

# the Westerner

OMAHA WORKS MAY 10, 1974

## Spring Housecleaning: A Wrap-Up Report

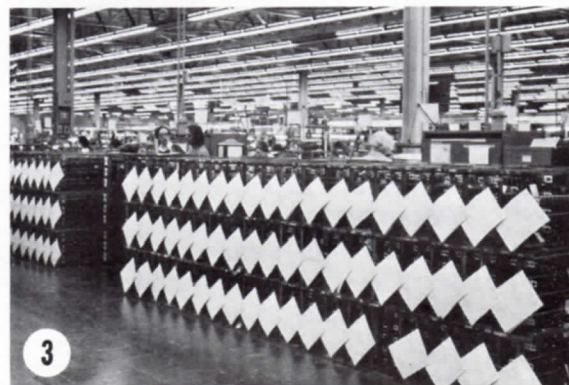
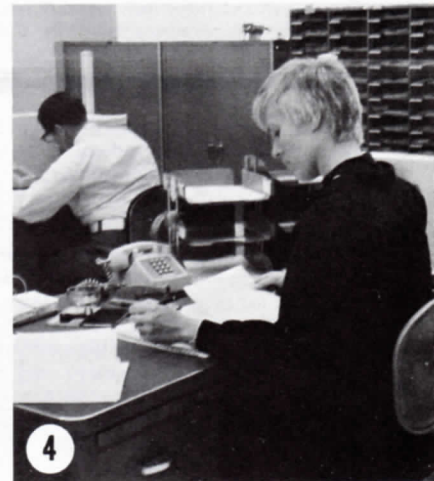
April is over and so is the formal Spring Housecleaning Campaign which ran from April 1 through April 30.

But although the campaign itself, with Honorary Clean-Up Crews, weekly team and audit inspections and formal reports, is over, the efforts of all Omaha Works employees to maintain a 100% clean Omaha Works are definitely still an on-going process.

The campaign is over but the clean-up efforts are expected to remain. Now that hundreds of pounds of paper deleted from files and desks have been recycled, accumulations of dirt and debris from the shop and office areas have been disposed of, storage areas and departmental storerooms have been cleaned out, and the grounds and peripheral roadway spruced up, all Works personnel are encouraged to KEEP IT THAT WAY.

A lot of time and effort has gone into this clean-up campaign and everyone can be credited with helping to accomplish the clean-up goals.

We've come a long way towards reaching our goal of a 100% clean Omaha Works. And we all have something to be proud of. Congratulations and thanks to all who so willingly pitched in to make the 1974 Spring Housecleaning Campaign the success that it was and will continue to be.



Among the departments and the people who have contributed so well to the success of the campaign are (1) Department 251: tandem insulating machine operators, from left, Frank Cambell, Roger Patrick, John Palu, Al Pegg, Ernie Kucera, George Vomacka, Ron Brockman and Jim Rinde; (2) Department 132-4: vertical unit adjuster Bea Gunia; (3) Department 423; (4) Department 341: Jan Moore, foreground, distribution clerk; and Ed Cooperrider, customer order editor.



# For Your Information...

... American Telephone and Telegraph Company has announced it will open labor negotiations in Washington on May 15 with bargaining committees of unions representing some 750,000 Bell System employees. Separate negotiations will be held with the Communications Workers of America, the International Brotherhood of Electrical Workers, and a council of independent unions. CWA represents about 500,000 Bell employees, the IBEW about 140,000 workers and the independent unions about 100,000 people. Western Electric announced that it will also open negotiations with the IBEW and with CWA unions on May 15...

... the waterproof cable operations at the Omaha Works have now been scheduled to work through standard vacation, July 15-26. Departments 251 and 253 are specifically affected by this change...

... the Nebraska primary elections are May 14. If you're a registered voter, be sure to exercise this important right. VOTE ON MAY 14...

... chances are good that you'll never have to dial an emergency number while at work, but why wait for an emergency to discover you don't know what number to dial. It's worth your time, your safety and the safety of others to remember that the in-Plant emergency numbers for fire are 3222 or 3911; for first aid, 3333 (3121 on Saturdays and Holidays); and for guard service, 3121 or 3122...

... if you're planning on parting with a pint of blood the next time the Red Cross Bloodmobile visits the Omaha Works, then be sure to jot down these dates. The next Works Bloodmobile visit has been scheduled for June 13 and 14 in the Works Auditorium. Registration forms will be available to all employees in a few weeks...

... the Omaha Works will observe the Memorial Day Holiday on Monday, May 27. And we'd like to add this little note of caution. This is the first of many summer outings employees will be planning with their families and friends. For some, it may also be the first plunge into a swimming pool, the first exhilarating ride in a power boat or the first lesson on a pair of water skis. Please remember that safety comes first with summer activities. There's a lot of summer fun ahead. We'd like you to be around to enjoy it.

## LUIS CANAL

### A New Country, A Better Life

Luis Canal, laboratory assistant chemist in Department 171, isn't a man who's likely to take too many things for granted.

A native-born Cuban, Luis was attending the University of Texas in 1959 pursuing a chemical engineering degree when the political turmoil in his country reached its critical peak.

In the summer of 1960, Luis visited Cuba for what was to be the last time and experienced a great deal of bureaucratic red tape when he attempted to return to the United States.

He explained, "In order to return to this country, I had to prove to the Cuban authorities that I couldn't pursue the same degree in Cuba."

Having anticipated the possibility that he might encounter just such a problem, Luis had forewarned his instructors at the University of Texas to answer any inquiries as to his academic pursuits with the reply that he was seeking a degree in nuclear physics which wasn't offered in Cuba.

That, plus the ability to encounter and overcome numerous other obstacles placed in his path, enabled Luis to return to the United States.

"The government would only allow those leaving the country at that time to take \$5 with them. About all that would have gotten me was a cab trip from the airport," he laughed.

So Luis did what many others in the same situation were forced into doing — he smuggled money out of Cuba. In addition, when Luis had been attending the University of Texas, he had left money here prior to visiting Cuba for the last time.

So Luis executed his "escape" from Cuba, returned to the United States but experienced an abrupt halt to his education.

Luis' father had been financing his son's education. But with Luis in the United States, his parents in Cuba and the strictures of the Castro regime in between, there was no way

for Luis to obtain the finances necessary to continue his education.

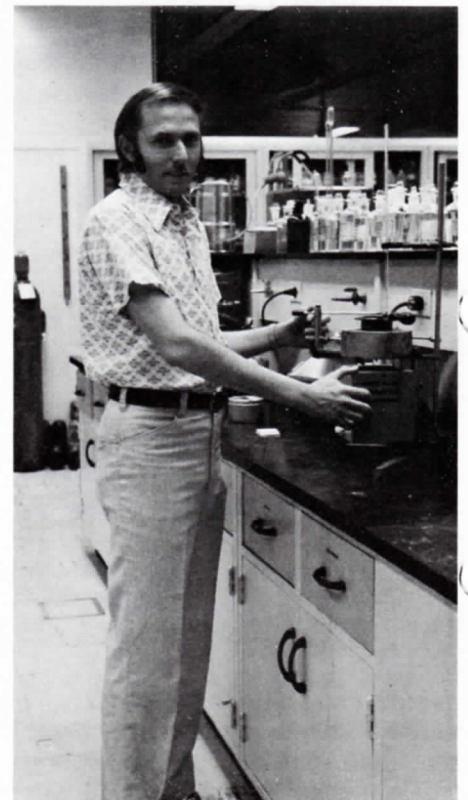
Perhaps even more frightening than the fact that Luis was unable to immediately pursue his degree, was the fact that he had become somewhat of a man without a country.

"I would like to go back," he recently reflected. "But I don't think things are going to change there. It's a situation like the one I experienced that makes you learn to really love your country even more."

Indicative of the penalties imposed by the Cuban government on Cuban citizens desiring to emigrate are those which were imposed on Luis' parents.

"Once they made it known that they wanted to leave Cuba, they immediately lost their jobs." Luis also noted that the freedom flights from Cuba to the United States were stopped by the Cuban government in mid-1973. His parents managed to leave the country prior to that time.

Today Luis estimates that close to  
*(continued on page 3)*



Now he's an American.





**A FAMILIAR FACE:** Don Kaar, who has accumulated quite a bit of cash recently as a suggestion award winner, has received yet another suggestion award. A toolmaker in Department 241, Don collected his most recent cash award of \$350 for proposing that the upper shedder blade of a connector cable assembly fixture be made of plastic rather than steel. Don is pictured, above right, with Lee Utiger, section chief, 241-8.



**AWARD WINNER:** Jerry Danahy, analyst — reclaimed materials, Department 242, recently collected \$875 for a suggestion he had submitted. Jerry's idea was that scrap self-support cable be separated when scrapped in order to upgrade the scrap class. Jerry, above right, reviews his award-winning idea with Earl McLean, manager, 200.



**FIRST RECIPIENT;** What do you do for an employee who plays a major part in an engineering cost reduction case, isn't an engineer and isn't eligible for a monetary award? You design a special certificate, that's what you do! Richard Miller, pictured above center, a section chief in the Transportation Department, is the first recipient of this special certificate. He suggested that piggyback trailers be stored at the Omaha Works after the cargo they were carrying to the Works had been unloaded. The stored trailers could then be used to transport material being shipped from the Works. The prior technique had been to return the trailers once they had been unloaded. An unnecessary amount of time and money were then wasted when the Omaha Works had to order empty trailers to be shipped from the railroad company to the Works to be loaded with a new cargo. It is expected that a number of other Omaha Works employees will be periodically receiving the specially-designed Certificate of Recognition for Achievement in Engineering Cost Reduction. Also pictured in the photo are Ken Batchelder, left, senior engineer, Department 233, and George Rosness, assistant manager, 230.

## Luis *(continued from page 2)*

one-half million Cuban refugees have sought new lives in the United States since 1959.

"Most of my immediate family made it out of Cuba," he said. "However, I have friends whose families are still there. They can correspond with each other but the mail is censored by the Cuban government."

Prior to his parents' departure from Cuba, Luis would sometimes send them money.

"But I know that eight out of 10 times they never received it," he commented.

Luis came to the Midwest in 1961 to visit some friends in Iowa. He wound up in Omaha where he worked in a drug store, then a chemical company prior to his employment at the Omaha Works in 1965.

In February of this year, something very special happened to Luis Canal. He became a United States citizen.

"I'm very proud to have become a citizen," Luis said. "I feel, because of the studies I went through and the oral exam I had to take prior to receiving my naturalization papers, that I know this country better than most native-born Americans."

Luis noted that among the questions he had to answer was one concerning the number of votes it takes for the Senate to override a presidential veto, a question the typical man or woman on the street probably couldn't answer.

Luis strongly believes that his newly-acquired citizenship will afford him some appreciable opportunities.

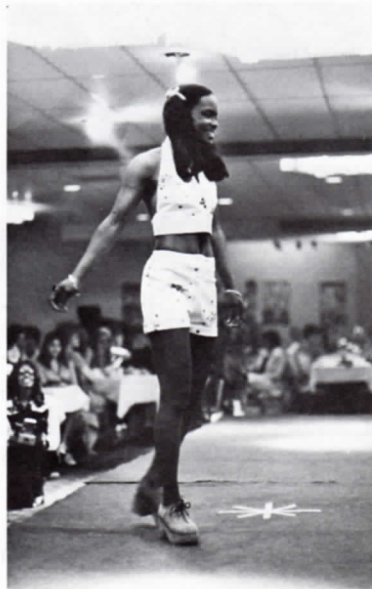
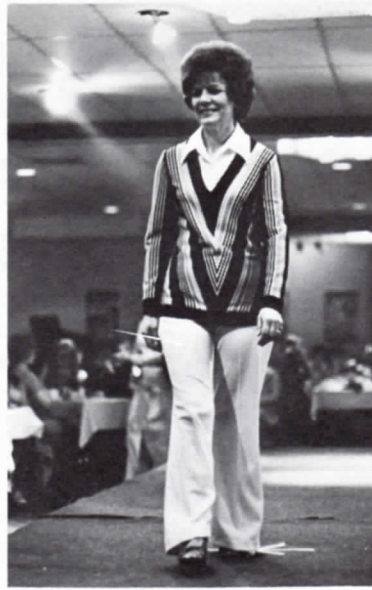
"This fall I plan on enrolling in school to continue my education," he explained. "I'll probably be pursuing a degree in chemistry."

Although the gap between the time Luis began his college education and the time he reenrolls is sizable, he noted happily that the credits he earned while at the University of Texas can be counted.

"I waited to continue my education until I became a citizen," he

*(continued on back cover)*







# HAPPY DAYS

Weoma Club-sponsored  
dinner and fashion show with  
a Fabulous Fifties theme  
April 24, 1974  
Holiday Inn, 72nd and Grover  
Tommy Bishop Band  
Fashions from the Philips Stores  
Photography by Steve Miller,  
Department 251-6





# Western Electric Benefits: The Pension Plan

This is the seventh in a series of articles prepared by the Headquarters Benefit Organization describing the highlights of the Western Electric Benefit Program. The articles are intended to promote a general understanding of the various plans and cannot cover all of their terms and conditions. Full details are available, however, in booklet form from your local Benefit Department.

Not too many years ago, retirement as we know it was unheard of. People simply worked as long as they were able and then lived on whatever they had managed to save or were supported by their children. Large families were sometimes the only insurance against need in old age.

However, toward the end of the 19th century, private pension plans and various forms of governmental assistance for the aged were introduced in Europe. The private plans spread quickly to some of the major industries in the United States, including Western Electric which introduced its pension plan in 1906. The Social Security Act was passed later, in the 1930's, and today almost every working man and woman is assured of some form of retirement income.

But too many people don't know enough about their company pension plans. Of course, for some of you, retirement seems too far away to even think about it. Still, no matter what our age or how satisfying our job, most of us do occasionally think about the things we want to do when we retire. Too frequently, our plans are based on our current incomes, and we forget that when we stop working our incomes usually will be reduced. It's natural to think about the pleasant aspects of retirement and conveniently forget or put off the hard part — the financial planning. To make our plans a reality, we should learn enough about the Company's pension plan and the social security program to enable us to start long-term investment or savings plans that will produce whatever supplementary retirement income we might need.

Our Benefit Plan provides 4 types of pensions:

- (1) A **service pension** based on age and term of employment as follows:

Age	Years of Service
65	15 years
55	20 years
50	25 years
Any Age	30 years

- (2) A **disability pension**, payable to any employee who becomes totally disabled due to sickness or injury not related to Company employment after completing 15 years of service, but before reaching eligibility to a service pension. (Disability due to injury resulting from and in direct connection with the performance of an employee's job is provided for by the Accident Benefits payable under the Plan.)
- (3) A **vested deferred pension**, payable at age 65, to any employee who leaves or has left the Company on or after June 1, 1969 at age 40 or over and with at least 15 years of service, provided the reason for leaving is other than retirement on Company pension or acceptance of other Bell System employment.

- (4) An **annuitant's pension**, payable at age 55 to the surviving spouse of an employee who dies during active employment while eligible to a service pension, or to a surviving spouse or parent designated by an employee who elected the Survivor Option prior to retirement on service pension and who dies after retirement.

Your monthly pension is based on your average monthly rate of pay during the 5 consecutive years in which you were paid the highest rate of pay, excluding overtime. Under the pension formula your pension will be:

- **1% of your average monthly rate x years of credited service through the month of your 55th birthday plus 1.5% of your average monthly rate x years of credited service after the month in which your 55th birthday occurs.**
- **If you retire before age 55 for any reason other than total disability, your pension will be discounted at the rate of .5% for each full or partial month of retirement before age 55. If you must retire before age 55 because of total disability there is no pension discount.**

If the pension formula sounds complicated, perhaps the following examples will make it a little clearer:

John Jones has 35 years of service and has decided to retire at age 60 just to hunt, fish, and take life easy. His average monthly wage for his 5 highest paid consecutive years is \$800. His pension would be figured as follows:

$$\begin{aligned}
 &1\% \times \$800 \times 30 \text{ (the number of years of service through the mo. of his 55th birthday)} &= \$240.00 \\
 &1.5\% \times \$800 \times 5 \text{ (the number of years of service after the month of his 55th birthday)} &= \underline{60.00} \\
 &\text{John's Monthly Pension:} &= \$300.00
 \end{aligned}$$

Bob Smith has 28 years of service and is retiring at age 53 to manage his own service station. His average monthly wage for his 5 highest paid consecutive years is also \$800.

His pension figures are:

$$\begin{aligned}
 &1\% \times \$800 \times 28 \text{ (the number of years of service)} &= \$224.00 \\
 &\text{Less discount for retirement before age 55 (.5\%} \times \$224 \times 24 \text{ months)} &= \underline{26.88} \\
 &\text{Bob's Monthly Pension:} &= \$197.12
 \end{aligned}$$

(continued on next page)



## BENEFITS

(continued from preceding page)

Pension computations of employees who leave the Company with eligibility to a deferred service pension will include the additional .5% for each year of credited service after age 55, provided the date of leaving is on or after October 1, 1971 (the date the increase in the pension formula was added to the Pension Plan).

The pension plan provides the following minimum pension amounts for retired full-time employees when:

	Minimum Pension
Retiree is under age 65 and —has 20 years or more of service	\$100
Retiree is age 65 or older and —has 20 but less than 30 years of service	\$135
—has 30 but less than 40 years of service	\$140
—has 40 or more years of service	\$145

For employees retiring at 65 with 15 but less than 20 years of service, the minimum pension is the proportion of \$135 that the term of employment bears to 20 years.

The minimum pension amounts may not apply for employees retiring on disability pensions with less than 20 years of service and to part-time employees. Minimum pension amounts **do not** apply to persons receiving deferred service pensions.

Your benefit representative is well qualified to discuss the pension plan and your particular pension status. You should contact your benefit representative for further information, and let him or her know several months ahead of time if you are planning to retire. This early notification is particularly important because of the Survivor Option provisions of the pension plan. We will discuss the Annuitant's Pension (Survivor Option) in the next article in this series.



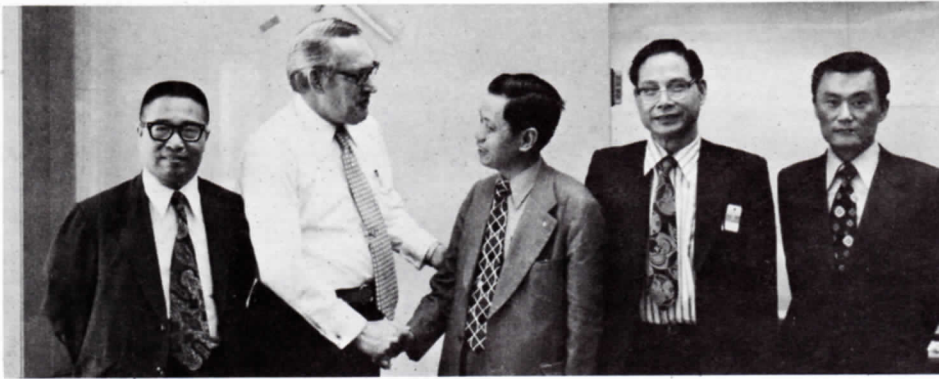
Arthur Winter, who retired from the Omaha Works in 1972 with 42 years of service, is among thousands of Western Electric employees across the country participating in the Company's Retirement Program.

Get it all together  
with U.S.  
Savings Bonds

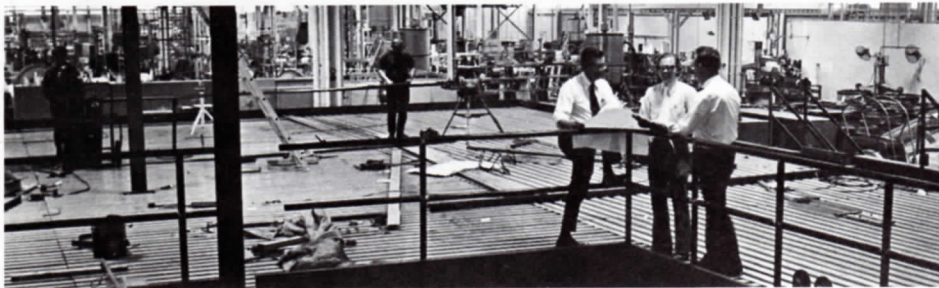
1974  
Western Electric Bond Drive  
June 3-June 14

The Omaha Works United States Savings Bond Drive will begin June 3 and continue through June 14. During this time all Works employees not currently enrolled in the Payroll Savings Plan will be encouraged to do so while those employees already participating will be given the opportunity to increase the number of bonds they are currently purchasing. The 1974 drive has a goal of 75% employee participation in the Payroll Savings Plan. This year's drive is under the direction of Bob Tatten, assistant manager, 860.





**SPECIAL GUESTS:** The Omaha Works recently welcomed some visitors from the National Republic of China. The guests, all affiliated with the Walsin Linwa Electric Wire and Cable Corporation in Taipei, Taiwan, were hosted by Earl McLean, manager, 200. Their visit included a tour of the wire and cable operations. The Omaha Works was their first stop on their United States visit. Pictured above with Rex Mallory, second from left, department chief, 273, are Mr. Kuo, plant manager, left; Mr. Chiao, president; Mr. King, consultant; and Mr. Ho, planning manager. The men had scheduled a visit to the Atlanta Works following their Omaha visit.



**MOVING UP:** In order to accommodate equipment used in the manufacture of the screen for Z screen cable, an overhead platform has been constructed in the Cable Plant. Pictured in the foreground on the platform prior to the pouring of the cement floor are John Stenstrom, senior engineer, Department 231, left; Paul Koehler, planning engineer, Department 273; and Clay Higginson, senior engineer, Department 231. All three men are among those instrumental in the implementation of the new facilities. John and Clay were involved with the construction of the platform and the placement of the machinery while Paul worked with the design people in the proving-in of the product. These facilities are expected to be fully operational in the third quarter of 1974.

## Luis *(continued from page 3)*

explained. "Most people don't realize that as a foreigner I would have had to pay tuition that was way too much for me to afford. Now that I'm a citizen, I am going to pursue my degree under the Company's Tuition Refund Program."

But what matters more than anything else to Luis is another event which took place the day he became a United States citizen. Following the official ceremonies, he, and others like him, were afforded the opportunity to register to vote.

And Luis will exercise his voting privileges for the first time on May 14 in the Nebraska primary elections.

"I definitely plan to vote," he stated. "That's a right a citizen should exercise. As with any other citizen, there are things I like and things I don't like about the United States government. But at least in this country, through my vote, I can do something about what I may not like."

### **Conservation Tip:**

**MAKING PHOTOCOPIES?  
IF POSSIBLE, PRINT ON  
BOTH SIDES.**

## **the Westerner**

VOLUME 18 NUMBER 4

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Nebraska, 68114; or telephone 334-4132.

Member

Nebraska Association of Business Communicators  
International Association of Business Communicators  
Printed in the U.S.A.



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