
WESTERNER

Omaha Works
March/April 1987



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On the cover

A clean plate makes a clean impression, Cecelia Allen will tell you. She's a member of the Omaha Works reproduction crew, which produces literally tons of printed material through the course of a year. From large engineering drawings to micro-filmed copies, from internal publications to annual reports for non-profit community groups, the reproduction department keeps its copiers and presses rolling. For a story on who makes up the "repro" crew and the "products" manufactured, turn to Page 4.

WESTERNER

Linda Ryan, editor
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P.O. Box 37000
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Suggestions: No more long waits

Changes have been made in the Omaha Works Employees' Suggestion Program designed to bring about quicker responses to ideas that have been submitted.

In the past it might have taken months before some employees received word on their suggestions. Now the goal is to get responses to employees within an average of 30 days, even if the response is only an interim reply until investigation on a suggestion is complete, said Ed Wigg.

Wigg is chairman of the program's suggestion committee, which gives final approval to awards to be granted at the Works. One of the changes to the program involved expanding the committee to 12 members.

The increase "gives us a better balance," Wigg said, with improved representation from various engineering and operat-

ing areas. "We're the final filter in the process" to determine whether a suggestion is eligible for an award and what that award should be.

Besides Wigg, members of the committee include Fred Tirschman, Bob Kautz, Paul Baumann, Mike Parizek, Jim Sharp, Jerry Sheil, John Sweeney, John Schanbacher, Don Hawk, Gene Saab and Marie Pope, the suggestion program's administrator.

Expedites action

But the change that should make the biggest difference in turnaround time on responses to ideas, Wigg noted, is the addition of Don Hawk's role on the committee. He is responsible for expediting action on engineering-related suggestions.

The way the program is set up, employees write down their

Godsey idea worth \$10,000

"Terrible Terry" Godsey of Omaha Works softball league fame was feeling pretty terrific — maybe just a little shaken — after being presented the top award in the Employees' Suggestion Program: \$10,000.

Godsey, who works in Dept. 285, formerly worked in the gold and precious metals plating room. It is there that he got an idea that eventually led to his award.

He came up with a way to recover gold and precious metals and reuse them in the manufacturing process, instead of sending the used metals to AT&T Nassau Metals Corp. for refining. His idea will save the company an estimated \$115,000 a year.

This is the second award Godsey has earned in the program. His first one, for \$75, went toward a New Year's Eve dinner celebration. "This time," Godsey said, "I'll pay some bills and put the rest in the bank while I think about what to do with it."

Terry Godsey



suggestions on forms that are available throughout the plant. The forms are sent to Marie Pope, who sorts them for review. She filters out submissions that are illegible or ineligible for consideration in the program, and determines which suggestions are engineering related and which are not. If suggestions are non-engineering related, Pope distributes them to those Works individuals who can best provide a response.

Engineering-related cases are handled differently. It used to be that they were forwarded to department chiefs whose organizations could respond to the ideas, Wigg said. They assigned the different cases to engineers who were to investigate the proposals and prepare replies.

There might have been "a couple of hundred people working" on suggestions at a given time and replies "had a tendency to bottleneck," he said.

Now Don Hawk oversees all suggestions which require an engineering response. An industrial engineering associate in Dept. 475, he does not personally investigate suggestions. He assigns them to the engineers whose expertise relates to the suggestions. The engineers investigate the feasibility of ideas, determine cost savings if the idea were to be accepted, and give their responses in writing to Hawk.

Intervals improve

Hawk rewrites the responses into a less technical format. After the wording and figures are double-checked and approved, the responses are scheduled to go before the full suggestion committee for final approval and notification of employees.

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SHARED INFORMATION . . . Don Hawk and Marie Pope frequently compare notes on timetables for suggestions that have been submitted. Suggestions are assigned numbers so those investigating do not know who submitted the idea.

The goal is to accomplish all of this within a 30-day limit. Since Hawk assumed his duties on the committee on Dec. 10, 1986, few replies have failed to meet the 30-day deadline, and the response interval continues to improve.

The changes have been effective, Wigg pointed out, because Hawk coordinates engineering responses on almost a full-time basis. He promptly assigns suggestions to engineers for investigation, and makes sure ideas aren't temporarily shelved because of other engineering priorities.

Improvements to the suggestion program came about after employees complained to Jack McKinnon, the Works' manufacturing vice-president, about unreasonably long response intervals.

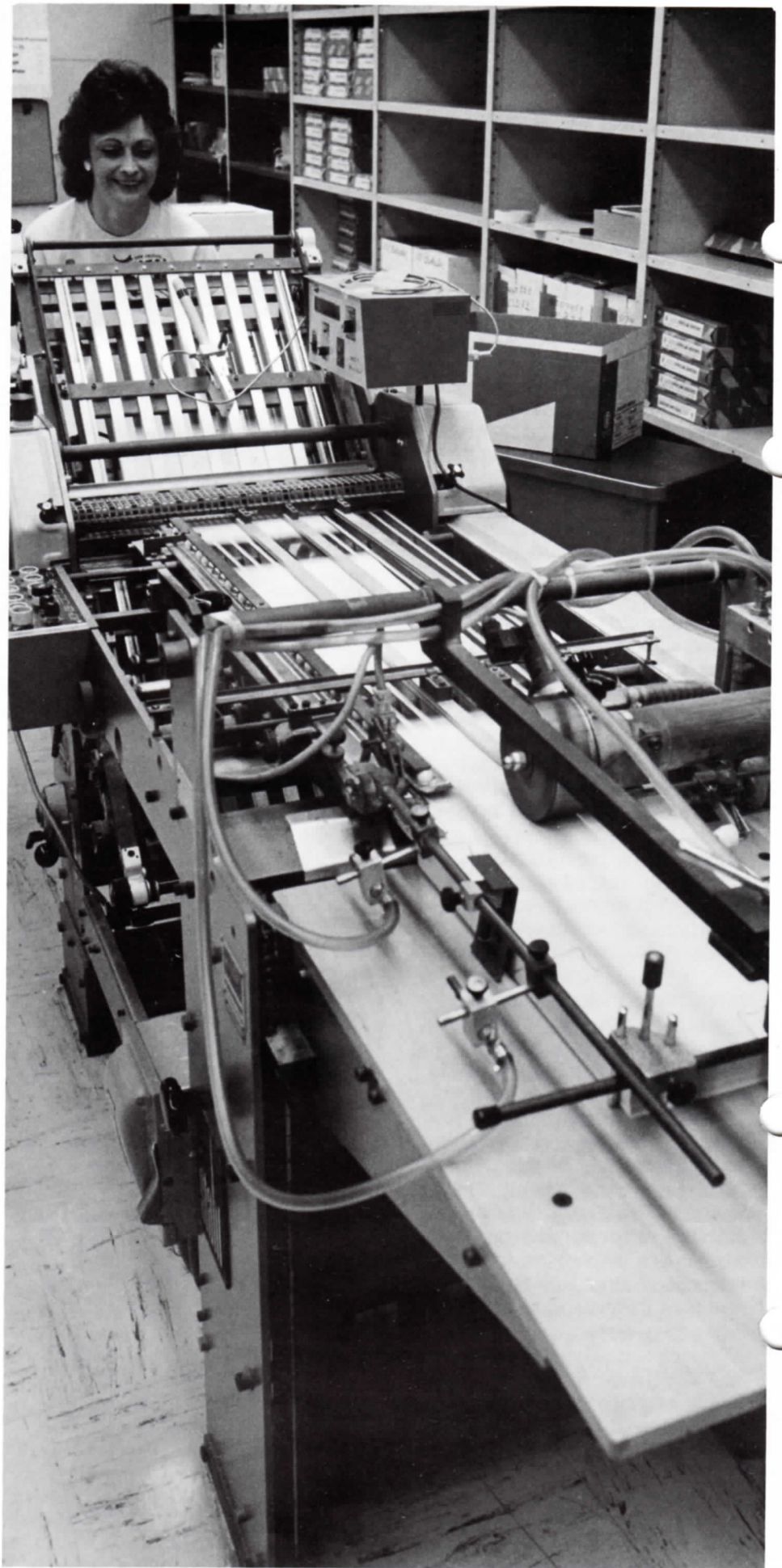
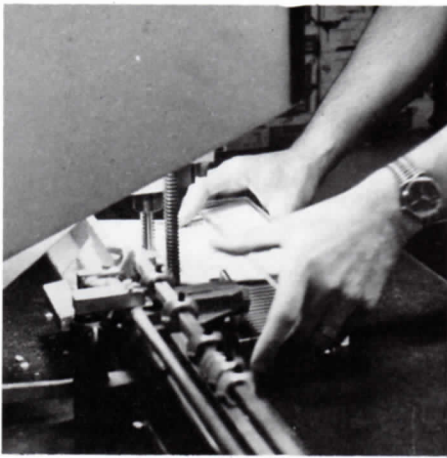
The changes were urgently needed not only because of the annoyance posed by delays

but also because the number of suggestions being submitted are increasing, Wigg said. A more efficient response method not only profits the employees who submit ideas, but also the Omaha Works because the benefits of good suggestions are realized sooner.

During 1986, the suggestion committee reviewed 334 suggestions. Since the beginning of the year and through mid-March, the total already was 158 suggestions.

"I think we've got good interest (in the program) — we always have," Wigg said. "People who are into suggestions are into them in a big way and regularly contribute."

With these improvements to the program, Wigg expects to see more participation by other employees who may have good ideas but until now haven't taken the time to write them down.



Repro is on a roll

“We print anything that’s printable.”

That’s the unofficial slogan of the Omaha Works’ reproduction department crew and its section chief, Julius Sonderman. The “reproduction department — or repro” — is proof that not everything that is manufactured at the Omaha Works comes out of factory Buildings 30 and 50.

An impressive variety and quantity of “print products” are issued from repro’s facilities located on the lower level of Building 20. Repro’s capabilities have grown considerably since the early days of the Works when just three copy machines met duplicating needs.

Now 12 employees (including two who maintain the Works’ central files area) operate reproduction equipment: Cecelia Allen, Mike Cochrane, Joan Crofton, Inez Dixon, Ramute Mitchell, Rick Schaben, Pauline Smith, Deanna Traugh, Peggy Walters, Fran Woodrum, Linda Young and Jan Ziemann. The equipment includes four offset presses, two high-speed copying machines (for standard size stock), two copiers for oversize paper stock, two cameras (one for microfilm, one to make negatives), folding and collating machines, a film processor, plate makers and cutter.

The major reason behind the growth of reproduction services,

Sonderman said, is “because of the types of products we make.” Instruction sheets must accompany the vast array of apparatus products we manufacture, he explained.

Last year counters on the department’s copiers and presses recorded almost 15.5 million impressions. That means 15.5 million sheets of paper were printed, but much of it was oversize stock that was cut down to individual, duplicate sheets, Sonderman noted.

Besides printing instruction sheets, the reproduction crew prints the plant’s cable tags (to identify spools and reels of cable and wire), engineering tracings, reports, graphs and bogey sheets. Repro prints the *Westerner*, *Stalk Talk*, *WEOMA News*, the Works phone directory, *On Record* and other company newsletters, and microfilms all engineering tracings.

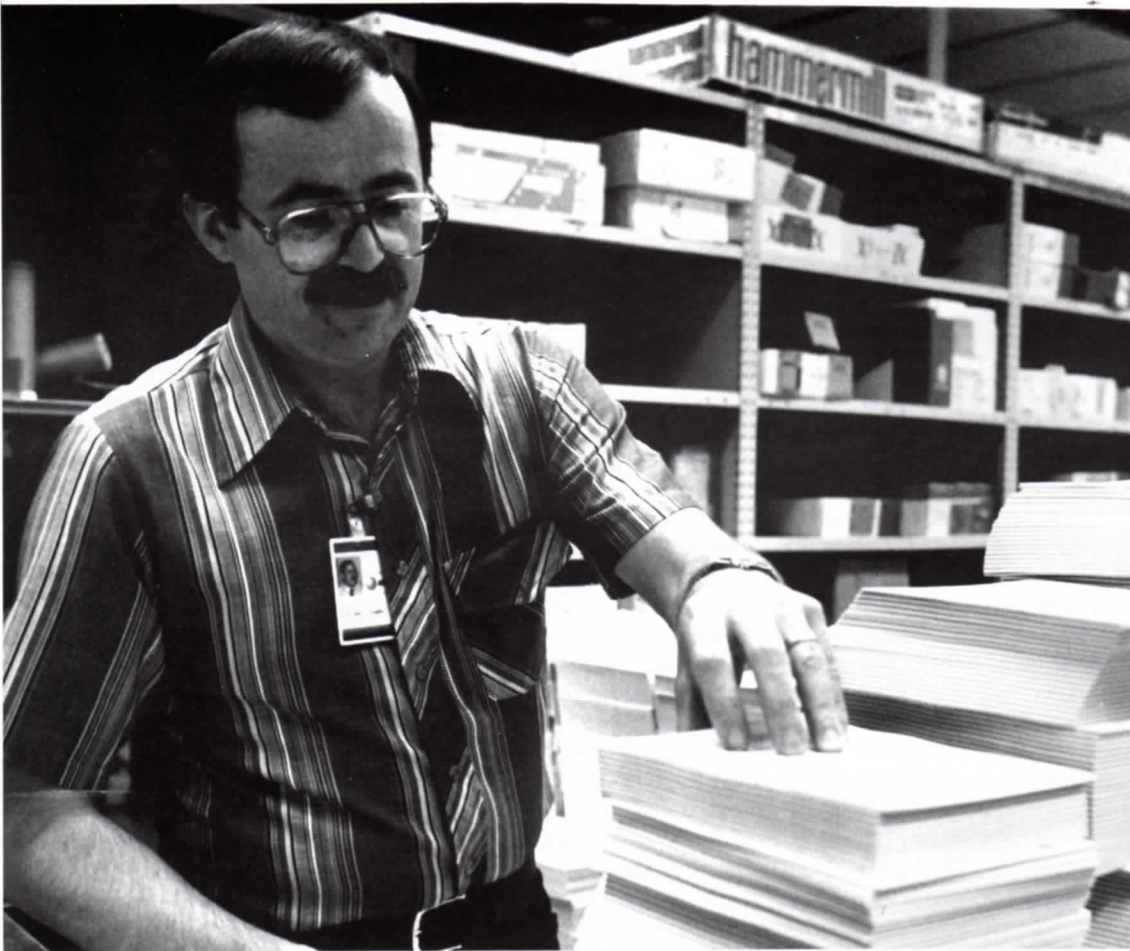
The department prints monthly safety slogans, certificates, menus, posters, invitations, brochures, flyers and decals, and has the capability to produce halftones (in order to print photographs) and to print in full color. Printing also is done for many non-profit organizations within the community, including the Girls Club, the Omaha History Museum, the Boy Scouts, the Governor’s Council on Volunteerism, the YMCA and YWCA.

Reproduction equipment used today is faster, prints better images, and offers time-saving options such as collating and stapling material, Sonderman said. Still, the quality of printed

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FOLD OR COPY . . . Linda Young (opposite page) gets fewer paper cuts using repro’s high-speed folding machine. In the central files room, Inez Dixon (left) sets up an engineering drawing to be microfilmed.



WORK STACKS UP
... Rick Schaben (left) grabs a bunch of telephone directory sheets ready for hole punching. Below, Jan Zieman threads an oversize roll of paper through machine guides on a copier used to duplicate engineering blueprints.



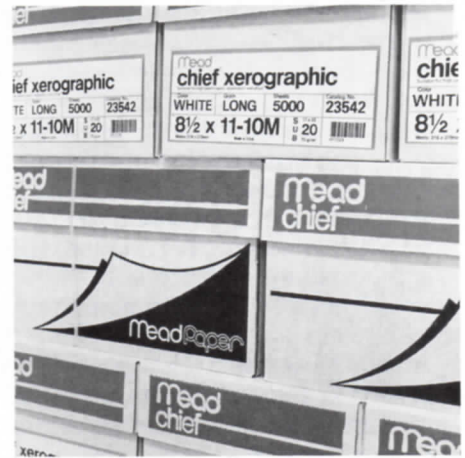
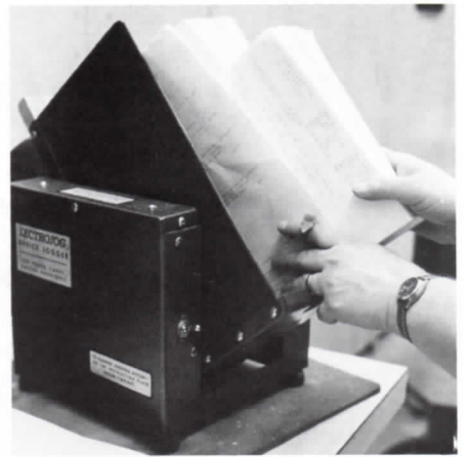
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material relies heavily on the capability of the crew operating the machines.

Knowing the "proper mixture of chemicals and water" or how "different inks react on different paper stock" can be the difference between a good or poor print job, he said. "Even climate changes can affect how paper runs."

Much of the work handled by repro reflects cost savings, Sonderman noted. For example, if the Westerner were printed by an outside vendor, it would cost thousands of dollars more per year.

Sonderman admitted that there are some print jobs that might cost less on the outside, "but we can't get the turnaround time we need."

For example, a special run of wire may be ready to ship but needs identifying cable tags not normally kept in stock. The reproduction crew can respond quickly to provide the tags, he said: "We emphasize the service end."



ALL THAT INK . . . You no sooner give Deanna Traugh (above) a stack of papers to be duplicated and she has them ready for you all collated and stapled. Joan Crofton (right) adjusts the ink settings on her offset press.



Mind your p's and q's

She tells you things about yourself no stranger could possibly know. And all she did was look at a sample of your handwriting.

Back in the '60s Bette Reiss of Dept. 262 read a book that prompted her to take up graphology — the study of handwriting — as one of her many hobbies. She enrolled in a two-year course and became a certified graphoanalyst. She's been reading between the lines, so to speak, ever since.

Although Reiss no longer is certified (a person must requalify periodically), she uses what she has learned "all of the time," she said. "I find myself analyzing casual notes I get."

Handwriting is like a brain writing, Reiss explained. "It's your brain telling your hand what to write." Consequently, it reflects a person's character traits and moods. Even if a person tries to disguise his writing, the traits are still apparent, she said.

She admitted that handwriting analysis has its detractors, but it also has gained support in some circles of the medical and business professions. "It has been used in connection with psychiatric evaluation," Reiss said, and even in personnel selection by some companies.

Reiss was careful to point out that handwriting analysis should not be the only means of evaluating personality traits. It should be used in conjunction with other evaluators.

Just for fun

Reiss's interest in graphology is strictly as a hobby. She does not analyze people's writing on a professional basis, but she analyzes handwriting samples informally for friends. (See Page

10 for thumbnail sketches of several employees based on their handwriting.)

One time a woman was having trouble with her son's behavior. She asked Reiss to analyze the boy's handwriting. Reiss later found out that the characteristics and tendencies she had outlined in her analysis had helped the woman to better understand her son's behavior, and to deal with problems accordingly.

Sometimes she is surprised by what a person's handwriting reflects, she said. For example, "some people look real calm on the surface, but their writing says they're uptight.

"But if I've had a chance to get to know someone, it's all there," she said.

Handwriting analysts study all aspects of a written sample — from the slant of letters to how t's are crossed and i's dotted. Heavy strokes may indicate willpower while letters

with big loops may show imagination. Sadness or pessimism is shown in a downward final slant or stroke.

A person's handwriting changes as attitudes and lifestyles change, Reiss said. She saw dramatic proof of that in her own mother's handwriting. Her mother became terminally ill and her handwriting reflected evolving thoughts and feelings. Reiss said samples of her mother's handwriting just before her death indicated depression and lack of hope, which was not apparent in earlier writings.

Reiss laughed when asked what her own handwriting tells about herself. It shows that she has a strong intuitive sense, she said and — not surprisingly — that she takes a keen interest in the world around her.

Flying, too

While handwriting analysis is one of her hobbies, so are riding
(Continued on Page 10)

IT'S IN THE WRIST . . . Not really. One's handwriting is like a brain writing, according to Bette Reiss, for whom graphology is one of many hobbies.

No job is so important
and no service is so
urgent that we cannot
take time to perform
our work safely.



Employees' writing is analyzed

Bette Reiss agreed to provide "thumbnail sketches" of six Omaha Works employees based on an analysis of their handwriting samples. The six employees were asked to write, "No job is so important and no service is so urgent that we cannot take the time to perform our work safely."

How did she do? You decide. Below are the employees' names followed by the thumbnail sketches. However, the names and descriptions are not in corresponding order. See if you can match them correctly. Read further for the correct answers as well as comments by employees whose writing was analyzed.

Match these names with the correct analysis below:

- A. Mack Curbeam, shop section chief
- B. Mary Hartman, quality inspector
- C. Jack McKinnon, manufacturing vice-president

- D. Tom Connor, IBEW Local 1974 president
- E. Connie Peterson, section chief — nurses
- F. Rex Mallory, engineering department chief

1. This writer's goals are practical and acquisitive. There is fluidity and the persistence of a logical thinker — pride in accomplishment. Writer is able to keep a secret, has generosity. Order is important.

2. This writer is talkative. Uses diplomacy in dealing with others. Makes decisions and sticks to them. Centers on day-to-day matters. Is choosy as to close friends.

3. This writer is highly exploratory — investigative — a sharp analytical thinker. Puts off doing a lot of things. Wants to be physically active, has enthusiasm. Does not give up easily. Busy, independent, many interests.

4. This writer enjoys conversation. Some irritability indicated. Sticks to decisions, not easily

swayed. Likes to look into things, sift them out. Can proceed step by step, also. A creative person, keeps trying. There is some discouragement here. Counts closest friends on one hand.

5. This writer is broadminded, a go-getter, particular as to friends. Has attention to details, high goals, mostly practical. Has a sensitivity for the unexpected. Likes the good things in life. A friendly, dependable person.

6. This writer gives complete attention to the subject of the moment. Quick to react. Fast moving, generous, takes pride in doing things. Keen perception, sensitivity. Energetic, much imagination in activities.

Answers:

A-2, B-4, C-6, D-1, E-5, F-3.

Some comments:

Only Tom Connor didn't think the thumbnail sketch accurately described him. The others thought their descriptions did. Max Curbeam was particularly impressed because, he said, he had doubted that personal characteristics could be determined through handwriting analysis.

Mary Hartman said she was "amazed and surprised" by her handwriting analysis, adding that even her supervisor agreed that the description was accurate.

"I have always wanted to have my handwriting analyzed but didn't believe in it . . . I believe now," she said. Just as the analysis revealed, she admitted she likes to talk. Although she has many friends, she considers just a few as very close.

But perhaps what persuaded her most that handwriting analysis has its merits is the mention of irritability or discouragement: "I don't think most of the time I am irritable or discouraged, but as I remember that day (when she wrote her sample) we had a lot of people missing and I had a lot of jobs. Maybe I was."

She minds your p's and q's

(Continued from Page 8) horses, drawing and painting, rock collecting and making jewelry. She likes to write poetry and keeps an eye peeled for "unusual and unique" dolls to add to her collection.

One hobby that's been taking up a lot of her time lately is

flying. She and her husband of 37 years, Donald, bought a Comanche 180.

"Our first date was in an airplane," Reiss said. "We flew to Crete (Neb.)." Now Reiss and her husband and one of their three sons all have licenses to fly. Reiss said she is particularly proud about being the secretary/treasurer for the local chapter of "The 99's," an international women pilots group started by Amelia Earhart. There are only 6,000 members worldwide.

Finding time to pursue her interests is "just like a juggling act. You keep a schedule in your head and plan ahead, but still you have to be adaptable," she said.

"But so many people say, 'When I retire I'm going to do this or I'm going to do that.' Well . . . I don't believe in waiting."

Retirements

- Lorraine Mott — 33 years
- Joyce Peterson — 33 years
- Evelyn Kriz — 30 years
- Vernon Lam — 30 years
- Lynn Wenstrand — 30 years
- Richard Petersen — 29 years
- Marjorie Donovan — 28 years
- Delores Cain — 27 years
- Augustina Quintina — 21 years

Service anniversaries

40 years

L. Firebaugh 3/10

35 years

E. L. Donahoe 3/20
 L. T. Hurdiss 3/17
 J. L. Phillips 3/12
 W. Barry 4/28
 L. Davis 4/15
 C. S. Patterson 4/7
 R. R. Retzlaff 4/23

30 years

G. P. Anderson 3/4
 J. Avery 3/23
 M. P. Bizal 3/25
 J. W. Goodhard 3/19
 R. L. Halliman 3/11
 J. R. Healy 3/11
 J. L. Howard 3/1
 W. F. Johnson 3/25
 E. J. Karasek 3/28
 J. P. Kelly 3/22
 R. D. Mallory 3/25
 J. McCreary 3/25
 C. F. Mellick 3/30
 A. F. Miles 3/1
 L. M. Reed 3/11
 D. G. Scholer 3/4

D. G. Sheil 3/11
 R. F. Sorensen 3/25
 M. J. Widger 3/11
 W. J. Wunderlich 3/16
 G. M. Agosta 4/9
 L. G. Anderson 4/23
 C. A. Aufenkamp 4/1
 J. W. Barnes 4/22
 N. A. Blazka 4/9
 D. P. Cupak 4/19
 D. D. Eitzmann 4/29
 D. S. Gould 4/2
 D. L. Karloff 4/23
 F. M. Kravchuk 4/22
 C. L. Landers 4/22
 D. J. Langdon 4/29
 R. E. Springer 4/29
 L. F. Stamp 4/1
 R. K. Sundell 4/11
 R. P. Winter 4/25

25 years

W. J. Andrews 3/27
 E. C. Carlson 3/12
 G. R. Cheshek 3/22
 B. C. Conatella 3/21
 S. T. Costello 3/6
 E. J. Golda Jr. 3/19
 P. O. Hartung 3/5
 K. B. Hughes 3/4
 D. D. Knoell 3/15

C. J. Miszuk 3/12
 C. R. Nading 3/31
 R. S. Neneman 3/12
 G. E. Pospisil 3/27
 D. M. Veylupek 3/12
 E. M. Bourelle 4/19
 J. Cardenas 4/16
 T. A. Chader 4/16
 L. B. Clark 4/16
 H. E. Curtis 4/8
 J. J. Francavilla 4/24
 M. Germolik 4/9
 G. L. Honey 4/30
 D. F. Huenniger 4/16
 R. E. Kusmierski 4/2
 G. L. O'Dell 4/24
 D. E. Plowman 4/26
 S. H. Roberts 4/30
 E. B. Schaefer 4/25
 S. W. Smalley 4/18
 J. Verbocy 4/2
 G. J. Ward 4/23

20 years

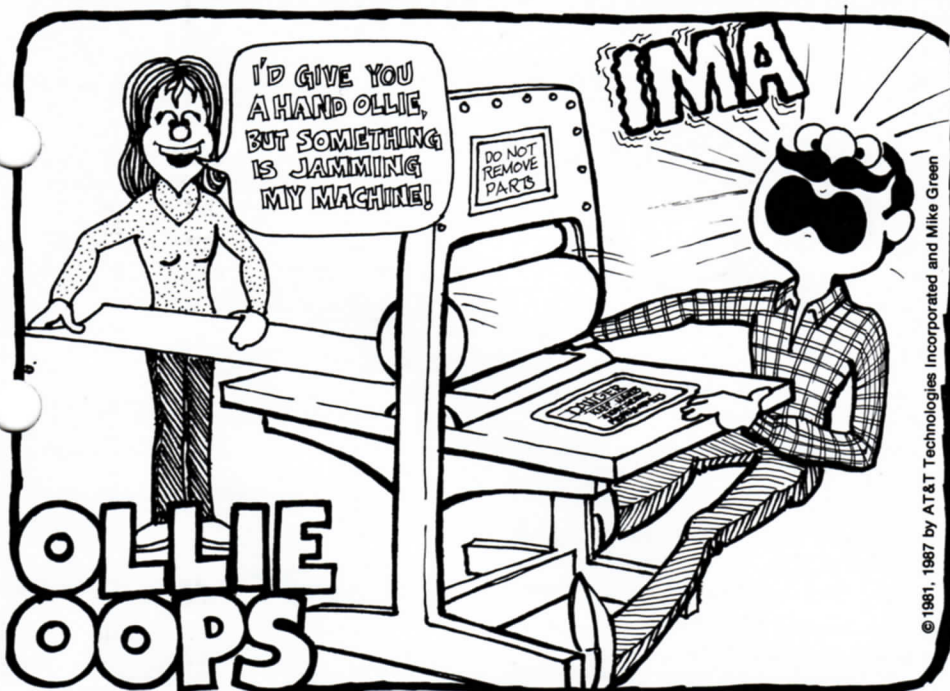
J. L. Detwiler 3/20
 L. M. House 3/27
 B. D. Lampkin 3/24
 T. P. Lichliter 3/20
 D. A. Linn 3/27
 P. N. Moreno 3/29
 R. H. Olderog 3/20
 W. L. Andersen 4/17
 M. C. Dergan 4/27
 M. C. Poulson 4/27
 K. L. Smith 4/16
 E. M. Velez 4/18

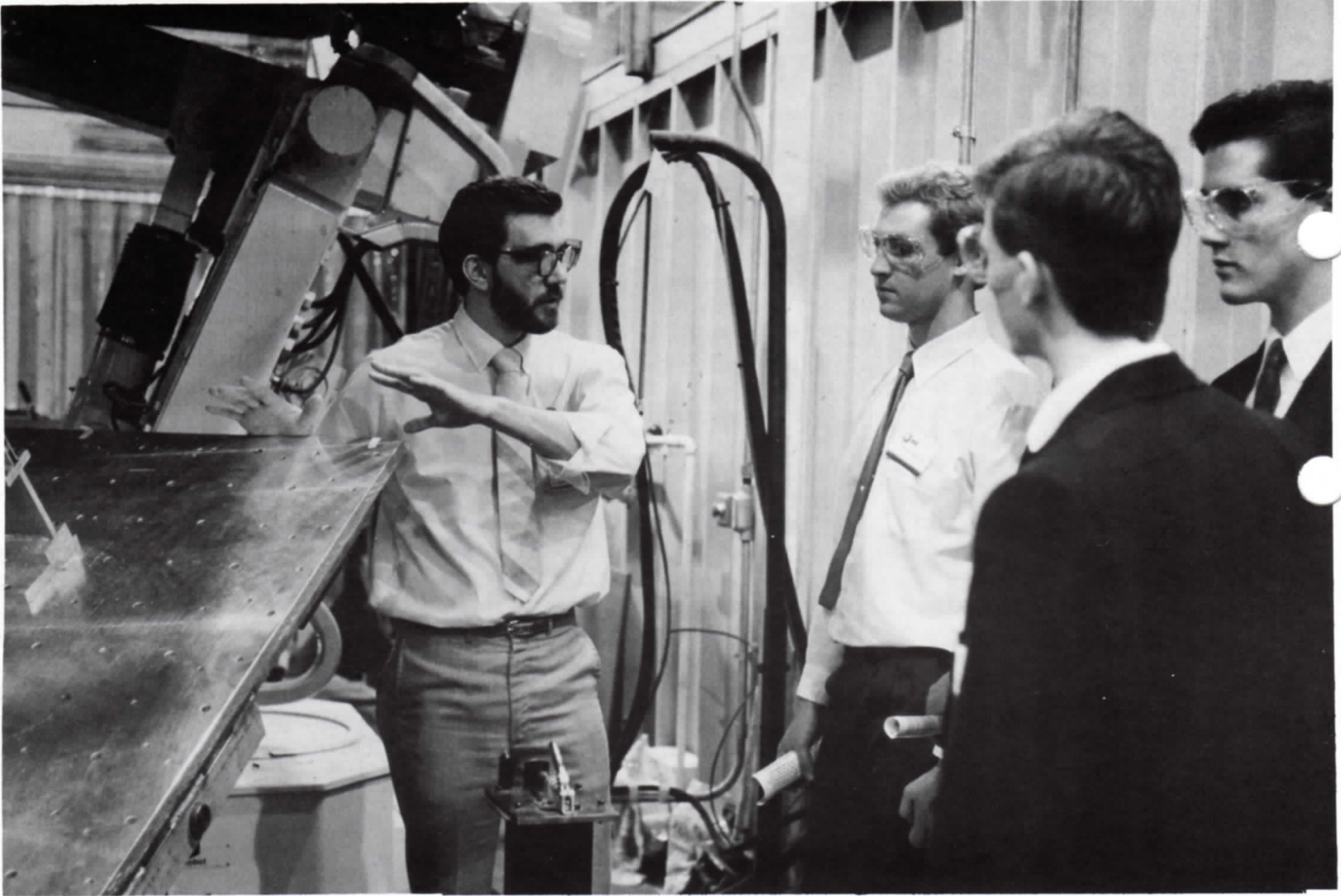
15 years

F. E. Davis 3/6
 F. A. Harnish 3/10
 W. Piekarczyk 3/31
 R. C. Hosier 4/14
 E. J. Jones 4/17
 L. D. Kingery 4/27

10 years

J. S. Alexander 3/24
 D. W. Cathey 3/1
 D. C. Karis 3/20
 C. B. Lewis 3/8
 S. A. Commons 4/4
 V. D. Klaumann 4/14
 M. G. Laizure 4/2





Last frame

Students from Millard South High caught an early glimpse of a Cincinnati Milacron robot when they were given a tour of the Works by planning engineer Chuck Mann (left) of Dept.

466. The students were invited to spend a day here during National Engineers Week festivities.

The robot has been specially modified for metallic inert gas welding of aluminum, an application which is uncommon within the industry.

It is currently being used on a limited production basis to weld various 80-type cabinet

assemblies, said Gary Cook of Dept. 469. Cook is a planning engineer associate who has been working on the robotic application.

The robot is a state-of-the-art piece of equipment that welds with accuracy at high speed. It was introduced in the manufacture of 80-type cabinets to help keep product costs down, Cook said.



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Omaha, Ne. 68137