

Employee Involvement

Today

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Omaha
Works



Mfg. Vice President JR NEWLAND and Local 1974 officials FRANK POSSINGER and MARLENE WILSON discuss the 80-type cabinet with Sen. J. JAMES EXON (R.-Nebraska) and Local 1614 President PAT NICHOLSON.

Sen. J. James Exon listens to Works concerns about Baby Bells in manufacturing

Sen. J. James Exon (R-Nebraska) visited AT&T's Omaha Works recently to become more familiar with the telecommunications manufacturing industry and learn more about the products manufactured here.

Exon visited with Mfg. Vice President **JR NEWLAND** and Manufacturing Operations Director **JIM ANDRY** as well as representatives of both IBEW locals.

Exon is the head of a Senate committee that approved a bill during the last session that would allow the seven regional Bell operating companies (RBOCs) to design, manufacture and sell home phones and other equipment. No action on the bill was taken in either house during the last session.

The RBOCs are interested in manufacturing telecommunications equipment despite Judge Greene's 1984 divestiture decree forbidding the Baby Bells from entering the manufacturing arena.

October 1990 BellCore audit postponed until mid-1990

According to Omaha Works Quality Manager **GRAHAM SEITER**, the Bellcore Quality Program Analysis (QPA) audit of the Omaha Works scheduled for October 1990 has been postponed until mid-1991.

The audit is being delayed in order for a new quality monitoring system to be put in place at the Omaha Works.

During the last two months, a significant amount of work has been done on a plan to consolidate portions of the Inspection and Quality Assurance organizations. According to Seiter, "this consolidation is expected to reduce redundancy and ultimately place the responsibility for quality in the hands of those that manufacture the product."

As part of this move, the Omaha Works Quality Engineering organization will review each IBU's quality process to assure the system is sound.

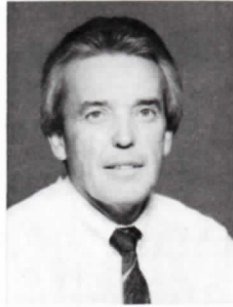
Originally, the Bellcore audit was scheduled for June 1990 but was postponed until October 1990 due to AT&T's high production schedule.

Seiter stresses "it's imperative that we continue to emphasize quality in everything we do so we can be fully prepared for the QPA in mid-1991."

Bellcore is an organization representing the regional Bell operating companies (RBOCs) that routinely audits the quality of the products purchased by the local telephone companies for use in their networks. The QPA, which is conducted periodically, is an audit of AT&T's internal quality-monitoring process.

Omaha Team Works suggestion program gains new leader

BOB BARNES has been named to head the OMAHA TEAM WORKS suggestion program.



Barnes moves to his new position from his job as supervisor in the Bldg. 30 molding shop.

Barnes takes over his duties from **BEV CAVANAUGH** and **MERLE DINSLAGE**. Bev is now concentrating her efforts in the training group. Merle is now part of the team in the high bay N-type terminal area.

Keep the lines of communication open!

Anyone with a request for additional information on ideas submitted for evaluation under the Omaha Team Works and anyone named as a tester to conduct a test should turn their information into the evaluation committee as soon as possible. A team runs the risk of their idea becoming invalid if the gathering and processing information is significantly delayed.

Goals...



are dreams with deadlines.

Team idea results in palladium reduction

The work of this fine team has resulted in a projected savings of \$60,353 annually for the Omaha Works.

The team suggested a new procedure to reduce the amount of palladium used in the electroplating of protector pins.

The idea earned each member of the team 165,500 performance shares.

Although he's too modest to claim credit, Team Leader **SHARON SWINGHOLM**, 596, says **WALLY MOORE**, 582, came up with the idea. Wally insists everyone worked on getting the idea accepted and implemented.

The team worked for several months to convince the evaluators of the value of the idea. The team felt the original savings accepted by the evaluation committee was too low, so it filed an appeal and won. Based on that experience, Sharon says "one thing our team has learned is that when you have an idea and you believe in it and know it'll save money. stick with it and don't give up."



Meet the team with the palladium reduction idea...(front, l. to r.) LINDA BOOK, 596; SHARON SWINGHOLM, 596; ANNETTE KNIGHT, 596; (back, l. to r.) WALLY MOORE, 582; MATT McDONALD, 748; GENE STUTO, 596 and SCOTT MAUCH, 782. (Not pictured are CHUCK MEYERS, area coordinator and ED SHOBE, coach.)

PRODUCT IDENTIFICATION IS SO IMPORTANT

by **DOUG BRAKE**, Omaha Works Quality Engineer

It's very important that all products and materials on the manufacturing floor are easily identified by everyone on the floor. The identification system must specifically tell where parts or materials are located on the floor or in the storeroom. The system might even indicate if the material has been used and the manufactured goods are in the hands of the customer.

What we're talking about is traceability. It's extremely important to be able to trace materials and products when bad raw material or defective parts accidentally become part of a product. The ability to track down defects is also very helpful in determining maintenance and training needs.

CONTROL OF NONCONFORMING MATERIAL

Material that is obviously defective or could be defective is called nonconforming. All nonconforming material in the plant must be tagged as defective and must be physically segregated from good material. These measures assure our customers that no defective material, once it's found, is used in our products.

Did you see AT&T's booth at the State Fair manned by Omaha Works employees and life member Pioneers? The AT&T/IBEW booth at the Labor Day Septemberfest was neat, too. Thanks and congratulations to all the folks who spread the AT&T word so nicely!

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Here's an example of POWER THINKING!



Meet the members of this outstanding team and a sample of their winning idea ... (seated, l. to r.) DEBBIE RIDGE, 581-7; CATHY LEPERT, 743; LaVONNE OSTRAND, 593-2; (standing, l. to r.) NANCY GRISWOLD, 532; DEBBIE GULIZIA, 593-2; RON HASSLER, 584 and PAM AMOS, 593-2.

Never underestimate the power of one guy, 6 women and their lady coach. Each member of this group of thoughtful folks has earned nearly 200,000 for six ideas—three tangible and three intangible.

The team says one of their most interesting ideas was this: Team members **DEBBI GULIZIA** and **LaVONNE OSTRAND** are both packers in the protector area. These two felt that putting a small instruction sheet in each carton containing 100 protectors was inefficient. A sheet could also be easily left out or could fall out and be misplaced when the protectors are unpacked.

The ladies noticed the AT&T logo was already printed on the outside of the carton. The team checked with Purchasing's **JIM KRAMBECK** who investigated and found the cost of changing the die and adding the instructions on the outside would cost less than \$100. The instruction sheet cost 8.5 cents each. By eliminating the sheets, nearly \$9,000 could be saved annually. The figure doesn't include labor savings and the value of increased customer convenience and satisfaction.

Congratulations, ladies plus **RON**, on a job well done.

This and that...

ARE YOU GIVING GENEROUSLY to the United Way/CHAD campaign? It's a great community effort and you make it happen! **CALLING ALL FUTURE PIONEERS...**For all you youngsters who don't have enough service to become a Pioneer, do we have a deal for you! You can become a Future Pioneer by volunteering as little as 20 hours of service each year! Future Pioneer **KURT VANDERGRIEND** is spearheading the effort. Give him a call on extension 3807...**KEEP DRINKING POP!**...The proceeds from the first three weeks of the WE CAN HELP pop can campaign drive totalled \$89. Pioneer Administrator **BOB MILLER** says "it's picking up and keep on drinking that pop!"... **GIVE THE GIFT OF LIFE...**by donating at this and every Bloodmobile...the next time on Thursday and Friday, Sept. 20 and 21. Call the Weoma Club office for details...**THE PURCHASE OF OPTIONS...**to buy Japanese yen for 1991 for use in paying for gas tubes has been completed. This strategy should yield a minimum of \$500,000 in savings and is safer than a straight hedge strategy due to our volume uncertainties, according to Purchasing's **HANK DAVIDSON...****MECHANIZED BILLS OF LADING** at the three shipping docks are now prepared on the EPPS Transportation Bill of Lading System that automatically transmits shipping data to the Atlanta FOC. The added effort on the part of Omaha shipping personnel saves substantial FOC effort and reduces cost to AT&T. Hank says "thanks" to the folks in the Omaha shipping department for their part in improving corporate productivity...**GUESTS IN EARLY AUGUST...**Product Display's **FRANK MARKESI** hosted reps of TelNor

of Tijuana, Mexico, who were particularly interested in hearing about Omaha's Hispanic community. Frank introduced the Mexican telephone officials to Spanish-speaking AT&T employees **BEA GUNIA, DOROTHY ARMENDARIZ** and **CARLOS PALACIOS**. Frank reports new account reps from PACIFIC BELL will be in training for two days here at the Works...**THE FAMILY THAT STAYS TOGETHER** ...Over 7,660 AT&T employees and their families attended the recent AT&T picnic at Peony Park...**THAT'S ALL FOR NOW!**

Your Employee Resource Center meets your needs.

ETOP computer courses begin Oct. 1 and latest reports are that all class positions are filled. Course offerings include Autocad, Harvard Graphics and Lotus 1-2-3. For more information, contact the Employee Resource Center. Speaking of the Employee Resource Center...why not take advantage of the standing offer to help with questions from represented employees on benefits, insurance problems and education opportunities? It's a great place to get some great help. Next week, *Employee Involvement Today* will take a closer look at what the ERC can do for you!

In the next issue of Employee Involvement...

significant changes in your benefit plans. Stay tuned for details next week.

"What are you looking for?"

"I'm looking for a dog with one brown eye."

"Wouldn't you find him a lot quicker if you looked with two eyes?"