

the Western

OMAHA WORKS MARCH 29, 1974



General Manager Frank Lefebvre presented the Presidential Citations to Henry, above, and Gary, below.



Hendrix, Williams Cited For Heroism

Western Electric's Vail Medal Committee recently awarded the Company's Presidential Citations to two Omaha Works employees.

Cited for their individual acts of heroism were Henry Hendrix, an electrician in Department 244; and Gary Williams, a machinist in Department 245.

Henry is credited with risking his own life in order to save the life of a fellow employee. The man had come in contact with live 440 volt wires while doing electrical work in the Cable Plant.

When he heard the man cry out, Henry immediately pulled out the nearby fuses, helped the man from his station 35 feet above the ground and took him to the Medical Department for treatment of burns.

Gary was cited for his exemplary efforts in sustaining the life of a teen-

(continued on back cover)

1974 GOALS

In January of this year, the Omaha Works published the first of what will be three goals calendars. Listed in the first of these calendars are 16 of the approximately 100 Works goals for 1974.

Noted Graham Seiter, assistant manager, 510, and chairman of the Goals Committee, "These same 16 goals will be carried throughout the year on the calendars. They were specifically selected because they cover areas of interest to a majority of our supervisors, areas on which supervisory personnel could have some influence."

The 1974 Works goals have been divided equally between what are termed unique goals, such as the reduction of absenteeism and what are considered to be numerical goals, such as investment and merchandise service.

Graham explained, "With each new calendar, the quarterly results will be listed for comparison with the original goals posted."

The current goals calendar also carries items of interest such as upcoming Weoma Club activities, a listing of Works holidays and a schedule of 1974 Ak-Sar-Ben membership attractions. The other goals calendars will also feature this type of information.

Listed below are some of the goals which will be carried throughout 1974 on the calendars. And since the successful attainment of each goal depends greatly on the individual contributions of each Works employee, why not take time now to list your own on-the-job goals for 1974.

- Maintain a shipping performance of 100%
- Reduce Works absence percentage
- Collect \$5,000,000 in cost reduction savings
- Increase Unadjusted Efficiency to 101.3%
- Increase miniature wire spring relay production
- Increase small crossbar switch production
- Provide one prototype line for dual insulation of water-proof cable
- Introduce the manufacture and test of circuit packs for No. 4 crossbar trunks
- Develop and publish a handbook and implement an appraisal program for salary-graded personnel
- Develop and implement a skills inventory system on a plant-wide basis
- Implement 1974 affirmative action program
- Provide the Omaha Works employees with timely reports of local civic issues and how the Omaha Works impacts on these issues.

For Your Information...

... this year all Omaha Works employees will observe the same two-week standard vacation period. The Plant shut-down will occur during the third and fourth fiscal weeks in July (Monday, July 15 through Friday, July 26) ...

... the Pioneers will hold a dinner-dance, Saturday, April 27, at the Fontenelle Hills Country Club. Tickets are available from all Pioneer group leaders ...

... the first Omaha Works Carpooling Program survey has been completed. Seventy-nine percent of the Works employees who received cards responded to the request for information regarding their interest in carpooling and/or mass transit. Over 2,000 employees indicated an interest in forming carpools. And close to 4,000 employees, some of whom had already expressed an interest in carpooling, indicated they were interested in some form of bus transportation, particularly if that service were express. Those employees who did indicate an interest in carpools and who were willing to divulge their names and addresses received a computerized listing of other employees working the same shift and living in the same neighborhood. With the information obtained from these listings, a number of employees are now forming carpools. Employees were assured anonymity if they so desired. No one was given access to this information other than those appearing on the individual carpool listings. Plans are now being firmed up for the establishment of Park and Ride and express bus services in certain neighborhoods where population density is good and employee interest is strong ...

... the energy conservation efforts at the Omaha Works this year are being spotlighted by the theme, "Energy — Save Even More In '74." Throughout the year, the WESTERNER will carry various suggestions on how employees can contribute to this on-the-job conservation effort ...

... "Happy Days" is the theme of this year's Weoma Club-sponsored party for female employees and wives and daughters of employees. Although the choice of attire is up to the individual, all women planning to attend are encouraged to toss their fashion-consciousness to the winds and dress in an ensemble from the fabulous '50's. Some lucky nostalgia buff will take home a prize for the best outfit. A drawing will also be conducted with some very special prizes. The evening at the Holiday Inn will also include a buffet dinner, fashion show and music. Tickets will go on sale April 8 with the event scheduled for April 24.

Salary-Graded Employees

Appraisal Program Begun

The Omaha Works instituted its new Performance Appraisal and Development Review for salary-graded employees with the distribution of appraisal forms to all supervisors in late February.

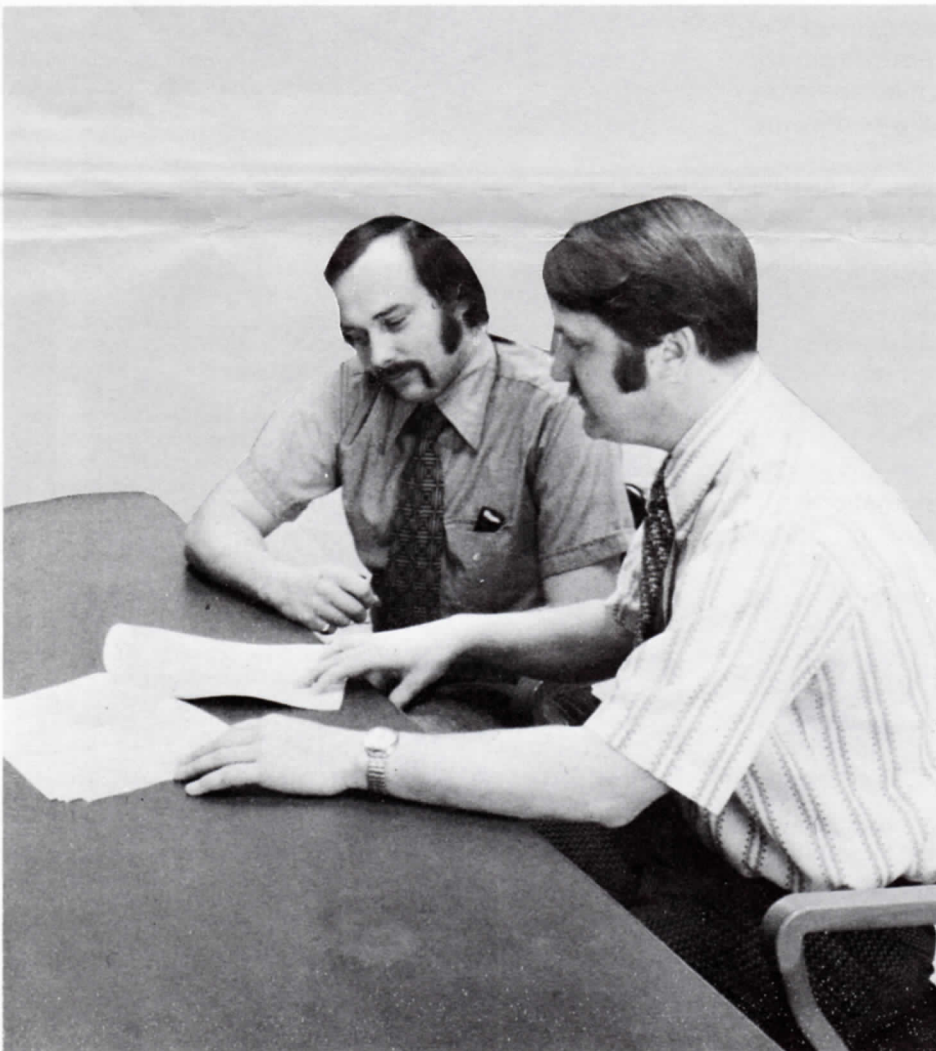
This program affords the salary-graded employee the opportunity to visit with his or her supervisor on a scheduled basis to mutually discuss the employee's job performance. In addition, the program provides the opportunity for supervisors and their employees to discuss the employee's development. The appraisals can then be utilized as a resource for merit raises, movement of personnel, etc.

Appraisals for approximately 585 salary-graded Omaha Works employees were completed on March 15. Employees were rated on personal motivation, work performance, relationship with people and identification with the organization.

With the appraisals completed, supervisors have now begun to conduct individually scheduled performance reviews with their salary-graded personnel. Plans now call for these appraisals to be conducted on a yearly basis. The recurring survey of each employee's growth in potential will have a direct bearing on possible promotion, upgrades and general movement in the Works.



DERBY UPDATE: The race is still hot and heavy in the Works \$5,000,000 Derby for engineering cost reduction savings. **Wengel, Place and Show**, representing the 170 Organization, took an early lead in January but lost its first-place standing in February to **The Ros-Ness Monster**, representing the 230 Organization. Among the Works personnel contributing their efforts towards the attainment of the 1974 goal are senior engineers Charlie Bystrek, 176, left, and Jack Davis, 472. Charlie and Jack were also among the contributors to the success of the 1973 cost reduction program which had a \$3,600,000 goal. That goal was surpassed by \$165,000.



Among the over 500 employees covered by the appraisal/review program is Bob Justsen, left, a production service clerk in Department 142-7. Reviewing the appraisal program with Bob is his department chief, Dick Cefrey.

HAPPY EASTER!

GOOD FRIDAY,
APRIL 12, WILL BE
OBSERVED AS A
HOLIDAY AT THE
OMAHA WORKS.

IF YOU'RE GOING
SOMEPLACE FOR A
THREE-DAY WEEKEND,
PLEASE DRIVE
CAREFULLY.

Eight Suggestors Win Big Money

In six recent Suggestion Award presentations, the Omaha Works awarded a total of \$5,175 to eight Works employees.

Topping the list with a single award of \$1,790 is Steve Merrill, a stock maintenance clerk in Department 254. Steve's money-making suggestion concerned the types of nylon used in binding waterproof cable. He proposed combining a less expensive type of nylon with that currently in use in order to reduce the quantity and resulting cost of the more expensive binder.

Taking equal shares of a \$975 suggestion award were Don Eitzman, Jim Elliott and Bill McCormick Jr., all toolmakers in Department 241. The three employees suggested a modification be made to the transfer rams used on the wire spring relay molding presses in Department 141. Their idea resulted in improved wear and less maintenance on these transfer rams.

Dan Brady, a layout operator in Department 251, pocketed \$740 for his suggestion. Dan proposed the resizing of reusable diamond dies from #2 wire drawing to 13 gauge size for use in the #1 wire drawing machine in order to reduce wire breaks and improve the wire drawing operation.

A supplemental award of \$730 went to Don Kaar, a toolmaker in Department 241. Don received a \$435 suggestion award in 1973 for proposing an assembly fixture modification be used in connector cable manufacturing. However, when the final investigation was completed on his suggestion, additional savings were found. In addition, the Phoenix Plant also adopted the idea, so Don cashed in three times on his original idea.

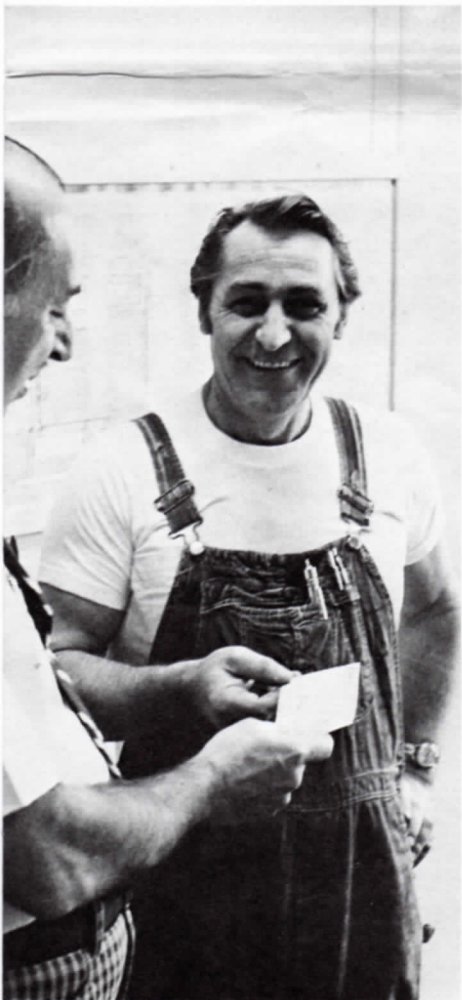
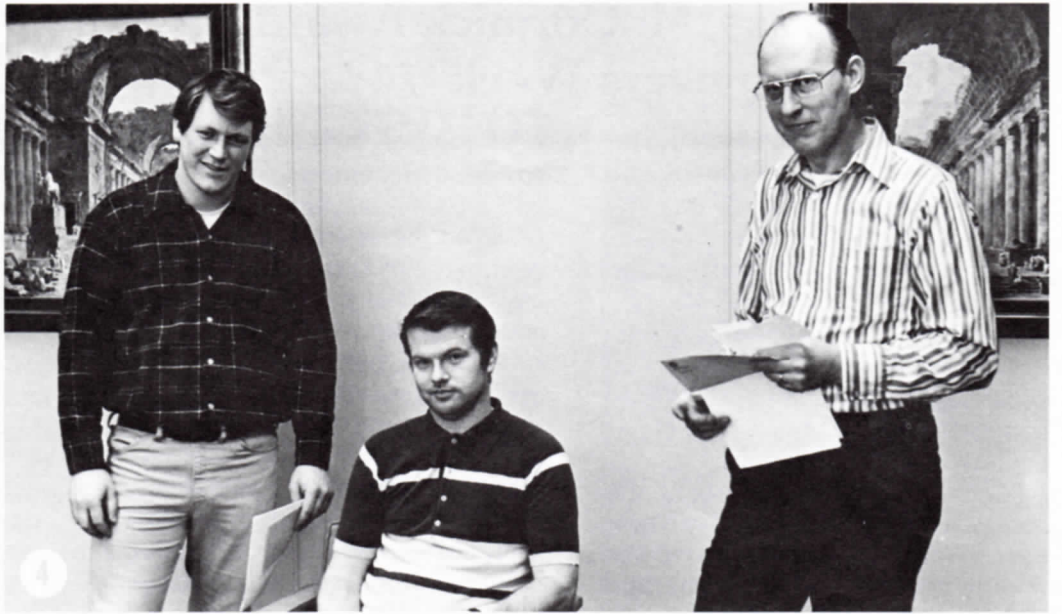
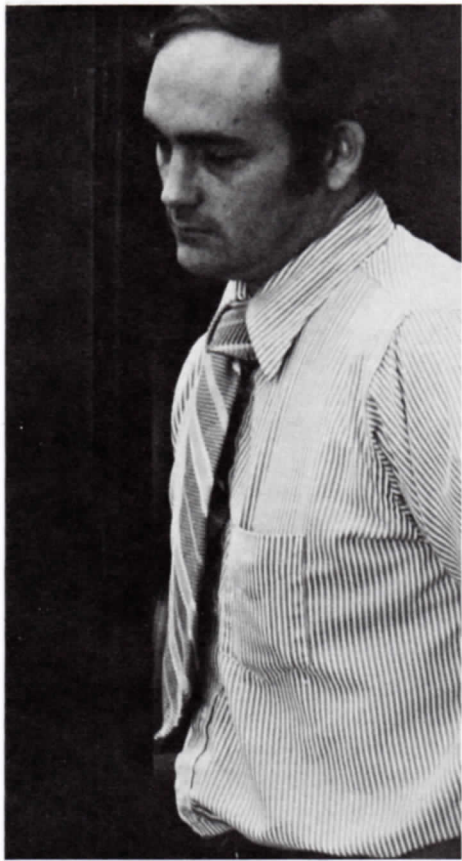
Two years ago John Sharples, a machine setter in Department 141, suggested a ball-and-socket joint be placed on the transfer cylinder in the automatic hinge assembly machine in Department 141. John proposed this change in order to eliminate shaft breakage. At that time he was awarded \$25 pending total evaluation of the idea.

John recently received a supplementary award for his original suggestion. The most recent check totaled \$670 bringing his total award to \$695.

Otto Dvorak, a machinist in Department 246, cashed in on his suggestion that ball bearings be used in the jump twister drive assembly in the distributing frame wiring section of Department 257. Otto proposed that the ball bearings be used as a replacement for bronze bushings. His idea netted him \$270.

1. General Manager Frank Lefebvre, left, and Steve Merrill.
2. Earl McLean, manager, 200, left, and Don Kaar. 3. George Schabloske, section chief, 246, left and Otto Dvorak.
4. Jim Elliott, left, Bill McCormick Jr. and Don Eitzman.
5. Earl McLean, left, and Dan Brady. 6. John Sharples, left, John Stancavage, manager, 100, and Lowell Iske, section chief, 141.





Udall Address, McCormick Award Highlight Engineers Week '74

Stewart Udall, Secretary of the Interior during both the Kennedy and Johnson Administrations, was the keynote speaker during the Omaha Works celebration of National Engineers Week, February 17-23.

Speaking on the topic of the energy crisis, Mr. Udall noted that present shortages and downward economic trends are the fault of our society.

"Our automobile culture is the most extravagant the world will ever see," he noted as an example. "The energy crisis is the most important thing that has happened in the post-war period," he continued. "And it is the most important thing to happen to the engineering profession."

Speaking to an audience composed of Omaha Works technical/professional personnel and a number of local business and academic leaders, Mr. Udall stressed that environmental gains should not be sacrificed in order to alleviate the current crises.

"It would be tragic if we were to do so," he commented.

"Before this year is out, we're going to reach a consensus in this country," Mr. Udall said in explaining the diversity of opinions on the energy crisis.

"Conserve our resources, go lean, use our technical skills," Mr. Udall advised.

Prior to his address in the Works Auditorium, Mr. Udall held a press conference with members of the local news media.

In ceremonies earlier in the week, Bill McCormick was named the recipient of the 1973 Professional Recognition Award. A senior engineer in Department 176, Bill was recognized as the technical/professional having made the most outstanding contribution to the Omaha Works during 1973.

Bill was nominated for his efforts in the conception, design and installation of a unique PEPJ bulk handling system in the area of water-

proof cable. The system is expandable to future needs and was one of two cable cost reduction cases collecting \$391,000 or approximately 11% of the Works' 1973 cost reduction goal. Bill's other accomplishments during the year included five patent disclosures and a technical article.

Visibly overwhelmed when he was named the award recipient, Bill later commented, "This award holds an unusual significance for me due to the fact that I chaired the first committee which put the Professional Recognition Award Program together. To have served as a member of that committee for two years and then be named recipient of the award the third year is quite an honor.

"But I feel, too, that one of the greatest portions of this honor was to have been placed among such a distinguished group of nominees."

In addition to Bill, the nominees for the award included Ralph Binkley, 171; Dave Buddenhagen, 474; Charlie Bystrek, 176; Jack Davis, 472; Ron Dickmeyer, 9451; Len Lowder, 520-C; Dave Martin, 9451; and Jim Osterchill, 273.

The Works Engineers Week celebration also included an Engineer-Student Day for 50 students interested in pursuing careers in the fields of math, science or engineering. A group from each of the 26 Omaha-area high schools represented was hosted by one or more Works engineers. The students and their counselors visited the engineers' work areas, discussed various engineering projects and viewed the application of some projects in the shop.

Throughout the week, Works technical/professionals staffed an engineering display at the Westroads Shopping Center.

This year's Engineers Week Committee consisted of Tom Leahy, chairman, 272; Karen Farrow, 524; Terry Fuller, 474; Ed Gembica, 6351; Jerry Glenn, 171; Gary Reimers, 313; John Synowicki, 864; and Jerry Taylor, 9451.

Engineers Week 1974 carried the theme, "Engineering — Our Greatest Energy Resource."



STEWART UDALL



BILL McCORMICK



VISITORS AT WESTROADS



Spring Housecleaning Campaign Launched

The Omaha Works recently hosted some distinguished visitors in conjunction with the kickoff of its 1974 Spring Housecleaning Campaign.

Touring the Plant and office areas on March 28 were Dorothy, Scarecrow, Tinman, Toto and Lion. The visitors, renowned for their success in cleaning up the Land of Oz, have been contracted by the Works to promote its goal of Emerald City (a 100% clean Omaha Works).

Dorothy, spokesperson for the group, noted, "Since we're talking about a regular Spring housecleaning, we want to stress to all employees that they should dispose of debris on floors, under and around machinery and desks; clean up and organize storage areas and/or departmental storerooms; remove any accumulation of materials from the tops of files; straighten out files and remove any unnecessary clutter; and clean up the grounds.

"Naturally, each organization has the best knowledge of those areas within the organization which need a good housecleaning. And, for that reason, each organization has submitted a list of organizational goals in the housecleaning campaign."

Dorothy and her friends will be assisted by four inspection teams which will continually monitor the progress of the clean up campaign.

The teams, their corresponding assignments and the personnel staffing each team are as follows.

Team #1

100 Organization
 Lou Wengel, assistant manager, 170
 Bob Morey, department chief, 142
 Bob Muhle, section chief, 135-3
 Bill Hughes, plant inspector, 524-1

Team #2

200 and 860 Organizations
 Bob Dunn, assistant manager, 240
 George Schabloske, department chief, 256
 Frank Barrett, section chief, 863-4
 Warren Fahey, plant inspector, 524-1

Team #3

300, 500 and Resident Organizations
 Bob Metz, assistant manager, 340
 Rex Stewart, department chief, 6351
 Stan Mason, section chief, 921-4
 Jack Zelenka, safety advisor, 524-1

Team #4

400 Organization
 John Bourke, assistant manager, 410
 Pete Prest, department chief, 423
 Marsh Meiman, section chief, 433-4
 Bill Kirk, plant inspector, 524-1

The plant inspectors and safety advisor will serve as the secretaries of their respective teams.

Team inspections will be conducted every Monday beginning April 1 and concluding April 29. To verify the clean up progress noted by the inspection teams, an audit team has also been formed. This team will be staffed by General Manager Frank Lefebvre; Wayne Hunt, director of Engineering and Manufacturing; a Service Division representative; and representative managers.

Audit inspections will be conducted every week at the discretion of the team.

On April 30, a final audit inspection of the entire Works will be conducted and a final report submitted.

*Oz characterizations based on *Dorothy and The Wizard in Oz*, by L. Frank Baum, c1908.



SAFETY ACHIEVEMENT: Employees in Department 422 were recently recognized for achieving 1,000,000 man-hours on the job without a disabling injury. Shown accepting the plaque and well-deserved congratulations from General Manager Frank Lefebvre, second from left, are 422 Department Chief Jerry Alfons, left, Employee Representative Shirley Snipe and Union Representative Don Morris.



TEAM EFFORT: Marriage is sharing. And for couples like Omaha Works employees Joan and Henry Jones, sharing means giving blood together. Joan, Department 132, and Henry, Department 257, each hit the three-gallon mark during the Works' Blood Donor Days, March 7 & 8. The Joneses were among those employees who helped the Works reach an all time record with 628 pints donated.

Vail Awards

(continued from page 1)

aged girl injured in an automobile accident. Although the girl later died as a result of her injuries, Gary is credited for his efforts in employing critical life-saving techniques, particularly external heart massage, both at the scene of the accident and during the trip to the hospital. Gary's willingness to get involved gave the young woman a fighting chance to live.

Henry and Gary are two people who, when the situation arose, chose to get involved. They turned their hearts, their consciences and their physical strength towards helping someone else. In Henry's case, a life was saved; in Gary's, a life prolonged.

The Omaha Works takes great pride in the well-deserved recognition given both men.

Energy Tip:

Where permitted,
turn off power
to tools and machinery
when not in use.

the Westerner

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