

WESTERNER

Omaha Works
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On the cover

How much do people change in 30 years? You be the judge. This photo taken in 1959 features a group of factory engineers who were the Works' softball champions. The picture and many others (including one on the back page) will be part of a display during the Works' 30th anniversary celebration in June. Pictured on the cover are (front, from left) Ken Batchelder, Dept. 483; Tom Shapland, now of the Army Corps of Engineers; Bill Kinsley, retired; Tuck Bolton, 481; and Dick Kirshmeyer, Dallas Works. Back, from left, are Bob Hartman (whereabouts unknown); Lowell Dankof, 476; Gordon McLean, retired; Bill Brady, Phoenix Works; and Charley Johnson, 482.

WESTERNER

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Training grows with job needs

What you don't know can indeed hurt you, especially in a competitive business environment.

The Omaha Works education and training department operates on that premise. Recently, the department expanded its staff and objectives to respond to growing needs in the company, said Dick McGaughey, education and training manager. The department has grown from six to 14 people.

The Delta Project, the Works' application of the Just-in-Time (JIT) manufacturing philosophy, had an impact on the decision to expand the department, McGaughey acknowledged.

An estimated 250,000 hours of class time over the next 2½

years will be dedicated to fostering an understanding of JIT concepts and goals, and working as a team. Also included will be motivational training that will impact on personal growth and effectiveness in a community setting, he said.

However, attention to JIT training needs is only one aspect of the department's overall mission. "We will continue to provide a variety of programs such as training skills workshops and basic soldering," McGaughey said. "We also intend to clean up the backlog" of requests for specific programs.

For example, seminars and conferences that emphasize teamwork between AT&T Bell Laboratories and Works manu-

Computer center will open

Construction activity in the main cafeteria has resulted in an ETOP (Enhanced Training Opportunities Program) Computer Training Center to be used by union-represented employees.

The center is situated in the southwest end of the cafeteria, an area formerly occupied by ARA Services. Those offices have been relocated in the Employee Activities Mall.

Courses in beginning and advanced computer training will be offered at the center during

all three shifts. A course in computer awareness begins June 13.

The center can accommodate 20 students and provides 25 AT&T PC6300 series computer terminals.

The center is one of four being established at AT&T manufacturing locations. Money for programs comes from a national ETOP fund, the result of a collective bargaining agreement in 1986 between AT&T and the International Brotherhood of Electrical Workers (IBEW).

ETOP seeks to enhance occupational skills of employees, offer career development and improve communication skills, said Tom Connor, president of IBEW local 1974.

Included in its purpose is to help keep employee technical skills current with market demands and to provide alternate

facturing engineers are planned. Others will focus on maintenance and trades training.

The department will assist in scheduling classes for the new ETOP (Enhanced Training Opportunities Program) Computer Training Center (see related story). The first class starts in June.

The staff also is winding up a 12-session JIT for America program, which is a major component of JIT education, McGaughey said. Approximately 500 Works employees will have attended one of the sessions which run through May.

Although the sessions are taught by instructors from a consulting firm, McGaughey's staff worked with the firm to

tailor the comprehensive course to fit the Works' needs. Supervisors, engineers and members of JIT project teams from the shop have been attending the sessions.

The department recently responded to a request by the electronic wire and cable's small-pair DIW project team to provide special teamwork training, McGaughey noted.

Working with the corporate education and training staff, the Works department provided a 2½-day "adventure-based" outdoor course. Physical exercises in team problem-solving helped to identify team strengths and improved participants' effectiveness as a work group, he said.

Meanwhile, staff members

have been preparing to host the third annual AT&T Training Alliance conference to be attended by about 60 training representatives from across the country. Its purpose is to share education and training techniques, philosophies and programs.

The first day of the conference will feature all-day team-building exercises at Platte River State Park. The second day will include workshops on various shop and management programs, and visiting trainers will tour shop areas.

In the morning of the third day of the conference, workshops will continue and guest speaker Bob Moawad will talk on increasing human effectiveness.

skills in the event of unemployment.

Connor sees the placement of the center at the Omaha Works as "a vote of confidence" in the local ETOP committee efforts to participate actively in program goals. He lauds the new center as an opportunity to gain educational skills that will "provide a sense of accomplishment and a sense of security."

Gene Saab, personnel and labor relations manager, commented, "In addition to expanding employees' marketable skills, the center will prepare them for the technological changes we foresee in the manufacturing processes over the next years."

For example, Saab said, the Works already has experienced computerization in shop floor control and shipping documentation, "not to mention manufacturing processes that will be

reliant on computer applications."

The local ETOP committee, consisting of management and IBEW representatives, will oversee policy governing the use of the center, Saab said. Among the committee's responsibilities is determining the types of classes to be offered, who should attend and timetables.

The president of IBEW Local 1614, Pat Nicholson, said she is excited about the opportunities available to represented employees through an on-site computer center. "I hope our represented employees will take advantage of them and participate in its programs."





Let's celebrate

There are some events in a lifetime that really stand out.

Like your wedding day or the birth of your first child.

Add to that the Omaha Works' week-long celebration of its 30th anniversary, June 13 through 17.

No kidding. Woe to those who take off on vacation, because they will miss an exciting, fun-filled week.

Here is an agenda of each day's activities. You may want to save it for easy reference.

* * *

Monday, June 13. A jukebox with music from the '50s and '60s will be in the main cafeteria throughout the week. Select a tune at no charge.

A "Nostalgia Corner" display of old photos will be featured throughout the week near the Employee Activities Mall. Included will be photos from employee family albums and from company and IBEW files.

Look for a "Guess How Many Whatsits" container. A container in the main cafeteria will hold an assortment of manufactured parts. Each employee may submit one guess of how many pieces are contained. A ticket will be issued to each employee on which he or she may write a guessed number.

The prize for the guessing contest is a 26-inch, remote-controlled, portable stereo television. The person who guesses the correct number or comes

closest wins. In the event of a tie, a drawing will determine one winner.

During the lunch period on day shift and the dinner period on second shift, entertainment by "Grease" will be featured in the cafeteria. The band specializes in '50s and '60s tunes.

Up to 30 winners of a Works crossword puzzle contest will be named. All employees will have received a crossword puzzle a couple of weeks prior to today's announcement. If they choose to enter, they may win a special commemorative prize. If more than 30 employees correctly fill out the puzzle, 30 winners' names will be drawn for the prizes. Puzzle clues pertain to company trivia. Charles Petersen of Dept. 482 and Gene Tingwald, retired, designed the puzzle.

Tuesday, June 14. This is dress-up day, '50s and 60's style. It is your chance to come to work dressed up like you used to dress back then — or wished you could have dressed. (Those employees too young to remember may have to seek help from "old-timers.")

Also today, lunch and dinner is on the house. Employees will receive tickets they must present for a complimentary meal during day-shift and second-shift lunch-/dinner periods (see tomorrow for third shift). Meals will be served at four locations during the day shift: the main cafeteria, cable shop mezzanine cafeteria,

30 years

the 41 cafeteria (apparatus shop) and the auditorium. Second-shift meals will be served in the main cafeteria.

A commemorative gift will be presented to each employee at mealtime.

Wednesday, June 15. Complimentary meals will be served in the main cafeteria to third-shift employees, and each employee will receive a gift.

During the first-shift lunch period, entertainment will be provided by a song and dance group.

In the courtyard, Works car buffs will display 25 to 30 vehicles, weather permitting. The collection will include Model T's, nostalgia cars from the '50s, "muscle cars" from the '60s, and even a high-tech DeLorean.

at the deal's off if it rains, so pray for dry, sunny weather.

Employees and retired employees may bring their families and guests to an open house between

6:45 and 9 p.m. Families and guests must be accompanied by employees or retirees or — in the case of active employees — must present a special pass which will be issued to each employee. Retired employees must show their AT&T retiree identification passes to enter.

Thursday, June 16. Open house hours today will be from 12:30 to 3 p.m. and from 6:45 to 9 p.m. The display of antique and classic cars will continue through the evening, weather permitting.

Friday, June 17. The winner of the "Whatsits" contest will be announced during the first-shift lunch period.



Attendance awards presented

The first ten \$500 cash prizes in the Works' revamped perfect attendance recognition program have been presented.

The winners were drawn from the names of 1,032 employees who observed at least one year of perfect attendance during 1987. The winners and the number of years they have had perfect attendance are:

Herb Shelton, nine years; Howard Firebaugh, eight; Jane Love, three; Rita Ballantine, 12; Robert Renter, four; Rocco Ferrucci, two; John Mabry, two; Marvin Willenborg, nine; Robert McKim, 13; and Robert Agee, three.

Herb Shelton, of Dept. 1441, considers himself to be very fortunate for the good health he has had over the past nine years.

"I really think it is because I stay pretty active — always working around the house, in the garage — and I don't smoke," he said. Very rarely is he "under the weather" and then it's usually a minor cold.

"In fact, the last time I was sick was nine years ago and I think it was the flu," he recalled.

Her three years of perfect attendance is the longest time Jane Love (Dept. 084) has accumulated during her 24 years with the company.

"I really don't know what the secret is" to her recent years of good health, Love said, but like Shelton she suspects an active lifestyle may have been beneficial. Love said she is aiming for a fourth perfect year.

If she succeeds, Love again will vie for 10 more \$500 prizes which will be awarded next year for perfect attendance during 1988. Besides being eligible for the yearly cash awards, employees also receive a \$25 gift certificate on the anniversary of their perfect attendance.

Retirements



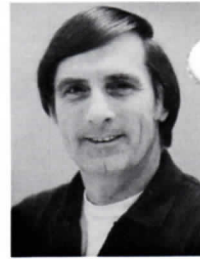
Darrell Yenney
30 years



Dolores Kirwan
40 years



Marlynn Gardner
19 years



Stanley Svoboda
30 years



Clayton Block
22 years



Vi Bazant
25 years



Maurie Johnson
31 years



Mary Raff
25 years



Bill Baco
29 years



Muriel Epley
13 years



Kenneth DeBord
28 years



Roy Reighard
39 years



Dorothy Spethman
22 years



Bonnie Neiswanger
32 years

Not pictured:

Ken Korinek — 29 years
Betty Blunt — 28 years
Ivan Walters — 24 years

Service anniversaries

40 years

W. J. McIntosh	4/3
D. M. Kirwan	5/13
B. P. Sengpiehl	5/7

35 years

G. G. Dormer	4/22
F. J. Drebot	4/16
D. A. Ruhl	4/14
D. W. Israelson	5/30
D. E. Janousek	5/7
A. T. Visocky	5/25
F. Mihavetz	6/9

30 years

E. C. Chereck	4/25
W. J. Plymale	4/7
R. R. Rahde	4/21
B. C. Ridge	4/14
D. E. Sorensen	4/7
S. A. Svoboda	4/7
B. Witulski Jr.	4/15
D. H. Yenney	4/21
M. M. Cook	5/8
F. L. Cottone	5/5
R. L. Lastovica	5/5
R. L. Lloyd	5/8
R. J. Murphy	5/23
D. W. Olsen	5/28
R. L. Baker	6/2
D. I. Davis	6/18
J. A. Gau	6/27
R. F. Hardin	6/23
D. J. Harris	6/16
G. L. Kahler	6/16
R. W. Laughlin	6/16
L. J. Nigh	6/16
I. E. Stewart	6/23
D. B. Sundquist	6/17
C. F. Zoucha	6/25

25 years

L. A. Ayala	4/4
T. P. Faltin	4/4
G. K. Oltman	4/2
V. D. Suchsland	4/29
J. A. Watson	4/6
L. D. Boettcher	5/27
L. R. Gasper	5/9
C. Z. Kelly	5/21
L. A. Krysl	5/12
M. W. Nicholson	5/30
H. F. Sedlacek	5/22
V. J. Sedlacek	5/23
K. R. Stevens	5/20
S. C. Carpenter	6/25
R. R. Carter	6/11

20 years

M. C. Alba	4/22
T. T. Hoffman	4/9
N. Jackson	4/23
B. C. Lewis	4/6
J. W. Perryman	4/17
R. E. Rhodes	4/6
D. R. Smith	4/8
R. R. Albert	5/20
L. E. Gosch	5/21
L. P. Goynes	5/2
R. E. Johnson	5/24
J. L. LaFollette	5/29
M. T. Lenz	5/4
C. F. Masilko	5/15
D. H. Olsen	5/13
E. L. Simpson	5/13
J. P. Taylor	5/13
J. F. Uryasz	5/7
G. L. Brummett	6/18
M. S. Hollinger	6/18
E. Leal	6/12
M. M. Nootz	6/17
M. S. Reick	6/26

L. I. Slizoski	6/26
L. P. Stamp	6/18
R. L. Sweatt	6/24
J. Williams	6/11
G. W. Schabloske Jr.	6/10

15 years

J. D. Cook	4/25
B. T. Davis	4/3
B. S. Heinke	4/6
L. P. Nelson	4/15
W. R. Peters	4/16
D. M. Brown	5/25
B. O. Cremeens	6/7
J. L. Miller	6/20

10 years

R. R. Bullard	4/24
J. E. DeBolt	4/5
M. R. Lee	4/17
D. F. McAdams	4/24
C. F. Coufal	6/19
A. S. Pettitt	6/8

Three earn promotions

Promotions effective April 1, 1988, have been announced.

Merle Dinslage has been promoted to central storerooms, receiving and shipping manager for Dept. 533.

John May has been promoted to injection molding engineering manager for Dept. 467. He formerly was an occupational engineer in the department.

Steve Alloway has been promoted to unit and station protectors engineering manager for

Dept. 471. Alloway previously was a senior engineer in Dept. 476.

In other organizational changes, Mike Parizek has been named technical-professional relations manager, Dept. 402, and Rex Mallory is now technical recruiting and training manager, Dept. 401. George Parkerson is now customer quality service and customer quality complaint manager, Dept. 082.



Merle Dinslage



John May



Steve Alloway



Last frame

Remember the June Taylor Dancers?

At first glance you might think this is a picture of the dance crew, but it isn't. You are looking at Works employees who served as hostesses in 1959 at the first open house featured at the plant. The women in white gowns were "Hello Charley" queens in 1958 and 1959.

Look closely and see who you recognize. Can you find Rae Cacioppo, Blanche Hofmann, Rose DeBoer, Rita Baker and Sharon Digilio? How about Carol Judds, Phyllis Sandsted, Nancy Smith or Una Bowman?

This photo and many others will be on display in the main cafeteria during the week of June 13 when the Works celebrates its 30th anniversary. Who knows? Maybe as you gaze at the display you might bump elbows with some of those pictured.

By the way, "Hello Charley"

queens used to be named at various Western Electric manufacturing locations in honor of the late Charley Drucker. Drucker was a very popular employee of the company's Hawthorne Works in its early days, working in the employees' service division.

Everybody knew Charley throughout what was then Western Electric. His name became inseparable from the company. Eventually, "Hello, Charley" became a symbolic phrase of comradeship among employees off the job as well as on.



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