

the **W**Esterner

Omaha Works

March 17, 1972

the \$3.5 million idea
see pages 4-5

WE . . . the people

The 1972 Omaha Works standard vacation periods have been set.

The two week period for employees in Organization 250, Cable Shops, will begin on July 24 and end on August 6. This schedule also applies to those employees in other organizations whose work is directly related to cable production. For all other employees, except those who are required to work, the two week standard vacation will begin on July 17 and end on July 30.

John deButts was elected Chairman of the Board and Chief Executive Officer of American Telephone and Telegraph Company at a February 16 meeting of the A.T.&T. Board of Directors. At that same meeting, Robert D. Lilley was elected President. Lilley, currently serving as Executive Vice President of A.T.&T., had earlier served as Executive Vice President of Western Electric Company and President of New Jersey Bell Telephone Company. Both men will assume their new positions on April 1.



On February 29 the Omaha Works was host to a day long first aid and personal safety seminar. Twenty-three Omaha Works employees participated in the training conducted through the Weoma Club by Ed Jones, Dept. 112, Dan Albertus, Dept. 522, and Clarence Tompsett, Dept. 110. First Aid classes are now scheduled for March 11 and 18, and April 15 and 22. You may register for First Aid instruction at the Weoma Club office or by calling Ed Jones, x-3051. Do it now. Pictured above - Pat Yates.

quality

You and your family were spending a quiet summer evening at home; suddenly, the solitude was shattered by cries for help. Your seven-year-old son, who had been playing football in the backyard, dashed into the street to retrieve a long pass and was struck by a car. Your first

reaction; call the rescue squad. You reached for the phone and . . .

You know the rest. The moment you needed the telephone, it was there. It worked because it and all the related equipment were of high quality.

Quality is an important item at the Omaha Works, and it is built into all products. It is so important that the Company initiated a new program to recognize those employees whose product classes receive high quality ratings.

Each month, when quality rating figures are released, representatives from the top product classes (one from each area: wired equipment, cable, and apparatus) are invited to a congratulatory meeting with Bill Dugan, Director of Engineering and Manufacture. In all, twelve employees and their supervisors attend. Two employees are selected from each product class with the highest quality rating and two from each product class most improved over the previous rating period.

The meetings are held in an effort to stress the importance of quality and give due recognition to those employees doing high quality work.



Bill Dugan, left; Pat Katrina, right, Dept. 431.

the WEsterner

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1984 is only 12 years away

It seems that we are already living in the shadow of the horror that the book *1984* forecast.

Mass media, mass population and massive public institutions are moulding us into faceless, dress-a-likes and talk-a-likes. Besieged by today's troubled society, it is hard to hold much hope for tomorrow.

Will 1984 come true? Will it come true in Omaha?

Young Americans hold the answer. Young Omahans hold the answer. By 1984 they will hold the seats in Congress, the benches in courtrooms and the controls in the laboratories . . . making the decisions and discoveries that can keep the American dream from becoming terrible reality predicted in *1984*.

Right now, while they are young and interested, America can help her youth grow into men. America's vitality is in her youth. They hold the key to the future and are the hope of tomorrow. Men like Carl Wright, former footballer, are giving direction to day's youth.

Carl, a Spray Painter in Department 253, is a volunteer football coach for the North Omaha Boys Club. He spends much of his spare time in the fall coaching a varsity team for the Boys Club. He believes in Boys Clubs because they "give the kids a place to go that keeps them off the streets. Our athletic teams teach them the value of self-discipline."

A veteran of seven years of coaching, Carl, himself, played football in high school, the Marine Corps, at the University of Nebraska at Omaha, and with the Omaha Mustangs.

Today's kids need men like Carl Wright. And the Omaha Works is proud to say that he is one of its employees working to build a better community.



the Western Electric 3½ million dollar idea

In 1944 Western Electric Company had a three and one-half million dollar idea.

That idea was to seek out and pay its employees dollar awards for their constructive ideas that could be used by the Company. Since 1944, Western Electric has paid its employees \$3,500,000 for their suggestions that were adopted.

A suggestion is any idea for economizing or improving any phase of the Company's operation. An eligible idea may make a job easier, save materials and supplies, or improve tools and products, or it just might make a job safer. Western Electric pays a minimum of \$15 to a maximum of \$5000 for constructive ideas.

On these pages are the stories and photographs of the eight Omaha Works' employees, whose ideas have netted them over \$1000.

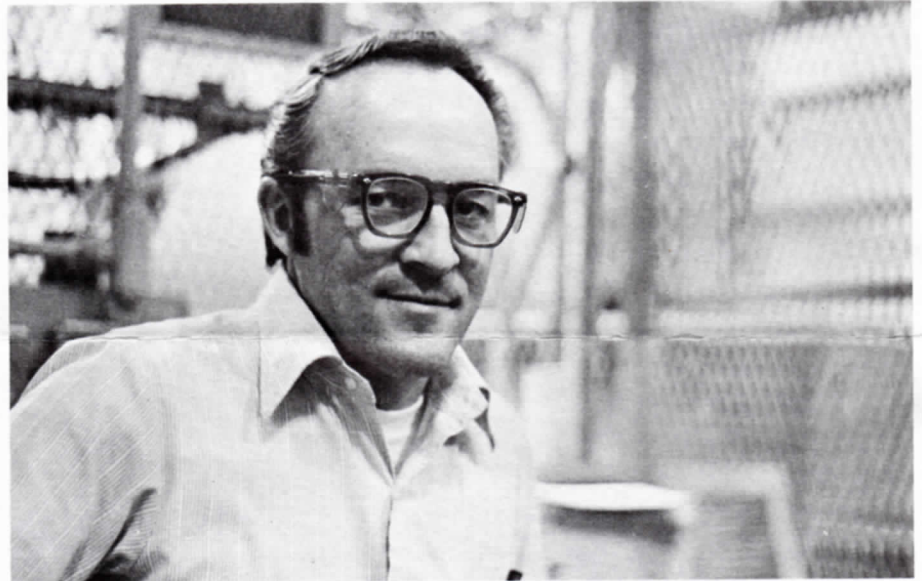
In the last 10 years, the Omaha Works has paid \$107,350 to suggestors, whose ideas were adopted.



Don Moore

The idea of replacing metal flyer bows used in all high speed twisting machines with nylon material has netted Don Moore, Department 251, \$4560 in suggestion awards. Don's suggestion, resulting in lower maintenance costs, received an initial award of \$2130 in 1969. Later, when the same idea was used at the Kearny Works, Don was presented a \$1435 supplemental award. In December, 1971, the same idea was adopted by the Phoenix Plant and Don received a second supplemental award of \$995.

Richard Seaman



Richard Seaman, Department 258, earned a \$4485 suggestion award by proposing a new pulley arrangement for use in repair of exchange area cable. Through a modification and application of his suggestion, the Company saved material and labor on the repair of defective cables. In the repair process, defective pairs of wire are removed from the cable. Through Richard's suggestion, this was accomplished more efficiently.

In August, 1969, Calvin Leeder, Department 795, proposed that a current inventory of surplus gages be placed on a tab run. Investigation of his suggestion showed that it could result in a savings for the Company. For his suggestion, Calvin received an initial award of \$1225. In January, 1971, he received a supplementary award of \$2735 bringing his total award to \$3960.



Calvin Leeder

Bill Phelan



In March, 1966, Bill Phelan, Department 253, submitted a suggestion for a new means of checking PAP and PASP cable for gas leaks. By forcing air into the cable, Bill found that it was possible to locate the leaks thereby reducing the amount of scrapped and damaged cable. For this suggestion, Bill received a suggestion award of \$3025.

Ernost Wesolowski, Department 796, submitted a suggestion in August, 1968, that led to a wiring change during PBX manufacture and a \$1665 suggestion award. When the wiring change was applied, the Company experienced a cost reduction and an improvement in quality.

Charles Chiburis, Department 796, made a suggestion that returned an initial award of \$100 in November, 1966. Ten months later, he was presented a supplemental award of \$1975, bringing his total award to \$2075. He proposed that the heat exchange oil pump and filter on the extruder gear box used on all exchange insulating lines be replaced with a copper cooling coil.

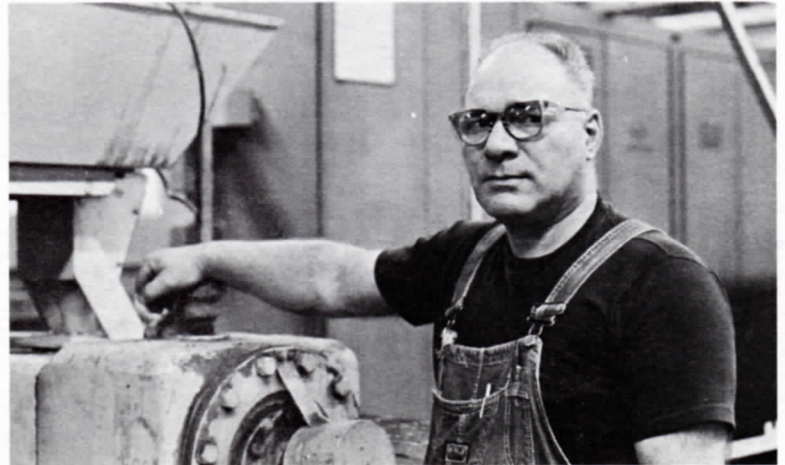
After close analysis, Omaha Works' engineers confirmed that a suggestion made by Don Kuta, Department 252, could result in substantial savings to the Company. In February, 1969, Don suggested that # 310 metal reel drums be straightened and reused. When adopted, the idea earned Don \$1130. Before this suggestion, all # 310 reels with dents more than one inch deep were scrapped.

In November, 1967, Ruth Czaja made a suggestion that if adopted would reduce the cost of manufacturing PBX units. Ruth's suggestion was that the method of wiring the Automatic Call Distribution System units be changed from cable wiring to surface wiring.

Investigation of the suggestion revealed its merit. It meant savings in manufacturing costs and improved quality. For the suggestion, Ruth, Department 451, was awarded \$1665.



Ernost Wesolowski



Charles Chiburis



Don Kuta



Ruth Czaja

employees mark service anniversaries



Peter Oster
40 years
2 - 2

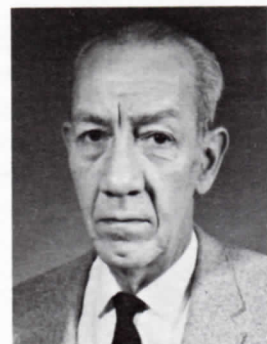
20 Years					
E. E. Nelson	796	2-11	H. E. Purcell	422	2-11
K. L. Sharpnack	432	2-12	J. F. Sinkule	251	2-11
H. Endorf	253	2-18	M. T. Kelly Jr.	431	2-12
W. P. Dugan	10	2-25	N. E. Hedberg	455	2-14
D. O. Scott	791	2-27	M. H. Hartman	134	2-16
D. D. Spomer	253	2-29	D. C. Beccard	263	2-25
			R. M. Czaja	451	2-25
15 Years					
T. E. Bowman	146	2-1	J. S. Martinkus	421	2-25
E. H. Elliott	257	2-1	W. J. Napier	796	2-25
W. J. Fitl	431	2-4	A. E. Volkmer, Jr.	431	2-25
J. J. Schweigart	433	2-4	D. C. Wichman	431	2-26
R. M. Hossle	426	2-5	D. M. Tatreau	322	2-27
G. L. Baltzer	474	2-11	H. Shelton	791	2-28
J. L. Matthews	791	2-11	B. N. Harris	963	2-9
			A. K. Bailey	963	2-25



William Vales
35 years
2 - 16



John Mackiewicz
30 years
2 - 9



Fred Pethes
30 years
2 - 13



Ray Kelly
30 years
2 - 9



John Curry
25 years
2 - 20



Robert Morey
25 years
2 - 3

Omaha Works employees receive service star in U.S. Bond drive



Janice Moore, tripling as Miss Weoma XIV, a modern-day Betsy Ross and a good Samaritan, applies her talents as a seamstress to the Omaha Works' Minute Man Flag.

At the end of the 1971 United States Savings Bond drive at the Omaha Works, employee participation reached 69.7 per cent. As a result of the "Take Stock in America" drive, a joint Company and Union effort, the Omaha Works received a Service Star for the Treasury Minute Man Flag. Service Stars are awarded by the Department of the Treasury for employee participation above 50 per cent.

Pictured above during the ceremonies in which the star was sewn on the flag are (l-r) Harlan Clark, Vice President of Local Union IBEW 1974, Janice Moore, Frank Lefebvre, General Manager of the Omaha Works, and Dick Lee, Omaha Works' Savings Bond Drive Coordinator.

through teamwork, efficiency and quality

wage incentives—key to a better living

February Wage Incentive Information

DEPT.	PAY GROUP	% EARNED	% PAID	DEPT.	PAY GROUP	% EARNED	% PAID	DEPT.	PAY GROUP	% EARNED	% PAID
113	110-1	25.81	25.81	143	140-8	21.20	21.20	421	420-2	21.39	21.39
133	130-3	20.23	20.23	144	140-1	17.85	17.85	422	420-3	14.24	14.24
133	130-4	22.43	22.43	144	140-5	34.81	34.81	422	420-10	17.82	17.82
134	130-1	22.64	22.64	251	250-1	20.97	20.97	426	420-5	23.23	23.23
134	130-5	23.10	23.10	251	250-2	23.01	23.01	428	420-11	22.71	22.71
134	130-11	27.21	27.21	252	250-3	20.37	20.37	429	420-12	15.08	15.08
135	130-08	28.12	28.12	252	250-4	19.32	19.32	431	430-7	18.64	18.64
135	130-9	26.30	26.30	253	250-8	28.03	28.03	431	430-8	23.04	23.04
137	130-2	26.36	26.36	253	250-9	27.31	27.31	432	430-4	18.10	18.10
137	130-7	23.41	23.41	257	250-6	32.10	32.10	433	430-4	18.10	18.10
141	140-2	21.04	21.04	257	250-7	23.60	23.60	451	450-2	4.71	20.00
141	140-3	22.33	22.33	257	257-4	24.40	29.00	452	450-3	23.66	28.00
141	140-9	32.02	32.02	258	250-5	28.98	28.98	454	450-6	19.38	19.38
142	140-11	19.40	19.40	262	260-2	31.58	31.58	455	450-7	20.62	20.62
143	140-4	25.13	25.13	263	260-3	27.04	27.04	481	480-1	-3.05	0
143	140-6	20.41	20.41	266	260-1	22.01	22.01	Works average 21.86 per cent earned			
143	140-7	22.05	22.05	411	410-9	28.69	28.69	22.90 per cent paid			
				413	410-5	30.93	30.93				

Let's summarize what we have covered in the previous two articles. The guarantees of the Incentive Plan are:

1. Base rate of pay - all employees working on wage incentive operations are guaranteed their base rate of pay.
2. Earning Power - each wage incentive rate is increased by a 20% factor.
3. No arbitrary rate changes - any rate change must be based on a changed condition of manufacture or a clerical error.

In the wage incentive system, the key words are quality, output, time, and teamwork.

An important item affecting a group's earning is the quality of the group's output. Every member of an operating team influences this quality to a very high degree. In return, quality affects the members of the team because high quality means a larger wage incentive bonus or more take-home pay.

Wage incentive rates include sufficient time to produce work of satisfactory quality and, as such, are applied only to that output. Defects that are the responsibility of the operators should be returned to the group and repaired without additional compensation. At the same time, every opera-

tion here at the Omaha Works cannot be expected to be performed with 100% accuracy all the time. The Quality Control engineers are responsible for determining the number of defects that can be expected from a process when an operating team is doing its job properly. An allowance for this expected number of defects is included in the wage incentive rate.

As an incentive operator, you are a member of a pay group. Your pay group may be called a team. You are an important member of this team because your output directly affects your group's earnings. Some things that cause low earnings are absenteeism, late starting to work, quitting work early, and extended and unauthorized break periods. For example, if all of the members of a pay group took an additional four minutes per day of break time, this would result in approximately 1% loss of earning contributions to the group. In order for a team to reach its highest possible earnings bonus, every team member's best effort in terms of quality and output is necessary. Your contribution to your team is recorded on your bogey sheet. It is imperative that your entries on this bogey sheet be accurate.

A more detailed explanation of wage incentives is included in a recently published booklet.

will you do your share

Works resumes ecology venture

In the interest of a cleaner environment, the Omaha Works resumed on March 8 an expanded version of an ecology venture begun on a one month trial basis last year.

Collection points for glass, and now tin and aluminum cans, are open in the parking lots of Buildings 30 and 50. Signs placed by the bins tell what materials must be

placed in each bin.

If you are interested in participating and doing your share for a cleaner environment, please follow these instructions:

- a) wash bottles, jars and cans
- b) remove labels and caps
- c) flatten cans
- d) place the material in the proper bins

Omaha Works employees and their families comprise nearly six per cent of the metropolitan Omaha population, and by working together, they could make a significant improvement in the ecology of Omaha. Do your share; begin with glass and cans.

Petersen named award recipient

Warren Petersen, Senior Engineer in Department 273, was awarded the Professional Recognition Award for 1972 by the Omaha Works. Warren, a 15-year employee, received the award at a program and banquet at Peony Park on February 23 during Engineers' Week.

The award, presented for the first time this year, honors the individual responsible for the outstanding engineering or technical accomplishment of 1971. Warren's achievement was the improvement of a cable manufacturing technique currently being patented. He also holds three other patents on previous developments.

After attending school at Washington University in St. Louis, and Morningside College in Sioux City, Iowa, Warren served three years in the U. S. Army Combat Engineers. He joined Western Electric in 1956.

He is past chairman of Western Electric's Engineers' Week Committee.

Warren was presented the award during a dinner and program attended by Eugene Eckel, Vice President, Manufacturing Switching Equipment and Mayor Eugene Leahy of Omaha.

The week of February 20 was observed nationally as Engineers' Week. It was marked at the Omaha Works with displays of engineering and technical accomplishments during 1971 in the auditorium, displays at the Crossroads Shopping Center and an open house for families of Omaha Works' technical and professional employees.



PROFESSIONAL RECOGNITION AWARD -
The first professional recognition award was presented during Engineers' Week this year for the outstanding technical or engineering accomplishment of the year. Warren Petersen, recipient of the award, was selected for his work on a new method of producing cable.

 **Western Electric**

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