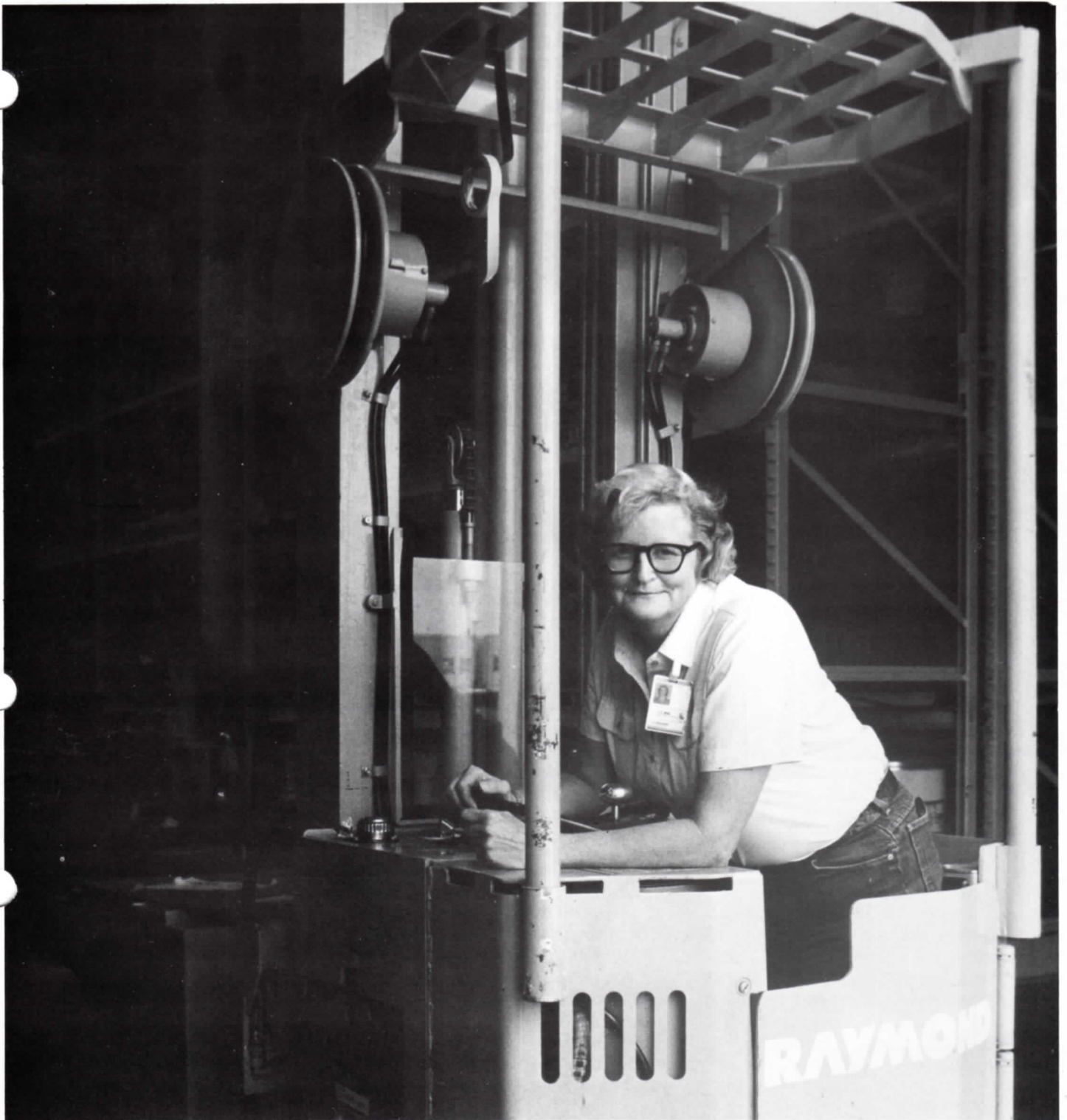


WESTERNER

Omaha Works
June 1986



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June 1986

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On the cover

When Jo Anne McGerr climbs into her Raymond high-lift truck in the 55 Building Store, she knows just where to find what she's looking for. She can use the truck to select material for sheet metal products from racks better than 25 feet high. McGerr is part of the Works' storeroom crew who makes sure there is a place for everything and everything's in place. Because of their efforts, storeroom employees were presented an award for inventory accuracy. See Page 4.

WESTERNER

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Breakfast with the boss

Something happened at work one day that left Melissa Strong with a question. A utility operator in Dept. 244, employees in her department were asked to work overtime one Saturday from 7 a.m. to 3:30 p.m.

The employees asked that the hours be changed to 5 a.m. until 1 p.m. but were denied their request. Strong didn't understand why. Employees in other departments worked similar hours, so why not her department?

Strong took advantage of an opportunity to "go to the top" with her question when she and 24 other employees met for an informal breakfast with Jack McKinnon, the Works' new manufacturing vice-president. That was on April 24, the first breakfast with employees which McKinnon said would be scheduled on a regular basis. By early June, two more breakfasts had been held.

A say in future

"I want people to feel they have a say in the future of this business," McKinnon gave as one of the reasons why he plans the breakfast meetings. He maintains that a person in his position should be visible in the plant and accessible to all employees. He stands to gain

personally, he said, because contact with employees will help him learn more about the plant for which he is responsible.

McKinnon encourages the randomly selected, cross-section of employees who attend the breakfasts to ask him any questions they may have. He does the same at monthly meetings he holds with engineers. And he's made it a point to walk throughout the shops and offices regularly, where he said he welcomes people to stop him to talk.

"This is the way I operate," he said. "I want to help alleviate any concerns or frustrations they may have in dealing with the vertical organizations" when red tape gets in the way.

"I don't think the problem is the people or the union. I think the problem is the management. We've had too much bureaucracy in the past," he said, and employees deserve good leadership and accountability from their management.

McKinnon didn't have an answer for Strong at the breakfast, but promised he would get her one — and he did. Strong said that shortly afterward her department chief met with her.

He explained that for employees to work the earlier hours they requested, the company

CASUAL ATMOSPHERE . . . Jack McKinnon (second from right) shares a laugh with several employees who attended one of the breakfast meetings he plans to hold on a regular basis. Employees are encouraged to express their concerns and ask questions of the Works' manufacturing vice-president.

would have had to pay them a nightwork bonus. The department chose not to pay the bonus in the interests of trying to pare down costs and keep overtime expenses to a minimum.

Strong said she is satisfied with her answer — and she likes the idea of breakfasts with employees. "It made me feel a little more important to the company, that it could take a half hour or hour to talk. Otherwise, the only time you get to talk to someone higher (than a supervisor) is if you're in trouble," she quipped.

Anything goes

Each breakfast meeting has brought up a new set of questions. One employee wanted to know why more "CC" (company convenience) time wasn't offered in slow work periods. Another asked about quality circles on night shifts.

At one meeting held when labor contract negotiations were under way, the proposed contract was an item of discussion. Other employees had questions relating to marketing strategies

for Works products and how we select the products we make here. On that McKinnon replied that the Works is mapping out a detailed five-year plan with input from AT&T Bell Laboratories and Product Line Management. It includes looking at our sales record, our costs, our competitors, their quality, and how we compare to them.

Employees who were asked to comment on the breakfast meetings said they liked the opportunity to meet with McKinnon. Machinist Larry Anderson (Dept. 546) said, "It's a good way to go to the top and maybe get something done." Industrial engineering associate Peggy Hurd (Dept. 466) thinks the meetings indicate McKinnon is "willing to hear from all levels of employees," not just certain groups.

Dan Hayden, a machine operator for trades (Dept. 545) doesn't expect instant miracles, "but it's a start." And bench hand Stephen Tasto (Dept. 242) likes attending the meeting with a cross-section of employees "so you have a good idea of what's going on elsewhere."

Tasto also said he was impressed with the informal atmosphere at the breakfast he attended. He thought it was conducive to asking questions freely.

Don't be bashful

McKinnon tells employees attending the morning meetings not to be shy about expressing their concerns. "There is no such thing as a dumb question," he told a June breakfast group.

He keeps a log of any questions he cannot answer on the spot, promising "we will get an answer back to you. You may or may not like the answer, but we will get you an answer."

That suits Dennis Bagley, a material handler in Dept. 221. "They've never really done this before — it's great!" he said. "People do have questions and here you're going to the top guy. You don't have to beat around the bush."

Bagley said his co-workers are aware that they will have a chance to attend a breakfast. "Most of them have said they're going to have their questions ready."



Storeroom employees honored

Inventory management: It's critical to a company's ability to keep its product costs down to be competitive in the marketplace. Omaha Works employees are doing their part to ensure our inventory is managed wisely.

Among them are storeroom personnel who were presented a special award for maintaining 98 percent inventory accuracy during 1985. Presenting the 1985 Inventory Accuracy Award to a gathering of all storeroom employees was Tania Amochaev, president and chief executive office of Comserv Corp.

Comserv is the company that develops the software program the Omaha Works uses for inventory control — AMAPS (Advanced Manufacturing Accounting Production System). The company presents the award to its software users who maintain at least 95 percent inventory accuracy. Out of more than 400 users of the AMAPS plan, just 27 companies have earned the award.

The Comserv president praised storeroom personnel for making the "just in time" inventory control theory a working success. When a company decreases its inventories to cut costs, having an accurate account of what is on hand becomes even more important. There is no extra stock to cover for error.

Another way employees are helping to ensure better inventory control is by pursuing training in inventory management. Persons who undergo such training may apply for a CPIM (Certified in Production and Inventory Management) rating. Certification designates expertise in the areas of production and inventory control.

To obtain certification, a person must pass a series of tests administered by the American Production and Inven-



IN THE BEGINNING . . . Warehouse worker Jim Parker checks a delivery of parts to the 30 East Store.

tory Control Society.

Recently seven Works employees were notified that they were granted certification. They are Inga Daniels, Dept. 537; Nancy Griswold, Dept. 531; Rita Gourlay, Dept. 536; Tom Gourlay,

Dept. 533; Paul Hartung, Dept. 533; John True, Dept. 072; and Mark Steenson, Dept. 1723.

The addition of these seven brings to 23 the total number of employees to have earned a CPIM rating.

Promotions announced at Works

The promotions of several Works employees have been announced. They are as follows:

Collin D'Silva has been named engineering manager for network distribution products, Subbranch 470, effective May 15. He formerly was department chief for Dept. 471, engineering, unit and station protectors.

Mike Parizek, formerly an occupational engineer in Dept. 475, is now department chief of engineering, unit and station



Collin D'Silva



Mike Parizek



Paul Baumann



Nate Shaw

etc.

Suggestions accepted

Suggestion awards amounting to more than \$1,000 each have been presented to two Works employees for their ideas. Charles Luce of Dept. 221 earned a \$1,910 award for his suggestion pertaining to improvements in the inorganic finishing area. Luce also was awarded \$115 for another of his ideas submitted to the employee suggestion program.

Wesley Lyons of Dept. 284 received a \$1,405 award for his idea on improving efficiency and product quality on the insulating lines in Building 30.



Wesley Lyons

Other employees who have received suggestion awards include: Emily Weible and Gary Peterreit of Dept. 224, a joint award of \$810 each; Carl Soby

protectors, Dept. 471.

Paul Baumann is department chief of engineering, organic and inorganic finishing, Dept. 469. He was an occupational engineer in Dept. 554.

Nate Shaw, who was a section chief, has been promoted to department chief in charge of quality control in Building 50, Dept. 207.



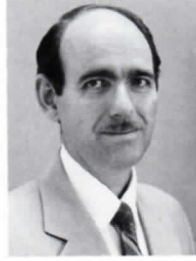
Pat Meitman



Jim Isley



Jim Osterchill



John Wilkening



Paul Koehler

and Wally Dring of Dept. 544, a joint award of \$405 each; Herbert Bass of Dept. 221, \$355; Ernie Belik of Dept. 541, \$200; and Gerald Peterson and Michael Boruff of Dept. 224, a joint award of \$110 each.

Pioneer officers

Wayne Weeks, president of AT&T Network Systems, was guest speaker at the installation of new officers for the Cornhusker Chapter of the Telephone Pioneers on June 13.

The new president of the Cornhusker Chapter is Ralph Brewer, who replaces Dewey Ehrenberg. Mike MacVittie was installed as senior vice-president and Jerry Fitzgerald is now vice-president.

Jerry Alfons and Dick Branecki are life member representatives. Tom Olson continues as administrator of the chapter, and Clara Hendricks is secretary.

Club selects name

Joggers and walkers don't belong to the Omaha Works' running club anymore. Now they belong to the AT&T Turf Tredders.

That's the official name of the WEOMA-sponsored runners' group. Member Jerry Odell of Dept. 204 submitted the winning name in a contest, and was awarded a runner's watch.

Pat Meitman is department chief of Dept. 242, central office connectors and building entrance protectors. She was a section chief in Dept. 234.

The promotions to department chiefs were effective on June 1. Additionally, four new senior engineers have been named. They are Jim Isley, formerly an occupational engineer in Dept.

In another contest the club held, a design has been selected for T-shirts that will be worn by employees participating in Omaha's Corporate Cup in September. That design was submitted by Jim Curran of Dept. 544.

The Turf Tredders, whose president is JoAnne Richardson of Dept. 222, has grown to 37 members. Other officers are Gene Bowman of Dept. 1113, vice-president; Jackie Gilreath of Dept. 242, secretary; and Bob Griswold of Dept. 072, treasurer.

The club meets once a month, according to Bowman, at which time members trade information and suggestions on running and walking. The club has begun giving formal recognition to those of its members who compete in certain area runs, and keeps members abreast of competition they may wish to enter.

One such event was the Regional Corporate Relays held recently in Des Moines in which seven members competed. AT&T as a group finished second in the relays, Bowman said, but individual times were not available at press time. The regional event is a qualifying round for the National Corporate Competition to be held in Los Angeles in the latter part of July. Last year club president Richardson won two gold medals in the L.A. competition.

463; Jim Osterchill, an occupational engineer in Dept. 461; John Wilkening, an occupational engineer in Dept. 476; and Paul Koehler, an occupational engineer in Dept. 461. Their promotions were effective on May 1.

1st winner in contest is named

It had been a tough week for Myra Krahmer, with the kids being sick and all. After turning in early, her telephone rang. At first she was too groggy to understand what the caller was saying.

When she realized it was Bob Peterson of the Works' "Safety Calling" contest, Krahmer woke up in a hurry. Responding to his query on the safety slogan for the month of May, she said, "I take safety everywhere." And so Myra Krahmer became the first winner in the latest Works contest to encourage safety awareness. She won a radio cassette recorder.

Once a week a randomly selected employee is called to identify the month's slogan. If an employee or whoever answers the phone at the household correctly recites the slogan, he or she wins a prize for the week. The slogan for a new month is included in every employee's pay detail.

The purpose of the contest is to help employees and their families become more safety conscious. Employees are urged to keep the slogan in a place that is visible to all members of the household.

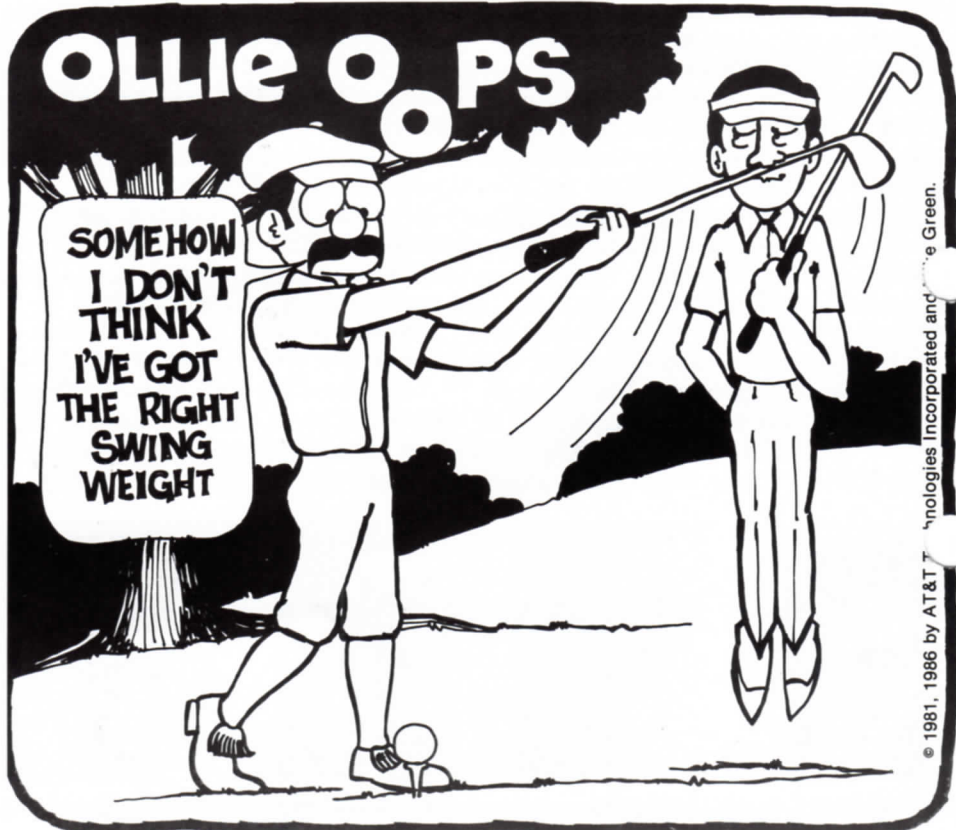
Its goal has been met at least at the Krahmer home, where "everytime I call the kids say the safety slogan before they even say hello," said the Dept. 222 wiper.

This isn't the first time Krahmer has won a safety contest. A few years ago she won a TV-radio as part of another safety awareness campaign. And she's a winner in another way, too: She never has suffered a lost-time injury on the job.

Other "Safety Calling" winners as of the week ending June 7 include: Lorraine Haverman, Dept. 248, FM/stereo radio; Joseph Ellis, Dept. 221, travel iron and hair dryer; Judy Nebe, Dept. 062, food processor; and Doug Lowe, Dept. 225, cookware set.



NAME THAT SLOGAN . . . When Myra Krahmer learned she won a radio cassette recorder in the Safety Calling contest, it was like music to the ears.



Service anniversaries

35 years

J. R. Zelenka 6/18

30 years

G. A. Betti 6/22
 R. A. Christensen 6/18
 R. L. Dormer 6/13
 L. R. Lowder 6/11
 T. B. McNulty Jr. 6/13
 L. B. Scheibhofer 6/18

25 years

J. D. Blair 6/10
 M. M. Bruno 6/19
 T. D. Cerny 6/26
 C. M. Davenport 6/5
 J. R. Hoffman 6/12
 A. L. Lessig 6/19

A. R. Myers 6/26
 E. S. O'Hara 6/21
 J. A. Okupski 6/22
 T. J. Pluta 6/23
 A. E. Sheppard 6/5
 R. R. Socha 6/23
 T. J. VanDyke 6/7
 B. H. Warner 6/22

20 years

E. Acoff 6/2
 D. D. Arndt 6/7
 M. A. Barges 6/13
 H. L. Bass 6/22
 J. L. Boothe 6/30
 H. Boyles 6/20
 G. M. Dethloff 6/29
 N. L. Dorsey 6/9
 H. W. Eliuk 6/14

R. H. Gewinner 6/1
 J. B. Horton 6/26
 J. L. Johnsen 6/13
 J. A. Larry 6/27
 P. J. McPherson 6/28
 M. L. Parizek 6/8
 M. S. Riley 6/16
 R. I. Schaupp 6/28
 G. E. Stock 6/8
 G. W. Swoboda 6/8
 K. C. Tuttle 6/1
 D. V. Updegraff 6/29
 P. D. Warren 6/1

10 years

J. S. Victor 6/29

5 years

R. D. Payne 6/19



Guy Godtoss
39 years



Zelma Brazeel
27 years



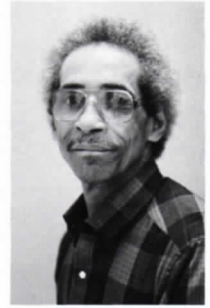
Bill Neal
29 years



Darlene Arndt
20 years



Edgar Klef
29 years



Herbert Bass
20 years



Gene Bartunek
39 years



Charlie Trouba
40 years



Rilma Jensen
27 years



Dick Veach
38 years



Helen Kirk
27 years

Not pictured:

Lyle
Hermanson
32 years

Leonard
Sandman
26 years

Retirements

Considering the higher number of retirements in recent months, the benefits office offers this reminder. Employees planning to

retire should try to give the benefits office 90 days' notice, to avoid a time lag between receiving one's last paycheck and the first pension check.

It takes three weeks to get an individual's pension figures from the Atlanta payroll office. Add a couple of more weeks to allow for scheduling a Works interview with an employee and a spouse,

and perhaps another week for an employee to consider decisions to be made. Also, an employee must use up vacation before going off the roll — in many cases that's a month.

With little or no advance notice of retirement, an employee risks waiting up to 60 days before he or she receives a pension check.



Last frame

Nearly 400 Omaha Works employees made good on their promise to reach out and clasp someone's hand by participating in the citywide "Hands Across the Heartland" rally held during the Memorial Day holiday weekend.

The rally, a benefit for the Food Bank, required enough volunteers to link hands on a five-mile route starting in Downtown's Central Park Mall.

The human chain flanked the north side of Dodge Street all the way to Memorial Park. Works employees lined up along the final four blocks.

Each participant was to donate \$1 to the Food Bank. The Omaha Works picked up the tab for its 400 participating employees. Additionally, many employees — some of whom could not attend the rally — made private donations, amounting to almost \$200 which was forwarded to the Food Bank. Rally organizers said the event raised a total of \$12,000 to help feed needy people in Omaha and surrounding areas.

Holiday plans and graduation

activities conflicted with the scheduled rally, preventing many employees from participating, noted Jerry Fitzgerald. Fitzgerald and Harvey Palmer lined up Cornhusker Pioneers and WEOMA Club volunteers to recruit participants on all three shifts.

On the day of the rally, several Corny Clowns helped pass out balloons and a special AT&T banner was marched up and down the line. Even the sun peeked through rain clouds and a number of passing motorists pulled over to join hands. A free concert was held in Memorial Park after the event.



AT&T
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