

**the
Westerner**

Omaha Works

November/ December 1980

for your information

If you have walked through the main cafeteria lately, you surely have noticed the "Instant Cash" machine. The Automatic Teller Machine (ATM) will allow people who hold Instant Cash cards to make cash withdrawals, transfers of funds and deposits on the premises.

The teller unit is being provided by the Bell Federal Credit Union as a convenience to members. However, the terminal isn't exclusively for the use of those employees with Share Draft Accounts at the credit union. Those who have Instant Cash accounts at other financial institutions also will be able to use the terminal.

This is the first such teller unit to be installed in a Western Electric plant, and is the only one in Nebraska on industrial premises. As of press time in mid-November, the unit wasn't quite ready for use, but was scheduled for operation by Dec. 1 . . .

. . . Three Omaha Works waste treatment operators have been honored for doing a particularly good job. The Nebraska Water Pollution Control Association presented certificates of merit to Glenn Lund, Martin Scheibelhofer and Milton Fetterley for their work in

waste treatment. Because of their efforts, the Scott Wilber Award trophy for 1980 was presented to the Works. The Western Electric Omaha Works was the only Omaha industry so honored this year by the association.

Early in November, the Works also hosted the 17th annual Industrial Waste Treatment and Environmental Health Conference. In addition to representatives from Western Electric, officials from the Maytag Co., IBM Corp., and Teletype Corp. attended . . .

. . . Another Works employee also was honored recently. Lorine Goynes, a payroll clerk in Dept. 331, was presented a plaque at a luncheon by the Opportunities Industrialization Center (OIC). In 1968, Lorine was one of the first students to be graduated from an OIC training program. Her plaque was presented in recognition of her successfully completing the program and assuming a career, thereby setting a positive example for today's OIC students . . .

. . . Three employees' names were erroneously omitted from an article about 710 connectors, appearing in the last issue of *The Westerner*. The article was about the Works having made its 50 millionth 710 connector since manufacturing operations began in December 1974. It mentioned those employees who were part of the original 710 connector crew in 1974 and who help manufacture the connector today. Shirley Ingram, Joann Doose and Evelyn Reimer should have been included in that list.

It doesn't seem possible that the year 1980 is practically over.

Perhaps because this has been such a hectic year — one of many changes and adjustments — the time has passed so quickly. Let's face it: 1980 has been a trying year as inflation and economic recession tightened their grip on us all.

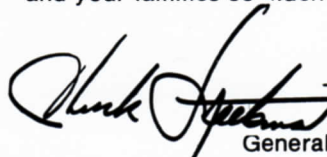
But the outlook is far from grim. I can say that with certainty, based on what I saw during the recent Works United Way campaign. Despite setbacks in our operations — despite layoffs and other adjustments we've had to face — Omaha Works people somehow rallied to the needs of the community. You pledged not only more than this year's goal, but more than 1979's United Way giving, when business was better and we had

so many more fellow employees to share the load.

It's as if the people here are saying that if times are tough, we won't let it get us down — that we will go about what needs to be done, and that includes helping others whose problems may be greater.

You are the people who bring hope to this holiday season. Your spirit of unselfish determination to confront obstacles head-on impacts not just on what we do here, but on our very lives and others around us.

I pray that these holidays and the year to come bring you renewed strength to meet the challenges ahead, and happiness and peace you and your families so much deserve.


General manager

energy . . .
less is more



MODIFICATIONS made to a station cord extruder drive has resulted in energy savings. On one of nine extruders in the station cord area, the 75-horsepower motor has been replaced by a 30-horsepower motor, said senior engineer Bob Loesch of Dept. 736. That change amounts to \$3,000 a year savings in electricity. Eventually, all nine station cord extruder motors will be of a smaller horsepower after modifications are made. The idea has similar applications elsewhere in the plant. Bob said.

On the cover

The front-cover rural scene was photographed on a Nebraska winter day somewhere northwest of Omaha. Public relations photographer Rog Howard can't recall the exact location, but he remembers tromping through navel-deep snowdrifts to capture the scene on film.

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Editor

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Western Electric

service anniversaries

november/december

20 years

L. G. Bischoff
D. K. Bishop
P. B. Kratina

F. A. Murphy
S. J. Virgillito
P. J. Avino

T. S. Farnan
G. P. Kuchinski
R. S. Matecki

R. B. Matheny
A. B. Placek
E. K. Sacco

15 years

G. C. Allen
R. D. Anderson
F. G. Anthony
P. Atchison
F. M. Cappellano
L. M. Carlson
A. P. Colanino
T. J. Connor
A. Cormaci Jr.
R. G. Danker
L. Ferraguti Jr.
W. C. Fleming
H. A. Healey
M. H. Hunt
D. M. Jennings
L. L. Kahnk
J. D. Kennedy
J. L. Knutson
D. L. Laaker
D. Q. Labs

E. M. Lessig
S. J. Mahr
C. G. Marick
J. L. McKay
M. E. McManis
F. J. Mitchell
G. E. Mongar
H. H. Nosky
D. L. Palmer
J. J. Parys
E. B. Peck
L. E. Rue
M. C. Rushing
D. W. Salzman
R. H. Sayers
W. G. Shaw
B. J. Shilling
M. K. Stehno
W. W. Utecht
E. D. Vencil

T. G. Ward
P. N. Weed
C. T. Welch
G. C. Wheeler
M. L. Zepnak
G. L. Dinville
L. P. Dolleck
M. S. Dyer
D. L. Goodell
W. D. Hadfield
L. G. Harmon
H. P. Hess
R. F. Holewinski
S. J. Ingram
J. J. Krutina
M. W. Mapes
L. J. Mitchell
A. Praitis
J. L. Richardson
W. G. Sahulka Jr.

P. W. Schwenck
L. L. Scott
W. J. Sloup
V. A. Smolinski
D. G. Streeter
S. L. Strong
S. M. Swingholm
M. F. Turner
J. E. Updegraff
M. B. Warren
R. G. Wilson
R. L. Wilson
H. Woicke
S. J. Yearsley

10 years

B. W. Gray



Ray Moulis
40 years
12/8/40



Page Nolan
30 years
11/13/50



Bob Olson
30 years
11/8/50



Bob Tatten
25 years
11/28/55



Bonnie
Neiswanger
25 years
11/11/55



Smitty Smith
25 years
11/21/55

Not pictured:
Dean Schroeder
25 years
11/21/55

suggestion box

Christmas came a little early for **Doug Haase** of Dept. 441 when he was awarded \$10,000 for an idea submitted to the employee suggestion program. It's the fourth \$10,000 suggestion award to be presented to Works employees in four months.

Doug knew he had a good idea, he said, but still was surprised the award was so great. Doug's no stranger to the suggestion program, having earned awards before. None, however, compared to this, he said.

His idea was that a gauge be used to check "run-out" and other requirements of miniature wire spring relay cores. It permits sorting through rejected lots for salvageable parts.

Two other employees also earned impressive awards for their suggestions. **Jim Elliott** of Dept. 741 received \$7,100 for his idea to modify 710 connector index strip molding tools. Jim was a big winner just a few months ago when he received \$7,825 for another of his suggestions. **Robert Sundell** of Dept. 723 received a \$1,230 award for suggesting that lubrication be changed on carbide tools used in the manufacture of miniature wire

spring relays.

Other employees who received suggestion awards include:

Ron Hanner, Dept. 746, \$405.
Veronica Todero, Dept. 439, \$285.
Eric Petersen, Dept. 435, \$215.
Albert Anthon, Dept. 746, \$110.



Doug Haase



Jim Elliott



Robert Sundell

BSSP/SSP results

The following are the September unit values for both the Bell System Savings Plan (BSSP) and the Savings and Security Plan for non-salaried employees (SSP):

BSSP

	Units Value	Units Credited Per Dollar
AT&T	2.1157	.4726
Government Obligations	2.1657	.4617
Equity Portfolio	1.8092	.5527
Guaranteed Interest Fund	1.0713	.9334

SSP

	Units Value	Units Credited Per Dollar
AT&T	.9879	1.0121
Guaranteed Interest Fund	1.1599	.8621

A spirit that's real

Has the Christmas season become a little too commercial for you?

Does it seem the spirit of giving (if the price is right) surfaces briefly around Dec. 25, and thereafter it's everyone for himself?

Rejoice! There are people at your side who are proof that the scrooges of the world haven't taken over yet. When Works employees were asked to name fellow workers who exhibit a true Christmas spirit all year long, these are the people they named:

Steve Pokorski, machine operator, Dept. 441 — "He knows everybody and he's always easy to get along with. I give him a lot of trouble (teasing) and he takes it pretty good. Time goes by a lot faster when you're not working with an old grouch," said Carl Hirtzel, Dept. 441.

Joan Siwa, secretary, Dept. 413 — "She's the most selfless person I know in just everything she does," commented Barb Petty of Dept. 401. "And she's always smiling," added Lynn Bohannon, Dept. 401.

Tanis Pinkerton, machine operator, Dept. 723 — "When a new employee

comes into the group, she's friendly and tries to help them. She should be a good will ambassador," said Mary Faulkner of Dept. 723. Ralph Head of Dept. 723 agreed: "Tanis always tries to keep the group going."

Gordon Harlow, results investigator, Dept. 411 — "He's willing to help whenever you have a problem" said Chuck Sipe of Dept. 411. "Besides that, his wife's a good baker and he shares with us the stuff she makes."

Amy Schreiber, wireman, Dept. 439 — Four employees gave Amy's name in the random poll: Connie Gunther, Judi Bonner, June Fischer (all Dept. 439) and Ingrid Griffin (Dept. 443). "She never complains about her problems," they commented. "When things get you down, she always finds the positive. She sets a good example for everyone, and she's just a real inspiration to us."

Steve Costello, welding machine operator, Dept. 437 — He keeps his composure in trying times, said Clark Schroeder of Dept. 723. "He helps you out when you need it," including various volunteer service in the community. "A lot of people don't want to do anything for anybody, but Steve's always ready to help. He's one of the nicest guys I've ever worked with."

Zona Plymale, recently retired clerk, Dept. 413 — Don Maaske of Dept. 514 described Zona as "a jovial individual who always contributed to a happy work environment."

Tom Adamson, information systems staff, Dept. 122 — "He's always telling jokes and livening up the conversation," said Bob Wilson, Dept. 122.

Carl Soby, sheet metal worker, Dept. 744 — "He's got a big family of his own and yet he's helped out so many other kids," noted Larry McKenna of Dept. 274. Carl and his wife have eight children of their own, and have adopted four other youngsters, with a fifth adopted child expected after the first of the year.

George Friesell, machine operator, Dept. 411 — "He's just a good-natured guy," remarked Don Pfeifer, Dept. 411. "He's a good guy to work with — I've never seen him down."

Pauline Mangelsen, machine operator, Dept. 287 — "She's a friend to everyone. She pitches in to help when you need her," said Evelyn Suverkubbe, Dept. 287.

Bobbie Wilson, adjuster, Dept. 725 — "She's always bubbly — has a good outlook on life. She perks you up!" said Linda Johnson, Dept. 725.

Darrell Lieber, tandem insulating operator, Dept. 251 — Don Gould of Dept. 251 said Darrell is the happy, even-tempered sort. That's important, because "if you're gonna speak to someone in the morning, you kinda like them to speak back — he always



TANIS PINKERTON . . . "She should be a good will ambassador."



GEORGE FRIESELL . . . "A good guy to work with."

says good morning and smiles."

Susie Ells, machine operator, Dept. 251 — "She can joke and cheer you up," commented June Siefer of Dept. 251. "It makes a better day when you work with someone who's happy — it makes me happy, too."

Frank Markesi, SQC investigator, Dept. 362 — "He's always pleasant and has a nice word for you," said Ann Lohmeyer, Dept. 333.

Sue McClellan, invoice clerk, Dept. 331 — "She's very cooperative," said Dorothy Leifeld, Dept. 333. "She just strikes me as being a happy sort, and that puts me in a good spirit."

Sandy Riepl, wireman, Dept. 444 — "She's always so cheerful, you just know she's having a good time. And if one person's in a good spirit, everybody's in a good spirit," said Jan Connolly, Dept. 444.

Lona Richling, utility operator, Dept. 437 — Two employees, Virginia Holmquist (Organization 800) and Monica McAleer (Dept. 1230), referred to Dona's many years of volunteer work for the Red Cross Bloodmobile and the Works' Christmas party. "She's the kind who would go out of her way to help somebody," Virginia said. "She's genuinely interested in people — a good listener and a true friend," said Monica.

Eddie Grasmick, assembler, Dept. 441 — "He doesn't complain, he's helpful, cheerful — just pleasant to be around," said "Irish" Donahoo, Dept. 441.

Charlotte Pfeffer, clerk in WEOMA office and safety store, Dept. 511 — Hers is the kind of job where two or three



MARTHA ROSS . . . There's no being sad around her.

people want service at the same time, said Hank Wnuk, Dept. 745. "She seems to manage to smile about it, joke around and get the job done."

Peggy Walters, reproduction staff, Dept. 331 — "She has the ability to see the funny side of any situation and she encourages us in whatever we do," said Tim Raasch, Dept. 331.

Sheila Moberg, clerk, Dept. 413 — "She's always friendly, and knows you by your first name — that's important," said Darrel Sudduth, Dept. 413.

Thelma Cronin, typist, Dept. 331 — "No matter how busy she is, she's got time to help you out," said Marti Lenz, Dept. 748.

Lona Schulz, inspector, Dept. 361 — "She's bubbly and never lets her problems get her down. Someone like that around you makes you feel good, too," commented Virginia Potter, Dept. 723.

Terry Moore, plater, Dept. 437 — "He gives up a lot of his time to help others," said Joe Hessner, Dept. 361, referring to Terry's help with the Christmas party, WEOMA and community projects. "He's all right!"

Zelma Buzzard, bench hand, Dept. 445 — "She's in good spirits every day, always helping people — she's a beautiful lady who makes you realize life is worth living," said Helen Toney, Dept. 445.

Peter Brennan, winder, Dept. 252 — "He's a good-natured guy who can take my teasing — that makes the day pass better," said Fred Kallhoff, Dept. 251.

Dick Hinkle, layout operator, Dept. 441 — "He can cheer you up. I never hear him say anything bad about any-

one. We could use more like him around," said Ray Rohac, Dept. 252.

Several employees offered more than one name of people with year-round Christmas spirit. Charles Taylor of Dept. 1231 nominated **Hugh Wells**, an accountant in Dept. 333, and **Martha Ross**, front lobby guard, Dept. 746. Hugh is "always friendly and has good things to say about people," said Charles. "And there's no way you can be sad when you're around Martha. She always looks on the lighter side of any situation."

Mary Pfeifer of Dept. 411 named three people. **Bob White**, a stockkeeper in Dept. 411, is "kind, considerate — he makes me feel like there's still nice people left in the world," she said. Thoughtful **Marge Brewer**, a stockkeeper in Dept. 411, knows how to cheer a person who's uptight: "She's real good at easing your mind." **Sharon Swingholm**, a wireman in Dept. 444, is "sincere and down-to-earth," Mary said. "She'll listen to you and is very understanding."

Some employees were at a loss to come up with a single name of a co-worker. The reason?

"They're all so nice, I can't single out one over the other," explained Oscar Timmons of Dept. 441. "Even the boss is nice!"

"Very seldom do you meet anyone around here you don't like," one worker commented.

"Everybody basically has the Christmas spirit all the time around here," summed up Jon Marinus of Dept. 282. "We all help each other — and we know it's something we can depend on."

Quality watch points to campaign

Since the beginning of the year, the people in the statistical quality control (SQC) department have been keeping close tabs on the quality performance of each subbranch and assigning points accordingly.

SQC department chief Lyle Hermanson said points were assigned based on five criteria: Product demerit indices; lowest Demerit Index, greatest Demerit Index improvement over previous rating period; lowest percent of process weeks "out of control;" and greatest reduction in percent of process weeks "out of control." Points have been awarded for each rating period of the year 1980.

The project has been an attempt to increase awareness of the importance of quality workmanship, Lyle said, specifically as an aid to supervisors. Inspection results are relayed to the subbranches so supervisors can "see weak points and maybe improve for the next period," he said.

The results of the project have been gratifying. "I would say there's been a lot more attention given to quality since it began," Lyle said, mentioning that at the end of the seventh quality rating period of the year, the Works had a respectable four products rated below normal for 1980. The Works has pledged to have no more than six products "out of control" for the year.

"Hopefully, we will have no more products out during the current eighth rating period," Lyle noted. "If we can get through the period with no more out, we will have done an extremely good job."

As quality awareness mounted, a special lighted sign was built and



SIGN OF THE TIMES ... Carl Schrum (left) and Gene Adler of Dept. 744 were in charge of moving the quality recognition sign to the cable shop where it would hang over the Dept. 280 work area.

erected over the subbranch work area having the most points for the sixth rating period. Praising the winning group, it sported a slogan, "Quality today, jobs tomorrow." The sign was moved to a new area at the end of the seventh rating period proclaiming, "You made it possible because you made it right."

The project has been drawing such interest, Lyle said, that plans are under way to launch a quality campaign in

1981. It will include prizes for employees who do quality work, he said.

The subbranches who were awarded the most points for each rating period (through the seventh period) are: Subbranch 280, first period; 250, second; 280, third; 440; fourth; 430, fifth; 440, sixth; 280, seventh.

Cumulative scores also have been kept. At the end of the seventh rating period, Subbranch 280 had accumulated the most points, 129.33.



Car pool spells gas relief

A survey of 11,000 Bell System employees last summer indicated that 38 percent participate in some form of car pooling or mass transit. That's nine percent above the national average.

As gasoline prices continue to in-

crease and the threat of depleted energy sources continues, a growing number of commuters are searching for alternatives. In the Omaha area, alternatives include a bus system, operated by Metro Area Transit. A map of routes and schedules are available at the WEOMA office.

Metro Area Carpool provides a free service to match would-be car poolers. Information about an individual's riding needs are matched with other people of similar needs, all living within reasonable proximity of one another. To register with the service, one simply fills out and mails in a form available through the WEOMA office or public relations, or calls 341-POOL to sign up.

Here are some tips to help make car pooling successful:

1. Make your pool serve just one purpose. Don't let a commuter pool become an errand or shopping service.

2. Choose one permanent driver if possible.

3. If driving duties must be shared, rotate monthly or weekly — not daily — to avoid confusion.

4. Agree in advance on reimbursement for driving expenses, and on regular payment dates.

5. Maintain a regular route and schedule.

6. Check on liability coverage with your insurance agent.

7. Plan in advance adjustments to be made in event of illness or mechanical problems.

8. Don't honk for passengers. Agree in advance on how long the driver should wait.

9. Establish a common meeting place for the trip home, if possible.

10. Discuss potential problems (such as smoking, radio station) and come to a firm agreement in advance.

KOOTCHY-COO . . . Dee Stinson (left) and Teresa White take care of the dress-a-doll newborns. Dee helped Della Tyler coordinate the project this year; Teresa's doll entry last year was judged second best citywide.



Toys, party a preview of holidays

The Thanksgiving turkey wasn't even in the oven yet, and already plans were well under way for Omaha Works Christmas-related activities.

Early in November, 360 dolls were distributed to employees as part of the Works' annual dress-a-doll campaign. Employees were to dress the dolls and return them for distribution by the Salvation Army to needy children, said Della Tyler, who chairs the project this year. The dolls were displayed in their own "maternity ward" next door to the WEOMA Club office.

Bobbie Wilson and Dennis Karloff, meanwhile, planned the annual toy drive for Dec. 1 through Dec. 9. This year, the drive has a new name: Operation Gift Lift.

Employee donations purchase new toys which are given to the Salvation Army for distribution at Christmas. Last year, Works people turned over 3,200 new toys to supplement those bought with the army's Tree of Lights campaign funds.

"We are the only company in Omaha to contribute toys like this for the Salvation Army," Bobbie said. Toys collected this year will be displayed Dec. 10 and 11 in the Works auditorium during all three shifts.

The yearly Christmas party for employees and their children is to be held at the Works Dec. 6 from 1 to 5 p.m., said Roger Neumann, chairman of the event. The party will feature Santa, clowns, gifts, refreshments and cartoon showings. Also, a magician will put on shows throughout the day, he said.

To avoid overcrowding at any one

time, employees and their families are asked to attend according to organization: From 1 to 2:30 p.m., Organization 400; 2:30 to 3:30 p.m., Organizations 200 and 300; 3:30 to 5 p.m., Organizations 500, 700 and resident groups.

The WEOMA Club Chorus is sched-

uled to sing at the party, according to Dick Runnels, one of the group's directors. The chorus also has been tuning up for performances at five Omaha-area nursing homes, he said, and will sing in the Works main cafeteria at lunchtime prior to the holiday break.

EO reps are ready to help

To get ahead in this world, each of us wants to be given a fair and equal chance to achieve our goals.

The Omaha Works is dedicated to providing people that chance by following a policy of equal opportunity. That policy guarantees Western Electric employees, employee applicants and contractees that they will be treated equally, with no distinctions made because of race, religion, sex, color or national origin.

Gail Bailey and Bob Olderog are Works equal opportunity representatives, whose job is to investigate and resolve any concerns and problems that may arise regarding fair treatment.

Both Gail and Bob see their roles as being intermediaries who are readily available to help.

"Sometimes mistakes are made and it's important to have someone on the premises to solve a problem right away," Bob said. "We try to put problems into their proper perspective."

Employees who think they have experienced discrimination are encouraged to contact either Gail (Ext. 3597) or Bob (Ext. 3594). Then, it's a

matter of researching all sides of the story, so that understanding and resolution may be reached between the parties involved.

Understanding is the key to a majority of the investigations, Gail noted. "A lot of times when complaints are filed, it's because of a misunderstanding or not fully understanding a policy," she said.

Lack of communication appears to be the culprit in such cases. Particularly in these instances, having equal opportunity representatives on Works premises can be an asset.

"Often these matters can be resolved very quickly by coming to us first," Gail said, rather than relying on government channels which could take more time.

Gail's and Bob's offices are located on the first floor of Building 20. Bob works in the personnel and benefit services office (opposite the front lobby), and Gail's office is across the hall. Conversations with them regarding possible discrimination are kept in confidence.

United Way drive tops '79 record

Just when we thought the 1979 United Way in-plant campaign results would be a tough act to follow, the 1980 campaign drew an even bigger encore.

Employees pledged \$318,174 this year, 15.2 percent more than the goal of \$276,180. In addition, and despite fewer employees on roll, the 1980 amount donated exceeded the amount contributed last year, \$314,443, said Gene Saab, who helped coordinate the drive.

Employee participation increased to 88.6 percent, Gene said, with 52.9 percent of those employees being Fair Share givers.

"That's a high percentage and proves two things: That the solicitors did a good job and that the employees here are more than willing to help out their community," he said.

He named eight top solicitors who helped make the campaign a success: Darrell Leiber and Steve O'Dell of the cable shop; Judy Tyler, Sheila Moberg and Carl Greunke of the office staff; and Pat Oliver, Leona Alvarado and Cathy Placzek of the apparatus shops.

Their work as solicitors is invaluable, Gene added, because they were among the 6,000 Omaha area volunteers who continued to make it possible to cut administrative costs and assure that "90 percent of every dollar collected gets to a United Way agency . . . to the people who need it."

An oversized check representing employees' pledges was presented last month to John Harding, general campaign chairman of this year's drive. He praised the Works' in-plant efforts under the leadership of Ed Arnone, plant drive chairman, and Terry Moore, Jim Hardick and Tom Welchert, co-chairmen.

Speaking after Works general manager Chuck Meetsma had announced the campaign results, John Harding said, "Chuck hasn't told you the whole story."

He explained that had Works employees increased per capita giving by 10 percent, that in itself would have been "outstanding." Instead, per capita giving increased by 16.9 percent, for "almost a \$19,000 windfall."

That amount made the difference in the community-wide United Way campaign reaching its goal. The goal was \$6,810,140; \$6,820,386 in contributions were pledged, about \$10,000 over the goal.

He also had praise for Chuck Meetsma, who chaired the campaign's pacesetter division; Max Strong, assistant pacesetter chairman; and Works

loaned executives who solicited pacesetter firm contributions: Artie Meier, Frank Markesi, Bob Carlson, Bob Olderog, Bob Wustrack, Tom Korpela and Jerry Dropik.

If one were to add what the pacesetter division raised in the community — about \$1.4 million — with the funds

raised in-plant, it amounts to almost one-quarter of the total dollars raised in the campaign.

Crediting Works employees with a major part in the success of the drive, the general campaign chairman said he owes them "my undying gratitude."



FOR THE CHILDREN . . .
In-plant solicitor Cathy Placzek visits with children in the Child Saving Institute's day care program. The agency is aided by United Way funds.



Your way
of helping . . .



United Way
of the Midlands

. . . thank you.