it seemed like a good opportunity for them "to get a feel for American industry. It was a chance to show off AT&T and who knows? In the long run we may be doing business with them," he commented.

When the tour was over, the youths were presented AT&T caps which, Grabenbauer said, "we hope they're wearing and people are asking questions about us."



**AT&T**

Network Systems

Omaha Works

P.O. Box 37000

Omaha, Ne. 68137