

# WESTERNER

Omaha Works  
October 1982



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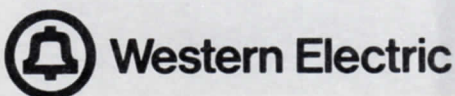
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## On the cover

One might think the cover photo was taken in the early 1900s, complete with a Western Electric telephone and fan with solid brass blades. But Marcia Hofmann, a secretary in Dept. 3442, gives it away in a photo taken by Rog Howard and Linda Ryan. There's one other clue the photo's not an oldie. Can you guess what it is?

## WESTERNER

Linda Ryan, editor  
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# Cost cutting is team effort

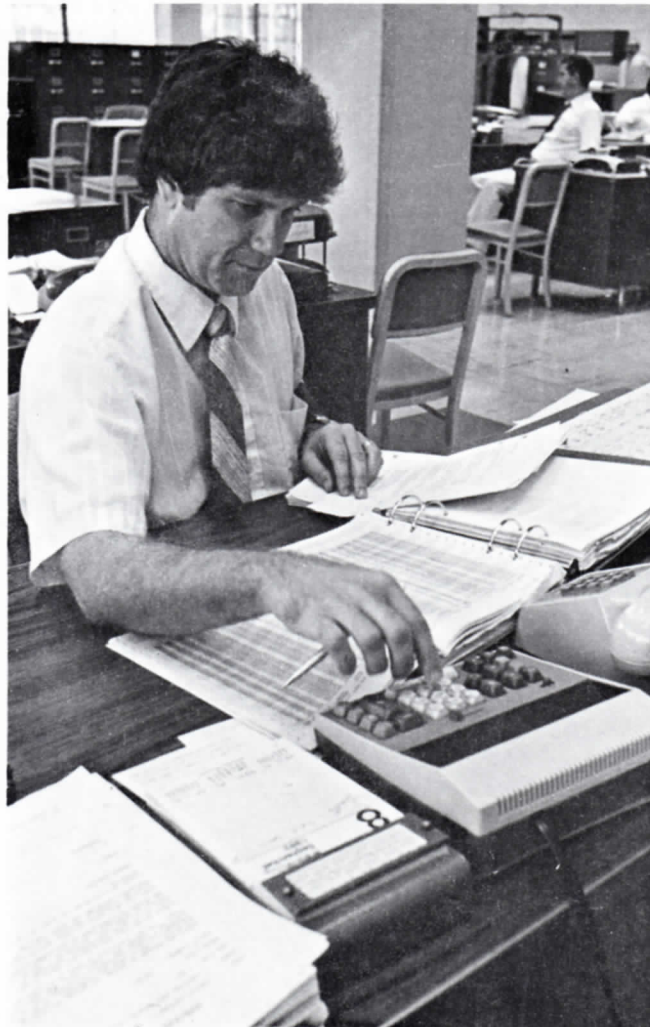
**W**hat started as an idea to make binding post terminals entirely in-house for use in FDI cabinets has resulted in a cost reduction case amounting to more than \$3,500,000 in savings in a year's time.

The manufacture of strip stock terminals replaces the Works' 76 binding post terminal "coin and trim" operation, which involved buying terminals in blank forms from an outside supplier.

The new terminals involve the

use of two laser welding machines in a totally in-house process. Their new design required the redesign of the molded blocks in which they are assembled. The new block design itself contributed to the overall cost reduction project, saving the Works \$500,000 yearly in one area simply by eliminating the need to paint the terminals.

But while it may have been a singular idea, making it a reality required the efforts of



*DOES IT ADD UP?  
... Bill Fleming's  
contribution to the  
strip stock terminal-  
cost reduction case  
was verifying the  
figures used to deter-  
mine savings.*

more than a few people. Here are the people who helped make the idea work and how they contributed to the project:

**Dean Davis, Dept. 273** — Formerly of Dept. 475, originated the idea to make the terminals entirely in-house.

**Lyndon Ensz, Dept. 475** — Project leader. Working with engineer Matt Grubelich of Bell Labs and Davis, he followed through on Davis' idea and developed a method of manufacturing terminals from strip stock.

**Ed Stacey, Dept. 475** — He helped design the laser welding and tapping facilities, working with suppliers. He also helped Ensz "prove in" the operation and works with Glen Lange in product engineering for the manufacture of binding post terminals.

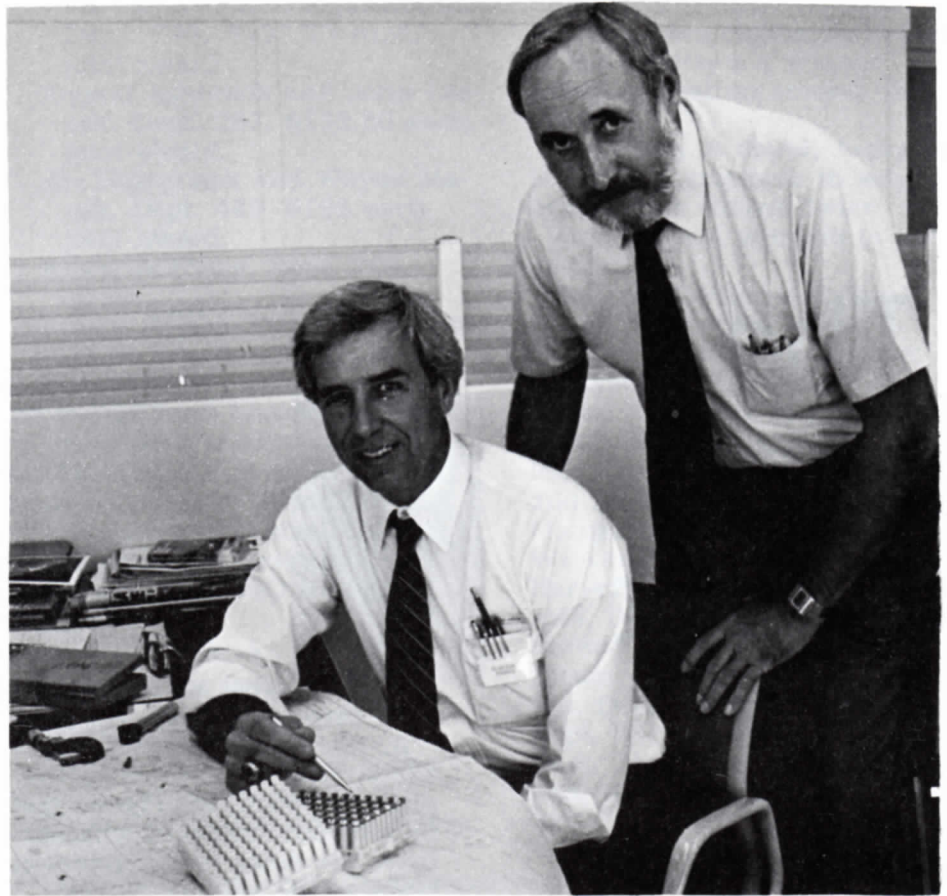
**Glen Lange, Dept. 475** — He is product engineer for the manufacture of binding post terminals, and worked on "proving in" the operation.

**Howard Rhoten, Dept. 475** — As a product engineer, he oversees the assembly of the terminals into the blocks, and eventually into the FDI cabinets.

**John Tyrcha, Dept. 732** — Helped select the punch press to be bought and oversaw its installation. (This included determining space needed and air, water and electrical hookups required.)

**Sam Virgillito, Dept. 732** — His duties were similar to Tyrcha's, except he helped select the laser welder and tap and separate equipment needed, overseeing its installation.

**Tom Trometer, Dept. 732** — He oversaw the electrical work required on the punch press, laser welders and tap and separate



*EVERYTHING CHANGED . . . A newly designed binding post terminal required the redesign of tooling to stamp out the terminals and of the blocks housing the terminals. Those responsibilities fell upon Zuke Zoucha (left) and Fred Stratbucker.*

rate machine.

**Denny Lynch, Dept. 476** — Assisted with the "proving in" process of the welder and worked out electrical problems after installation.

**Bob Pedersen, Dept. 735** — He designed the tool needed for molding the new block.

**Marv Rohwer, Dept. 735** — Assisted with design work on the welder and tap and separate equipment.

**Fred Stratbucker, Dept. 472** — Spearheaded the production of a redesigned tool to make the molded block.

**Zuke Zoucha, Dept. 472** — Responsible for developing the tool that stamps out the terminal strips.

**John Pleskac, Dept. 472** — Obtained the capital authorization from headquarters to acquire equipment needed.

**Bill Fleming, Dept. 331** — Verified the cost reduction savings projected by engineering. This included checking current material prices and looking for

too little or too much savings allowed.

**Tony Ciullo, Roger Jirka and Bob Neiderheiser, Dept. 712** — Developed the wage incentive rates for the operation. This included figuring the time needed to do every aspect of the job, contact with headquarters and determining the minimum number of employees needed for smooth operation.

**John Schanbacher, Dept. 749** — He made sure all safety precautions were taken and certified that the operation met requirements.

**Dick Jenkins and Stan Mason, Dept. 3442** — They obtained quotes from suppliers and selected those who met our specifications. They also served as a liaison between engineering and the suppliers to make sure our needs were being met.

**The shop** — From trades and maintenance people to operators to supervisors, they helped get the operation rolling and they keep it that way.

# The truth about wills

By Chris M. Goodrich

Editor's note: The following is the second and final part of an article on wills, written by attorney Chris M. Goodrich of the firm Kennedy, Holland, DeLacy and Svoboda. The article originally appeared in Bergan Mercy Hospital's Celebrate Health Digest.

\* \* \*

## VIII. Why must an estate go through court?

A. Upon your death, your debts must be paid out of the property you leave. There must be a determination of whether there are debts due creditors or taxes to the state or federal government. The law provides for time limits in which creditors may make claims against an estate, and upon proper pro-

cedure through county court, claims not filed are no longer a legal debt. Your heirs cannot receive clear title to your property until these debts and taxes, if any, have been properly determined by the county court and paid.

## IX. When should a will be made?

A. You should make a will now. A prudent person does not wait for a catastrophe or other compelling reason to make a decision. You must be competent when you make a will. You can always make changes in your will should circumstances so dictate.

## X. How can a will save money?

A. Generally, the cost of having a will designed, drafted and



executed is negligible when compared with the potential savings in expenses and taxes after death. A will can save money in the following ways:

1. Personal representatives, trustees and guardians are required by state law to post bonds for the faithful performance of their duties, unless the will specifically states otherwise. The bond is in proportion to the value of the property to be managed, and the premium is payable annually, as an indirect or direct estate expense, until the job is done. Thus, it is possible that many annual premiums may have to be paid. One price quote for an annual premium for a \$100,000 estate was \$460. However, most wills include waivers of bonds.

2. Court-appointed personal representatives (usually lawyers) are entitled by state law to be compensated, from the property in the estate, for their services. Your will may provide that a spouse, other family member, or a close friend of the family be appointed as personal representative. Then, they can either choose to refuse compensation, or accept as compensation property they would have received under the will anyway. Also, with a non-lawyer personal representative, much of the day-to-day "leg work" and gathering of information or papers which must be done for an estate, and which does not require legal expertise, can be performed at considerable savings.

3. A properly written will can greatly reduce the federal estate tax due on your estate, thereby leaving more of the estate for the family. Estate tax savings are an important part of estate planning, including will planning, where your estate is large enough (generally over \$175,000) to incur such a tax.

4. Estates, trusts and beneficiaries may pay income tax, too, and a will can be written to reduce some of this inevitable tax burden.

5. Often, the power and discretions expressly granted to personal representatives and trustees by a will can prevent the fees and expenses of otherwise necessary court proceedings and can also permit prompt actions that can be financially advantageous. For example, before a house can be sold by a personal representative, county court approval for the sale must be obtained first, unless a will exists which provides otherwise. Thus, a properly drafted will would enable a house to be sold without delay and for less expense.

#### **XI. Who should draft a will?**

A. Your attorney. Drafting a will today is complicated if properly done, and involves making decisions requiring professional skill and judgment acquired through training, experience and study of state laws, legal principles and state and federal tax laws.

Forms and kits for making your own will do exist, but these cannot take into account your own personal circumstances. Even a very minor error or ambiguity in a will could alter the way in which your property is disposed of. Remember, your heirs will be the ones who suffer the results of an improperly designed will.

Also, it is possible to write your own will. A will written entirely by the hand of the person who signs it is known as the "holographic" will. To be valid, the "material" provisions of the holographic will — its signature and its date of signing — must be in the handwriting of the signer. However, for the reasons expressed above with

regard to kit wills, a holographic will may be ill-advised and have disastrous effects.

#### **XII. If you move out of Nebraska, is your will still good?**

A. A will properly drafted and executed in Nebraska will most likely be valid elsewhere. However, because property and probate laws can change from state to state, you should have your will reviewed by an attorney who is licensed in the state to which you move.

#### **XIII. What can I do to minimize the costs of writing a will?**

A. The cost of writing a will varies with the complexity of your estate. However, you can minimize the expense involved by doing your homework and making some decisions before you see an attorney. Make a list of all your assets, life insurance and liabilities, complete with information as to valuations, how ownership is titled, and full descriptions of the assets themselves.

#### **XIV. How do you know which lawyer should write your will?**

A. Although almost all lawyers receive some training in writing wills, all lawyers are not well-versed in writing wills. Like any profession, there are some lawyers who are more knowledgeable as to wills, probate and taxes than other lawyers. Do not assume that just any lawyer can handle your will. Check with friends, neighbors, relatives and acquaintances for attorneys they would recommend and then ask them why they recommend the attorney they do. Do not be afraid to ask the lawyer how much of his or her practice (timewise) is devoted to wills, probate and tax matters.



**CLEAN MACHINE**  
... Leo Thietje demonstrates a Western Electric vacuum cleaner which a 1919 catalog boasted could "clean in one-fourth the time that it takes with the broom and dust rag."

# WE sold ... washing machines?

**A** homemaker in the early 1920s could have had an "all Western Electric household" — or close to it.

She could put a load of laundry into a Western Electric washing machine just before cooking breakfast for her family, using a stove made by the company.

She could tend to chores — vacuuming the rugs, ironing clothes while a table fan kept her cool — using electric-powered appliances all made by Western.

In the evening just before dinner guests arrived, she could dry her hair with a portable dryer — one that looks similar to today's models. Her dinner table might be set with an electric chafing dish and a coffee percolator purchased from — you guessed it — Western Electric.

In its 100-year history, Western Electric has manufactured and/or sold products other than the telecommunications equipment normally associated with us. Illustrated catalogs (they were called "electrical supply yearbooks") featured burglar alarm systems, heavy-duty jacks and street lights in addition

to cable, switching equipment and telephones.

**DELVING** into the company's early days of manufacturing is an enlightening and sometimes surprising pastime, as Leo Thietje will tell you. Leo, a production control analyst in Dept. 311, serves as Cornhusker Pioneer chairman in charge of acquiring and caring for Western Electric memorabilia displayed in the Employee Activities Mall. He is assisted by Rex Ellison of Dept. 1231.

Leo's currently involved in an effort to establish the history of items already in possession — many contributed by Works employees — in addition to his ongoing responsibility to track down new items.

The project admittedly has made him keep his nose in stacks of catalogs and his finger on the push buttons of his telephone in his quest for information, he said. And now when he scouts weekend garage sales and antique auctions for leisuretime enjoyment, he keeps the Pioneer artifact display cases in mind.

"It's really fascinating," Leo said. It's easy to go off on tangents, he explained, starting

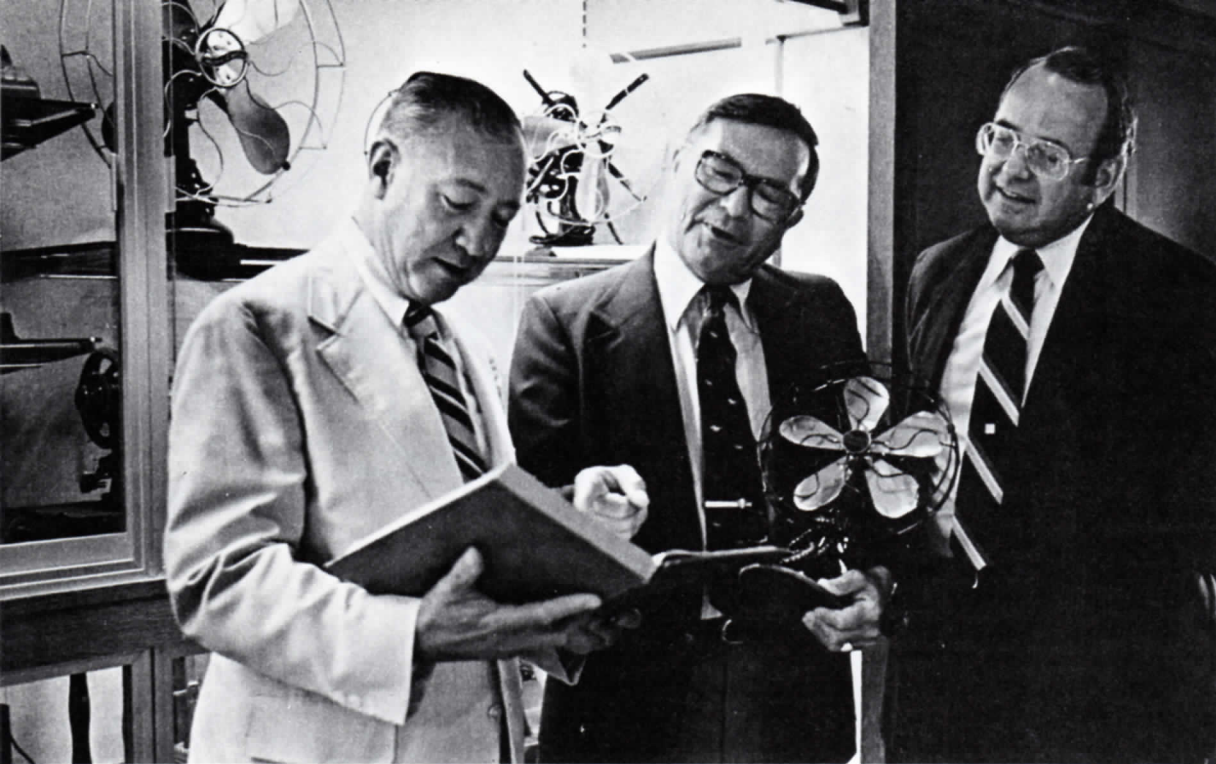
research in one area and digressing into another because some fact or figure catches your eye.

It also can be frustrating. At the turn of the century it appears to have been the habit to use old catalogs when new ones were issued, rather than throw them out. Leo speculated scrapbooks were expensive items at the time, which would explain why many of his old catalogs are pasted over with photos of screen idols and newspaper clippings.

"Just when you think you've found the information you've been looking for, you turn to the page and find out Skeezix cartoons have been glued on it," he said.

**STILL**, he's managed to uncover numerous bits of information about the Pioneer artifacts and Western's early business. For example, Western-manufactured motors used on various appliances were versatile so they could be used to power more than just one device. The sewing machine displayed in the mall has one such motor, Leo said, that can be hooked up to power a food mixer or grinding ma-

(Continued on Page 8)



**ATTENTION GETTER**  
 . . . Pioneer artifacts displayed in the Employee Activities Mall draw the attention of all who pass by, including Frank Lefebvre (left) and Howard Nilson (center), former Works general managers who were visiting with current Works general manager Jack Childs.

## From Lionels to stoves, WE sold it

(Continued from Page 7)  
 chine.

In the early 1900s, Western manufactured generating equipment to be used in small rural communities where there were no power plants, he said. And back in 1874, the world's first commercial typewriter was manufactured by the Remington Brothers, a model Western Electric co-designed and sold.

The early Western Electric conducted business somewhat like a jobber, Leo said, becoming a distributor of many items not manufactured by us. "We even sold Lionel electric trains. And this is surprising — at least to me — back in 1919 they sold for as much as \$100." That's a lot of money for a period we like to remember as "the good old days," Leo noted.

One other piece of information Leo finds particularly interesting is that through its subsidiary known as Westrex, Western Electric contributed to the technology of the recording industry. Some 40 years ago, Westrex distributed motion picture studio and disc recording equipment.

Westrex also distributed Western-made hearing aids and early teletype equipment.

**EVER SINCE** the Cornhusker Pioneers' artifacts have been displayed in the employee mall, Leo has noticed an increase in helpful information from Works employees themselves — even from outside suppliers who have heard about the collection by word of mouth.

"One trucking firm has loaned us catalogs," Leo said, and employees have offered him tips

on future acquisitions.

One such tip has Leo pursuing the possibility of acquiring a Casablanca-style fan Western once manufactured. Another tip offers him the chance to get an early model washing machine.

The fan would be an attractive addition to the employee mall, mounted overhead near the Pioneer display cases.

"But where," Leo asked, "am I going to put a washing machine?"

## Iaffaldano moves to Atlanta

Richard G. Iaffaldano, formerly Omaha Works manager of engineering and manufacturing, network distribution apparatus, is now manager, product line planning — loop transmission apparatus, at the Atlanta Works.

His appointment, effective Sept. 15, 1982, fills a position vacated by Don J. Liedberg.

A native of Chicago, Iaffaldano joined Western Electric as an engineer at the Hawthorne Works in June 1955. He advanced to department chief and assistant manager positions, coming to the Omaha Works as assistant manager of engineering — cable manufacturing in January 1973.

He later served as assistant manager of engineering in the crossbar apparatus and wire shop and as assistant manager of engineering — wired equipment and loop transmission apparatus. In April 1977, he was promoted to the post he held before leaving the Omaha Works.



Richard Iaffaldano



# etc.

## Ideas win awards

Arlo Nielsen of Dept. 441 had a little extra spending money in his pocket, thanks to an idea he submitted to the employee suggestion program.

He redesigned the poppet valve plug on the 890 cutter presser, thereby eliminating the possibility of oil leakage. For his idea, he was awarded \$1,120. Arlo said he has earned other suggestion awards but none this large.

Other Works employees who have received suggestion awards recently include:

Ted Bulling, Dept. 282, \$570.  
Kalman Szekeres, Dept. 745, \$255.

John Ogden and Joseph Kocsis, Dept. 746, \$222.50 each, joint award.

Ronald Ashbrook and John Lassek, Dept. 287, \$132.50 each, joint award.

Joe Sharpnack and Wayne Masek, Dept. 445, \$105 each, joint award.

Albert Anthone, Dept. 746, \$100.

Robert McKim, Dept. 745, \$100.  
Ron Hallett, Dept. 437, \$100.

Arlo Nielsen



## Safety winners

Rusty Findeis is one of the lucky employees working in Dept. 313, a department whose

fine safety record has made its employees eligible for prizes in the "Safety's a Winner" safety contest on several occasions.

But Rusty is doubly lucky. He is the first employee to win a prize in the contest twice.

Other recent winners in the contest are:

Richard Conger and Gerald Samla, Dept. 313; Emma Grooms, Dept. 431; Margaret Patterson, Betty Gillogly and Darrel Anderson, Dept. 435; Karen Oldfield, Dept. 437; Arlene Chavanu, Walter Peszulik and Dave Clements, Dept. 439; Margaret Abrams, Jeanette Watkins, Robert Sempek and Harvey Bolte, Dept. 441; Pat Nowak, Dept. 444; Martin Barges, Beverly Opfer and Clarence Gilson, Dept. 445; Nickie Madson, Dept. 447; Jon Nielsen, Dept. 741; William Lockhart, Dept. 744; Frank Merrick, Dept. 745; Herman Abraham, Dept. 746.

## Sports award recognizes individual

In 1956, the President's Council on Youth Fitness was established out of concern over the poor performance of American boys and girls on standardized physical fitness tests.

In 1963, the council evolved into the President's Council on Physical Fitness and Sports. Today, the council addresses its efforts to persons of all ages, including the elderly. Its activities are part of the national preventive health care program, including keeping Americans informed about physical fitness and working with schools, agencies and businesses on developing fitness programs of their own.

The message the council has been trying to make clear is that regular exercise, combined with other good living habits, can help increase one's life expectancy. It not only promotes

good health, but also improves one's appearance and helps one perform better in all other activities.

In the last 24 years, Americans' fitness attitudes and practices have changed dramatically. We're seeing more joggers and bike riders, and exercise is prescribed routinely by physicians, especially for heart patients and victims of other degenerative diseases.

Although half of the 155 million adults in America still don't engage in physical activity for exercise, participatory sports are on an upswing. To recognize individual efforts and to encourage people to exercise, the President's Council on Physical Fitness and Sports now offers a Presidential Sports Award.

To qualify for the award, a person must be at least 15 years old and participate in any one of 43 qualifying sports. He must keep a log of his activity and fulfill the requirements for each sport within a four-month period.

For example, a golfer may qualify for the award if he plays a minimum of 30 rounds of

golf (18 holes) in four months' time. No more than one 18-hole round a day may be credited to the total and, of course, no motorized carts may be used.

Other qualifying sports include bicycling, bowling, walking, running, sailing and even table tennis. (The sports award program suggests, however, that a person should have a thorough medical examination before beginning any physical activity program, especially persons over age 40 not physically active.)

Upon qualifying for the award, a person will receive a personalized Presidential Certificate of Achievement suitable for framing, a lapel pin and membership card. One may earn as many awards in as many sports as is desired.

Information on qualifying procedures and fitness logs will be available to employees in cafeterias the latter part of October. Or, one may write for free information to: Presidential Sports Award, P.O. Box 5214, FDR Post Office, New York, N.Y. 10022.

# United Way drive goes over goal

Take a bow, Omaha Works. Preliminary results on the in-plant United Way campaign available at press time indicated that contributing employees not only met the \$350,000 goal set this year, but surpassed it by at least \$7,000.

With some pledge cards still not counted, the Works raised about \$357,000, once again affirming why we're a "pace-setting firm" in the drive. We conduct our United Way campaign earlier than most other businesses in the area, setting a fine example or "pace" for the community.

Works general manager Jack Childs expressed pride in the achievement and appreciation of the generosity of employees.

Employees had to dig deeper into their pockets this year to meet a larger goal than in 1981. Last year, donations amounted to \$346,649, almost \$10,000 over the goal. However, more employees were on roll then.

Chairman of this year's drive,

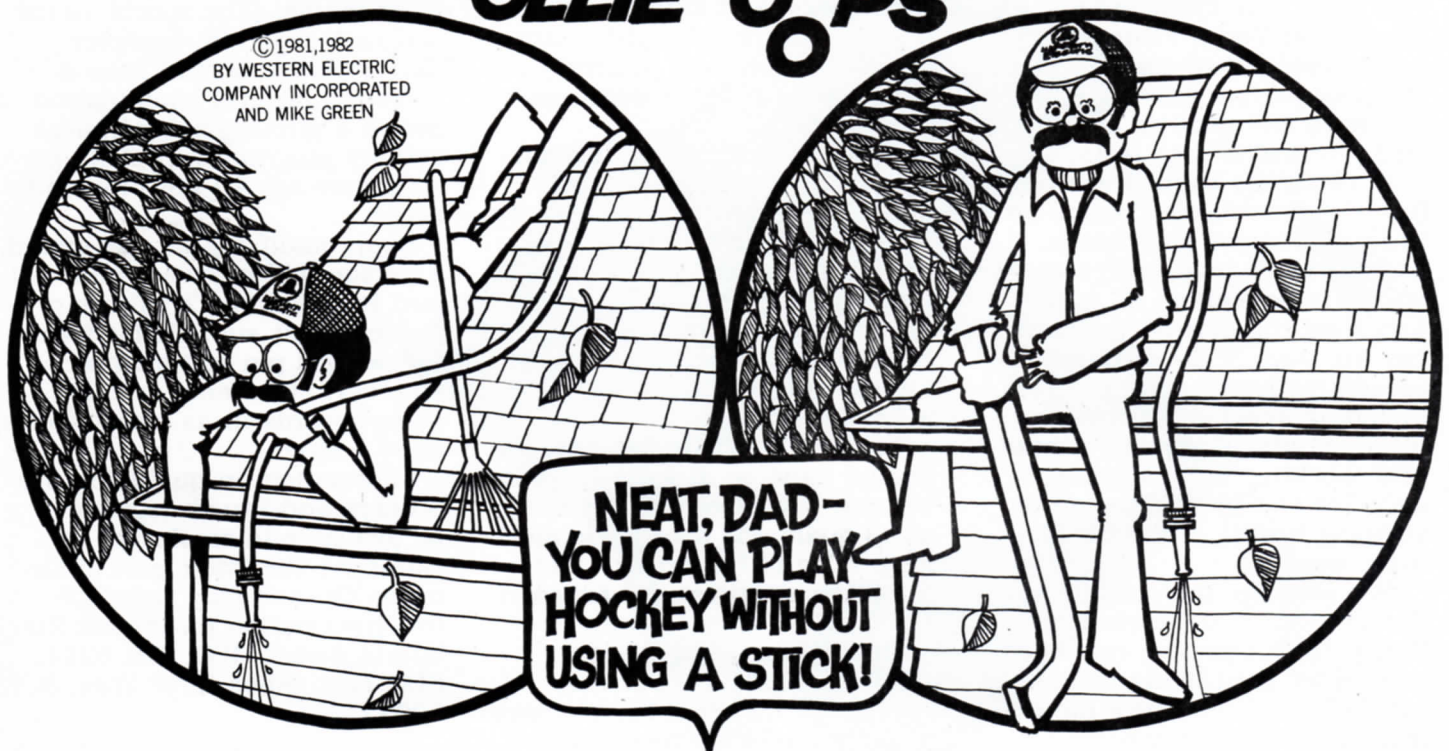
*TICKETED . . . Employees who donated to the United Way campaign during meetings in the auditorium had tickets placed in a barrel, making them eligible to win prizes.*



Ed Wigg, was pleased with the results, particularly in the face of federal cutbacks which have put a strain on United Way-affiliated agencies. He was assisted in the drive this year by co-chairmen Jim Hardick (Dept.

437) and Vern Larson (Dept. 435) representing IBEW Local 1974; Tom Welchert (Dept. 333) representing IBEW Local 1614; and Don Lanspa (Dept. 444) who coordinated the drive.

## OLLIE OOPS



# Service anniversaries

## 40 years

C. D. Koukol 744 10/5

## 35 years

R. A. Cummings 431 10/25

## 30 years

R. J. Ciecko 744 10/28  
V. D. Janecek 282 10/20  
E. J. McLean 700 10/20  
F. M. Waniska 283 10/23

## 25 years

H. M. Atchison Jr. 439 10/14  
G. D. Callahan 745 10/15  
R. L. Carlson 744 10/7  
R. A. Cate 435 10/16  
J. A. Davis 477 10/28  
R. W. Glaseman 741 10/21  
M. E. Halverson 437 10/30  
M. R. Hewett 712 10/1  
K. W. Melies 745 10/28  
T. J. Piccolo 282 10/29  
C. D. Rohman 740 10/2  
M. E. Scheibhofer 744 10/14  
M. A. Smith 441 10/8  
K. E. Stahlecker 122 10/14  
D. A. Vojtech 477 10/7

V. E. Wheeler 741 10/21  
W. A. Wolff 741 10/30

## 20 years

D. W. Angleton 746 10/1  
B. K. Boll 439 10/31  
A. L. Faketty 437 10/1  
J. P. Flott 445 10/1  
B. S. Gerber 287 10/1  
D. L. Golda 282 10/22  
R. B. Grego 251 10/22  
D. S. Haase 287 10/8  
E. F. Hester 437 10/2  
R. L. Jansen 252 10/16  
M. G. Kmiecik 287 10/26  
S. W. Kuhr 447 10/22  
J. E. Loukota 441 10/15  
M. McBride 253 10/25  
E. F. Panique 283 10/14  
R. A. Proctor 441 10/15  
R. R. Rockwell 282 10/2  
J. L. Siefer 251 10/10  
J. L. Wessling 735 10/1

## 15 years

J. A. Anthony 289 10/16  
L. L. Brittell 441 10/9  
M. S. Craft 287 10/12  
I. B. Dixon 443 10/2

C. J. Dolleck 283 10/30  
J. E. Dostal 282 10/23  
D. A. Engel 746 10/11  
R. J. Faust 447 10/25  
S. L. Foster 435 10/3  
J. N. Frank 435 10/9  
E. C. Goodman 443 10/23  
J. R. Hall 312 10/16  
F. D. Herink 439 10/12  
A. G. Hicks 311 10/4  
J. E. Hiser 252 10/2  
S. G. Labs 435 10/16  
N. Mickles 439 10/9  
K. M. Palu 445 10/28  
W. C. Phillips 251 10/5  
L. P. Schlautman 313 10/30  
H. J. Sharp 313 10/25  
E. D. Stock 437 10/9  
M. L. Swillie 252 10/11  
D. V. Szertwitis 287 10/17  
N. M. True 282 10/23  
M. A. Welch 287 10/9  
L. V. Williams 445 10/30  
F. C. Woodrum 472 10/23  
B. D. Wortman 435 10/2  
S. A. Wright 445 10/23

## 10 years

T. S. Cronin 331 10/3  
D. B. Sirian 122 10/9

# Retirements

Not pictured:

Dorothy Olechoski  
25 years

Margaret Brennan  
25 years

Lucille Kousgaard  
20 years

Maxine Gerke  
23 years

Frank Knapp  
23 years

Dale Hill  
23 years



Pete Kinloch  
45 years



Gertrude Wilde  
21 years



Robert Munson  
12 years

## BSSP/SSP results

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

	BSSP	
	Units Value	Units Credited Per Dollar
AT&T Government Obligations	2.5561	.3912
Equity Portfolio	2.7862	.3589
Guaranteed Interest Fund	1.6548	.6042
	1.3200	.7575
	SSP	
	Units Value	Units Credited Per Dollar
AT&T Guaranteed Interest Fund	1.1951	.8367
	1.4182	.7050



## Last frame

Old Man Winter rubbed his hands together with devilish glee.

"Just wait until those Omaha folks get a taste of winter '82," he thought to himself.

"I'll put an early scare into

them. I'll send them cool and cloudy days in August and a chilling rain or two in September. They'll run to their homes and lock the doors behind them before the leaves even start to fall," he chuckled.

But all the WE people in WEville (also called the Omaha Works) had other plans.

"We'll have ourselves a picnic," they said, "and have the last laugh on Old Man Winter."

And they did. They gathered at Peony Park on September 26. They played games and danced, ate picnic lunches and rode amusement rides all day long. And they laughed.

When the day was done, the WE people returned to their homes, settling in before the icy blasts would come. They knew the Old Man wasn't far from their doorsteps, but he didn't scare them at all.



**Western Electric**

Omaha Works  
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