

Equal Employment Opportunity

The Omaha Works, like all other locations of the Company, is an Equal Opportunity Employer. It is the policy of the Western Electric Company that all applicants for employment and all employees are recruited, hired and assigned on the basis of merit without discrimination because of race, religion, age, color, sex or national origin.

The employment policies and practices of WE have been and will continue to be such to insure that all of its employees are treated equally and no distinctions are made because of the employee's color, age, religious belief, sex or national origin.



NSN Progress Report: During the past several weeks, employees of merchandise service, the warehouse and the reel yard have been participating in tours of telephone company facilities in conjunction with the NEVER SAY NO service campaign. The groups from the Omaha Works are gaining a more thorough understanding of the relationship between telephone company operations and the Omaha Works' service efforts. H.E. (Harry) Anderson, Western Electric installation supervisor, pictured above right, has been hosting the tours at Northwestern Bell Telephone Company. Also assisting in the tours is Jerry Miller, another Western Electric installation supervisor.



Over 15 years ago in downtown Omaha

the
westerner
Omaha Works MAY 11, 1973

June 4-8 Open House Hours Told

Got your calendar handy? Then you might want to jot down the 15th anniversary Open House schedule which was recently announced.

You will note that the times have been arranged to accommodate employees on all three shifts.

On June 4 and 5, the Omaha Works will be open exclusively to employees, their families and friends from 12:30 p.m. to 3 p.m. and from 6:45 p.m. to 9 p.m.

June 6-8 will be open to the public with the hours of 6:45 p.m. to 9 p.m. all three evenings.

When was the last time your family, or you for that matter, got a good look at the total Omaha Works operations? June 4-8 will be a good time to take advantage of that opportunity.

ACCIDENT BENEFITS

This is the fourth 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.

An open file drawer, a fork truck driven a little too fast, a shortcut on an installation job. None of these things seem important — until they cause an accident.

Statistics show that an accidental injury occurs somewhere in the United States every three seconds. It's true that by far the majority of these accidents occur off the job. As a matter of fact, most of them happen in the home. But industrial accidents still account for a good number of injuries.

Thanks to our safety programs and a safety-conscious work force, Western Electric has a good safety record. But despite all our precautions, accidents do happen. And in case of disabling injury, the Company's Benefit Plan provides accident disability benefits. The Plan also provides for payment of all authorized medical expenses related to an accidental injury.

Accident disability benefits under the Plan differ from sickness benefits. Sickness benefits are paid for absence due to sickness or off-the-job injury; accident benefits are paid for disability due to injury resulting from and in direct connection with the performance of an employee's job.

Accident benefits under the Plan begin on the first full day of absence due to disability and are paid according to the following schedule:

Term of Employment	Period of Full Pay	Period of Half Pay
From 1st day of employment up to 15 years	13 weeks	Half-pay accident benefits are paid for as long as an employee remains totally disabled after expiration of full-pay benefits.
15 to 20 years	26 weeks	
20 to 25 years	39 weeks	
25 years or more	52 weeks	

When an employee is partially disabled for work because of an injury resulting from and in direct connection with the performance of his or her job, partial accident benefits are paid based on loss of earning capacity.

For example, take an employee who is well enough to return to work, but because of medical restrictions is able to work only part-time, or is able to work on a job which meets the restrictions but pays less than his or her regular job. In such a case, the Benefit Plan provides for payment of 100% of any wage loss during the period for which the employee qualifies for full-pay accident benefits. If partial disability extends into the half-pay accident benefit period, the employee will receive 50% of any wage loss. Partial disability payments may be made for a period not to exceed six years.

If you become disabled because of an on-the-job accident, generally you will be entitled to benefits under a Workmen's Compensation Law. Accident disability and medical expense payments under the Benefit Plan include amounts awarded or due under the Law.

The Company, under the Benefit Plan, has the overall responsibility for providing necessary care and treatment of employees injured on the job and will pay the expenses of such treatment upon approval by the Benefit Committee.

If you have an accidental injury on the job, you must report it to your supervisor immediately and seek the advice of the Medical Department regarding treatment of the injury. It is also important that you consult the Benefit Department. The benefit representative will explain your rights and responsibilities under the Benefit Plan.

No one ever looks forward to collecting sickness or accident benefits. They're like life insurance; you wish you didn't have to have it. But, like life insurance, accident benefits provide peace of mind. You know that if the financial protection is needed, it is there.



Charity Smith

Keeping Pace With A Busy Life

"If you keep busy, life won't run away and leave you."

Charity Smith's life seems to pivot around this philosophy. A technical assistant in Department 312, Charity isn't about to let life leave her behind and to prove it, she has adopted an increasingly busy schedule for her day to day activities.

To begin with, Charity has spent the past seven years of her nine-year employment at the Omaha Works in the area of engineering.

During those seven years, she has worked her way up to the position of technical assistant while fostering an ambition to achieve even more.

"I would like to get into the engineering field," she stated. "It's interesting and there are a variety of career possibilities."

She emphasized, "I would like to

see more women in this field other than in the clerical areas."

Charity admits that the Company's tuition refund program will possibly make a better career more accessible to her. Through the program, she is currently enrolled in two night courses at the University of Nebraska at Omaha.

"I'm working towards a degree in business administration with a concentration on engineering," she explained.

And as if night classes weren't enough, Charity also finds the time to participate actively in her church as director of the senior choir. She and her husband, Leonard, a member of the Omaha police force for the past 10 years, belong to the Pitty Patters, a social club involved in community activities.

"The club is comprised of six couples," she said. "We get to-

gether often so we decided we might as well do something constructive."

Included among the club's various community activities are visits to nursing homes at Christmas time as well as recent donations to the Sickie Cell Anemia Drive.

Explaining the Smith's attitude towards getting involved, Charity said, "There are so many people who are talkers and very few who are doers. We decided to be doers.

"The more you get involved in things," she explained, "the more you see things that need to be done."

Chances are good that Charity Smith is going to keep pace with the active life she has scheduled for herself. She plans on being one person who isn't left behind.

"That way," she stressed, "you can get just about everything you want."

Dolls for Dolls for Dolls

Weoma Club-sponsored
dinner and fashion show
for female employees and
wives of employees

April 26, 1973

Anthony's Restaurant
Fashions from Kilpatrick's
Guest speakers John Dutton,
of the Nebraska football
team, and Bill Jansen,
former Cornhusker star
Hatha Yoga demonstration
by Jody Williamson





National Secretaries Week

Speaker Cites Career Goals

"When was the last time you sat down and thought about yourselves?"

That was the question posed to a number of Omaha Works secretaries by Alice Van Horen, guest speaker during the in-plant celebration of National Secretaries Week, April 22-28.

"We are going to think about ourselves exclusively today," commented Miss Van Horen, an associate of the New York University School of Continuing Education. For several years she has conducted secretarial and supervisory seminars for Katharine Gibbs School. She is also an instructor in the new evening program, "Management for Today's Woman."

Miss Van Horen spoke informally on long-range career goals for women in the secretarial field stressing at the same time the capabilities of a number of these women for careers in administrative and management areas.

"By the end of the 1970's, 40 to 45% of the women in this country will be working," she informed her audience. "Most of us did not see ourselves as business women when we were little girls. There is no tradition on how to be a business woman today. You women are the pioneers."

Miss Van Horen told the secretaries that part of the challenge of the future is their ability to ask for more responsibilities.

"An office couldn't function without the day to day administrative details a secretary does. Today a secretary is not so much a secretary as she is an assistant."

And she cautioned the group, "The challenge lies with the women themselves. Be a better team member with your boss. Bosses are the very best teachers."

She emphasized, "If we women hide under a barrel, nothing is going to be done."



Miss Van Horen speaks to secretaries concerning career goals.

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130 Sub-Branch

Quality Is An Attitude

Just about everything anybody does these days is based upon an attitude. And when people talk about quality, they're speaking basically about attitudes.

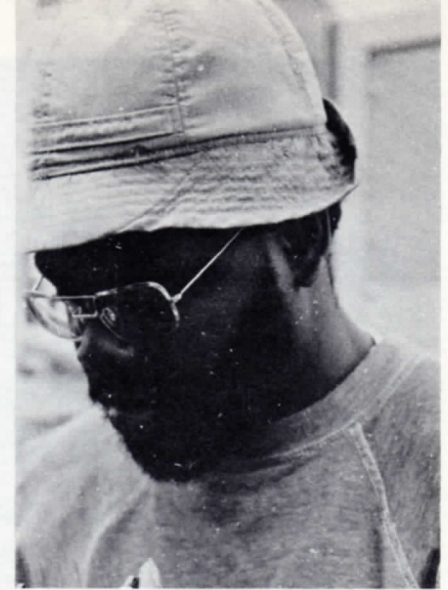
That's why, when speaking about quality in the 130 sub-branch, Assistant Manager Gene Tingwald commented, "The 130 organization has an attitude towards quality. One of these attitudes is personal pride in one's work.

"We feel, in the 130 organization, that each individual does take considerable pride in his or her day to day production."

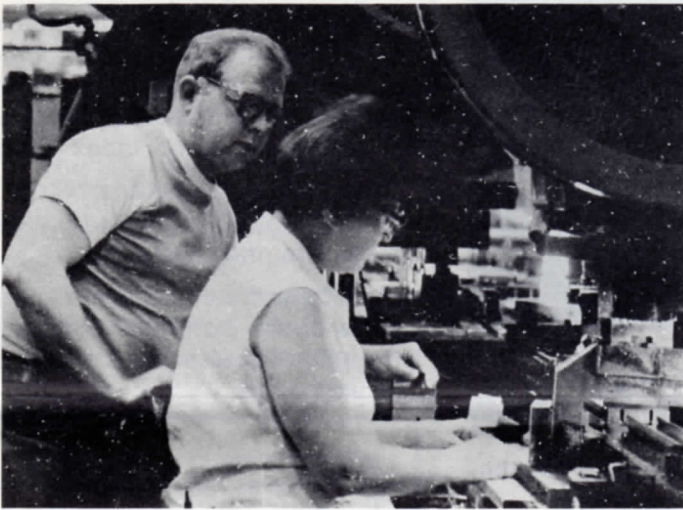
He continued, "This attitude is reflected in the organization's quality record and we're proud of our record."

Indicative of the good quality Gene's comments refer to are the

(continued on back cover)



Lamond Secret, adjuster, 132



Bill Witte, left, punch press operator, and Mary Nelson, layout operator, 135



Sara Marchello, coil winder, 133



Virginia McDermott, punch press operator, 137



Charlotte Wiebelhaus, left, adjuster (tensioning), and Bera Stennis, wireman, 134.



Dorothy Dragon

Bonds: A Wise Way To Save

What do wedding receptions, new car down payments and Dorothy Dragon have in common? United States Savings Bonds.

Dorothy, a machine operator in Department 146, has purchased bonds regularly since she got her first job 26 years ago. She is one of 3,842 Omaha Works employees currently enrolled in the Payroll Savings Plan.

"It's a good way to save and I don't miss the money that's taken out of my check," she explained.

What about her children's wedding receptions and the down payment on a new car?

Dorothy has used these occasions to cash some of the bonds she has accumulated. But she emphasized, "You won't cash bonds as quickly as you would take money out of a savings account.

"I buy one bond a month and I have quite a few saved right now. If anything happens to them, they can

be replaced providing a list of the serial numbers has been kept."

The Omaha Works Bond Drive will get under way on June 4. For the two weeks following that date, all Omaha Works employees will be given the opportunity to either begin buying bonds or to increase the number they are currently purchasing under the Payroll Savings Plan.

And this year, under a new directive of the U.S. Department of the Treasury, all Series E bonds bearing issue dates of October 1, 1973 or after, must carry the social security account number of the registered owner or the first-named co-owner.

If a parent, for example, is purchasing a bond in the name of a small child, that child must have his or her own social security number.

Applications for these account numbers can be made either by visiting the Payroll Department or by asking the departmental secretary for the necessary forms.

130 Quality

(continued from page 7)

statistics from the individual departments within the sub-branch.

Each department's contributions towards the 130 sub-branch's quality goals are based upon good quality attitudes on the part of the employees.

Department 132 has been carrying a plus "t" rating since the first of the year.


Department 133 has initiated quality control on crossbar switch coils furnished to Department 134 and to outside locations.

Department 134 has chalked up eight consecutive months in which the standard crossbar switch has been in control based on the quality assurance merit index rating.

Department 135 holds a record of 149 weeks straight without a defect on the mounting plates.

And Department 137 puts an emphasis on the control of its quality through conscientious process checks.

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