

YOU NAME IT!

You name the new Works' publication and win a dinner for two. Send your entry to: You Name It, Dept. 02040. Deadline for entries is Friday, November 18.

Name: _____

Dept.: _____ Ext.: _____

Entry: _____

Newsletter Changes Format

We've changed our style.

A survey about The Newsletter was done a couple of years ago and the responses indicated that people wanted a change in the format and style of the paper. The majority of votes were for changing to a larger size and including more human interest stories. So, as you suggested, here is the first issue of our new paper.

This publication will be published bimonthly in a newspaper format. A second publication with news about retirements, anniversaries and other personnel-type information will be published monthly.

Although the size and style of the paper have changed, our objectives are the same. We want to keep you informed about company policies, opportunities and, most importantly, the people with whom you work.

We couldn't decide what to name this publication so we're asking for your help. (see mast, top of page.) Any comments or ideas you have about the changes are welcomed.

Inside

- * AT&T President responds to the Supreme Court's decision regarding registration. Page 2.
- * Software, firmware and people. A look inside the F94 shop. Close-up, page 3.
- * Correspondent Mary Owen writes about a humorous experience in the shop. Loud-Speaker, page 4.
- * Etc., pages 6 and 7.



Bruce Crowther, right, vice president, Region 12, Telephone Pioneers of America, offers a congratulatory handshake to John Peterson, president, Merrimack Valley Works Chapter. The local Pioneers won an honorable mention award in the Pioneers' 1977 national People Who Care Award program for their Special Patient Project.

Pioneers Receive National Award For Special Patient Project

The Merrimack Valley Works Chapter of the Telephone Pioneers of America recently received an honorable mention award in the Pioneers' 1977 national People Who Care Award program.

The Pioneers won the award for their Special Patient Project.

Bruce Crowther, vice president, Region 12, presented the award to John Peterson, chapter president, at an awards presentation in the private dining room on Oct. 14.

Following the presentation, a luncheon was held, attended by Massachusetts Secretary of State Paul Guzzi and members of the Works' and Bell Labs' staffs.

Guzzi presented a Commonwealth of Massachusetts Secretary's

Citation to the Pioneers in recognition of their dedicated service to the people of Merrimack Valley.

The Special Patient Project began when local Pioneers, through regular visits to nursing homes, discovered that many of the elderly people receive no visitors or remembrances on holidays and special occasions.

Calling these elderly people Special Patients, the Pioneers started a program of greeting card mailings, visitation and gift distribution to make sure that these people were remembered throughout the year.

At the start of the program there were 125 Special Patients in

seven nursing homes. Through telephone calls and flyers, support for the program increased. By early 1977, there were 500 patients in 22 nursing homes.

The elderly people receive greeting cards on their birthdays, St. Valentine's Day, Easter, Thanksgiving and Christmas. Twenty six Pioneers write and send the cards.

Another project the Pioneers have for the Special Patients is a knitting project. Pioneers, Life Members, Future Pioneers and friends of Pioneering knit and distribute afghans, lap robes, ladies' vests, slippers and shawls.

continued on pg. 5

AT & T President Pledges Bell System Support To Make Registration Work

Responding to the Supreme Court decision of Oct. 3 regarding registration, AT&T President Charles L. Brown told Bell system upper management that "we are going to do our very best to make The FCC's program work and to preserve high-quality service for our customers to the extent possible in a registration environment."

Speaking in a televised panel discussion, he told his audience that "much of the immediate burden for making sure that the days of transition proceed smoothly rests on the shoulders of the operating company officers charged with responsibility for coordination."

'Closest attention'

"Let's not put the burden on our customers," he said. "I urge you to give this registration compliance effort your closest attention."

(The Supreme Court denied a petition by AT&T and others for review of the FCC's registration program, meaning that the FCC is now free to put another part of its program into effect. Under that program, customers now will be able to purchase and directly connect to the telephone network—without a telephone company-provided protective connecting device—telephones and other equipment which have been registered with the FCC.)

Joining Brown in a panel discussion of the implications of the Supreme Court decision were John Segall, vice president-state regulatory matters, and William M. Newport, assistant to the president on registration matters. The discussion was moderated by Edward M. Block, vice president-public relations.

Brown noted five immediate Bell System responses to the court action:

- "We are planning tariff filings that will assure non-discriminatory rate treatment for all customers—recognizing that customer-provided equipment will be replacing some telephone company equipment.
 - "We will start the training of service representatives and plant people who deal with customers.
 - "We will work with customers who provide their own equipment in determining the location of any troubles.
 - "We will not repair customer-provided equipment.
 - "We will not sell telephones—at least initially.
- "Despite the changes we con-

front," Brown said, "I want to emphasize our own firm belief that Bell System people—management and craft—have no cause for concern for the future of this business.

"I'm not being either facetious or falsely optimistic when I tell you that—purely from a business standpoint—we expect to do very well in the competitive arena. The opportunities ahead far outweigh the immediate problems of change to this business. We are going to be a successful, profitable competitor," Brown concluded in his opening remarks.

Following are the responses by panel members to some of the questions telephoned in by viewers across the country:

Does it appear that selling terminal gear is inevitable? How did we arrive at the decision not to sell at this time?

Brown: "It may or may not be inevitable, and I guess that's about as definitive as I can be on that. From the very beginning of this business we decided that instruments would be leased and not sold. It's generally agreed that this has proved to be a superb decision. We're very, very reluctant to turn over a policy which has been so successful for so long.

"Our judgment is that we really ought to give ourselves a little time to see what happens before we overturn a decision that has been basic and essential to the quality of telephone service in this country. It's a clear decision to wait and watch, but we are going to have no hesitation to move—and we will be ready—if and when we make that decision."

Now that the registration program is going into effect, will the Bell System continue its push for the so-called primary-instrument concept?

Brown: "Yes, we will. We firmly believe that there is a need for end-to-end service responsibility, and we have found during discussions in Washington that there are a considerable number of people who agree with this. We may very well find out that the FCC program will be modified so that at least one telephone company-provided instrument will be necessary in order to have full end-to-end telephone service. Currently, though, that's not in effect, and we're not counting on it. But we'll work under registration either way."

When does the FCC's registration program go into effect?

Newport: "We think that it will go into effect in a matter of days. I have to say 'we think', because the

process that will occur is this: the Supreme Court will issue the paperwork, confirming the decision that they made on Monday, to the Fourth Circuit Court of Appeals. That court then will lift the stay on the FCC's order, and the program will go into effect. It's important to understand that no further action on the part of the FCC is necessary for this expanded registration program to go into effect."

Are PBXs and key sets included in the FCC registration program?

Newport: "Under the FCC's current order, which is under stay and which will go into effect, PBXs and key systems are included. However, the FCC does not yet have any rules on how to connect them because the Commission is in the process of establishing them. We fully expect that the FCC will move to defer that portion of the registration program until the rules are established."

Is any registered telephone equipment available now?

Segall: "Data and ancillary equipment already are part of the FCC registration program (since June, 1976) and a number of applications have been submitted and the equipment registered. Telephones have not yet been registered."

Does this mean that customers cannot directly connect their own phones until the FCC provides registration numbers?

Segall: "No. The program contemplates the grandfathered equipment—equipment that was lawfully connected under telephone company tariffs as of May, 1976—can be connected to the network.

Do we have an estimate as yet of the effect of registration on our revenues?

Brown: "We have a large number of estimates, but this country has never experienced anything like this with respect to telephone service, so I don't know which set of estimates to believe. The one clear estimate that I believe and understand is that the market for telephones is going to expand."

If we continue our present modularity program, aren't we encouraging customers to purchase their own telephones?

Newport: "Modularity offers some real advantages to us—because we can avoid some costs—and to customers—because we can pass the savings on to them. If anything, in this registration environment we

need to pay very close attention to our costs and move ahead with programs that help us reduce them and help our customers avoid them. Also, under the FCC's program we're required to provide jacks to connect registered equipment. I don't think modularity will influence whose telephone set is out there at the end of the network. What will count is how attractive our sets are compared to those of others."

How will the telephone companies keep track of the customer-provided equipment that may be in place? Are we going to lose substantial revenues because of our inability to know what's out there?

Newport: "Customers are required to report the connection of registered telephone equipment to the telephone companies. We, in turn, will make sure that the equipment has a valid registration number and that we get the information on ringer equivalence. We intend to use this information to insure that customers are billed accurately for the equipment we provide, and to give them good maintenance service."

Do we really believe that customers will notify us when they connect a purchased set?

Newport: "We obviously know that some people will and some people won't. But, we want to start with the conviction that customers are going to comply with the rules. We intend to watch how that's going, and take appropriate action should customers not be complying with that aspect of the rules."

Will the telephone companies increase the level of testing they do for unauthorized equipment?

Newport: "Customer Services is looking at some recommendations on changes in the DUE (Detection of Unauthorized Equipment) program, but we haven't yet arrived at a conclusion as to what might be an appropriate level of increase that would balance costs and benefits."

What advertising will the Bell System be doing to explain registration to customers?

Block: "We have an extremely comprehensive information effort directed to shareowners, customers and employees—all of our constituencies—ready to go. It does include advertising. In addition to consumer information about registration, our advertising will continue to include sales effort for the residence market."

Will we be adding to our product lines to meet competition?

Brown: "Nobody could be much of a competitor if they sat on

Close-Up

A Look Inside The F94 Shop: Software, Firmware & People

"I had to learn a whole new language. In the beginning it was a real stumbling block," says Jeanne Rapazza, of the F94 Shop.

Jeanne had to learn a language foreign to many of us in order to do her job—computer terminology. Jeanne, Marcy Tremblay and about 15 engineers work in the F94 Shop which manufactures and provides field support for software and firmware products for transmission maintenance and surveillance systems.



Marcy Tremblay, F94 shop, examines some firmware. Marcy says the most difficult part of her job was initially learning computer terminology

Registration

(continued from page 2)

their hands and assumed that the world was going to stand still. We are going to have to make very sure that we are up-to-date with respect to useful, modernized, attractive equipment that customers will want."

Will registration cause us to develop more customer services dependent on central office equipment?

Brown: "Registration and competition will put intense pressure on us to develop different, attractive customer services in the most economical fashion. Where the costs induce us to do it from a central-office standpoint, we'll do it there; where the costs induce us to do it on the customer premise, we'll do it there. We're going to find different answers to that question depending on the economics of different offerings."

Additional questions and answers on registration will be published next issue.

Computer Technology Engineering Dept. "We mass produce those instructions and supply them to operating companies."

Firmware and software have a similar function. The difference is that software consists of machine codes on paper, magnetic tapes and discs. Firmware is usually in the form of an integrated circuit embedded into a chip.

A software package manufactured for each maintenance or surveillance system consists of all the minicomputer programs necessary for the system's functions.

The software is manufactured at the Works, supplied to the telephone company customer on cassettes and punched tapes or front loading disc cartridges and punched tapes, and finally placed in the memory of the system's minicomputer.

"No other company has systems as sophisticated as we do," says Dave McDonald, planning engineer, in the computer Technology Engineering Dept..

The large scale manufacture of the software began at the Works in 1974. It took Bell Labs years to design the maintenance systems, according to McDonald.

"The initial development of the software coincided with the advent of the minicomputer in the late 1960's. During this time Bell Labs was experimenting with the computerization of hardware test frames. This software allowed much greater flexibility in the way a telephone company could do their necessary maintenance," says McDonald. For example, some of the software helps the telephone companies repair home telephones



Jeanne Rapazza, of the F94 shop, holds a piece of software which manufactured in her shop. This piece of software is used for transmission maintenance and surveillance systems.

and control central office alarm systems.

The engineers' roles in the manufacturing process of the generic software is that of middlemen. Bell Labs designs the system and the Western Electric engineers provide masters and write programs and instructions for Jeanne and Marcy. The original charter, according to McDonald, was to have minimal technical work for the operators.

"The job is easy because the engineers give us little write-ups and good instructions," says Jeanne.

The product must be 100 per cent correct every time it is manufactured. To minimize errors a series of checks and balances are made throughout the production process.

Most of the orders for this software come from operating companies in large metropolitan areas. The biggest customer right now is AT&T Long Lines. Bell Labs is now developing systems that can

be used in smaller operating companies.

According to Dave Swenson, manufacturing software and firmware for transmission systems is "all up hill." Since its introduction in 1974, software manufacturing has doubled in production each year.

After the software product is manufactured and tested, it is sent to the telephone operating company for integration into the associated transmission surveillance or maintenance, system.

If the operating company has any problems with the system, the product engineers in the F94 Shop can service it by taking control of the maintenance, or surveillance, system through a Dataphone ® dialed connection.

Manufacturing software products for transmission systems is a surveillance, new venture at the Works. But it is a venture that has saved the Bell System thousands of dollars and it is a venture with an exciting, prosperous future.

AT & T's Investment Tax Credit Will Make 850,000 Employees Instant Shareowners

AT&T recently filed the Bell System's 1976 consolidated federal income tax return, claiming a special \$78.7 million investment tax credit that makes it possible for its new Employee Stock Ownership Plan (ESOP) to divide an equivalent amount of AT&T common stock among most Bell System employees.

The action will automatically make some 850,000 Bell System employees owners of AT&T shares

at no cost to them.

The \$78.7 million in AT&T shares will be held in trust in individual accounts for participating employees for seven years—unless employment in a participating Bell System company ends earlier—following the allocation of shares on the basis of the employee's 1976 compensation.

Shares for the 1976 tax year will be allocated to individual employee accounts in December. A

statement of each account, listing the number of full and fractional AT&T shares placed in trust, will be mailed to each employee's home in February 1978 and each year thereafter. All eligible employees will be notified of their eligibility next month. Those who do not receive notification—and believe they are eligible—should contact their supervisor. In November, participating employees will receive a booklet describing the plan.



ECHO STOPPER. This woman's words might echo all the way along the path of her long distance phone call if the reverberations didn't get stopped by the echo suppressor shown at right. The unit is manufactured at The Works. Voltages lost at various points along telephone transmission lines tend to bounce back, causing echos. The suppressor filters out these unwanted sounds and a transformer builds the desired signals back up to a usable strength.

Echo? No...No... No...

Have you ever had a long distance telephone conversation and felt your voice was echoing down every canyon from Maine to California?

Western Electric understands that when you pick up a telephone, it's not your own voice you want to hear. The company has recently developed an echo suppressor terminal that will eliminate the hollow "rain barrel effect" that sometimes happens on long distance calls.

Of course, the Bell System previously had echo suppressor equipment. But the new terminal, manufactured at the Merrimack Valley Works, can handle nine times as many calls as the old equipment at 10 percent of the cost. It uses one twenty-fifth the floor space of the old unit and one-thirtieth of the power.

Those vast economies are created by the transfer from analog to digital technology. In analog, voice waves are changed to electronic waves and sent over the telephone wires. The newer digital method codes voice waves into electronic pulses. By grouping codes together, digital lines can send many conversations simultaneously over the same line.

To understand how the terminal actually suppresses echoes one must have a grasp of what causes the echoes in the first place. Whenever voice pulses pass from one medium to another during transmission — be it while going through telephone switching equipment, when changing the voice waves to digital pulses, or beaming the signals to satellite and back — some voltage is lost in the exchange. This voltage "bounces" back to its source, causing the echo. While any one change of medium might not be strong enough to cause an audible echo, the effect is cumulative.

The suppressor near the person speaking acts as a one-way gate. Voltage pulses carrying a voice go to the other party but bounced voltage gets trapped by the suppressor.

A transformer at each interchange builds up the depleted, wanted voltage to original power.

The terminal offers several other new features including automatic adjustment for the volume of the call. It also has automatic diagnostic and fault-recovery abilities that are expected to reduce maintenance costs and improve customer service.

WEVALLEY Club Services

The WEVALLEY Club offers the services listed below to all employees. For more information, Call Dick Hosford, x2311, or stop by the Club office.

—Magic Kingdom Club cards for Walt Disney Land and Walt Disney World. The Magic Kingdom Club offers special benefits and values including "Magic Key" ticket books and exclusive vacation plans.

—The Trading Post. Published monthly, The Trading Post lists 'for sale' and car pool ads. Ads are limited to 20 words, run for one issue only and can only be submitted by Merrimack Valley Works and Bell Labs employees. Ads are limited to one ad per person per issue. You can get a form to place an ad from your Club representative or at the Club office.

—Day and weekend bus trips. Recent trips have been to Newport, R.I., Montreal and the Quincy Market.

—Discount cards for automobile tires.

—Travel information is also available at the Club office. Travel plans are handled by outside travel agencies.

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MO.									
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C.	50	III	12	13	14	15	16	17	18
	51	IV	19	20	21	22	23	24	25
12TH.	52	V	26	27	28	29	30	31	1
MO.									

When are we getting time off for the upcoming holidays???? The Works will be closed Nov. 24 and 25 for Thanksgiving and from Dec. 24 to Jan. 1 for Christmas and New Year's. (See above calendar) The "Day before Christmas" holiday will be observed on Dec. 27 and the New Year's holiday will be observed on Dec. 30. Employees with more than 10 days' vacation should schedule vacation days for Dec. 28 and 29.

Insulating Helps Beat Rising Heating Bills

Insulating your home and controlling your thermostat can help you control sky-rocketing heating bills this winter.

During the winter set your thermostat at the lowest setting which is reasonably comfortable. A maximum daytime temperature of 65° F is recommended. Each degree higher can add an additional three percent to your heating bill. If you have to increase or decrease home temperature, remember that setting the thermostat beyond the desired level won't make the system work faster. Your system will overshoot the desired temperature and waste energy.

Another way of controlling heating costs is through adequate insulation. According to energy specialists, insulation is the most important consideration in conserving heating energy.

The greatest loss of heat in most homes is through the roof. This is also the easiest area in which to install adequate insulation. Just three-inch insulation on an attic floor can save you 26 per cent on your heating bill. The blanket or batt type of insulation is made of mineral wool glass fiber cellulose, comes in big rolls and is easy to install.

Another way to insulate your home is to install weather stripping at movable joints, and caulk around windows, loosely fitting attic stair doors and vents. This doesn't cost much, but you can save almost 10 per cent on your fuel bills. A one-quarter-inch space at the base of your front door is equal to a nine-square-inch hole in the side of your house. Brrrrrr!

And don't forget storm windows, which reduce heat loss by 50 per cent. Storm windows pay for themselves in less than five years and then pay an annual return of over 19 per cent on the initial investment.

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Pioneers Win National Award

(continued from page 1)

At Christmas the Pioneers act as Santas for the elderly patients by donating small items and filling Christmas stockings. Last year 200 Special Patients received Christmas stockings.

This year the program was expanded to include filling and distributing Easter baskets. Pioneers collected plastic margarine containers, covered them with crocheted tops and filled them with candy and cookies.

Our Pioneers are truly people who care.



Receiving \$25 United States Savings Bonds in the United Fund Poster Contest are, front row, left to right: Kathy Moran, Dianne Kmiec, Kimberly Depellean, Liz Tomaini, Peter Langlois, Jill McDonald, Daniel George, Paula George and Carol Leavitt, United Fund Publicity Committee. Second row, l. to r; Linda Belmont, Michael Blache, Billy Briggs, Kathleen Muldoon, Lori George, Stanley Kmiec, Christine Kmiec and Christopher Tuccolo.

Telephone Improvement in Last Year Tremendous Extensions Put 91 PerCent of World Within the Reach of Colorado Springs Phones: Lower Rates and Faster Service

Faster service, lower rates, increased long distance service and high quality are not new characteristics of the Bell System. Dan Tuccolo, Department 81916, recently found an article in the 1931 Spring Tourist Edition of The Colorado Springs Sunday Gazette and Telegraph about lower telephone rates and expanding service in 1930.

Unfortunately the article can't be reproduced because the paper has deteriorated over the years, but part of the article is reprinted here for your information and amusement. You've come a long way Ma Bell . . . (The punctuation, grammar and spelling is as it appeared in the original article.)

No year has been more important in widening and extending the telephone service than the year 1930, according to F.W. Carroll, Colorado Springs manager of the Mountain States Telephone and Telegraph company.

Most spectacular have been the extensions of the overseas radio telephone service, Mr. Carroll pointed out. During the year this service was extended northward, southward, westward to the far southwest and further eastward until today 91 per cent of all the

telephones in the world can be connected with any telephone in Colorado Springs.

A new "farther north" was reached during the summer when service was extended to points within the Artic Circle in Sweden.

A new record to the south was established when communication was opened with the Argentine republic and with the cities of Santiago in Chile and Montevideo in Uruguay.

Eastward the service now extends to the eastern border of Finland to Viborg, which is just opposite Leningrad in soviet Russia, while late in autumn voice connection was established with the Antipodes, with the result that this overseas telephone service now reaches five of the six continents, and plans connecting the sixth, Asia, are now being made.

31 Countries Connected

The number of countries which may now be connected with any Bell System telephone, including the United States, is 31. The approximate number of telephones in the world is 35,500,000, and of these, 32,200,000 may be connected with any Bell System telephone.

At the same time the overseas telephone service was being extend-

ed, substantial improvements were being made in the local and long distance service in the Rocky Mountain territory.

New and additional circuits have been constructed all of copper which provides the best transmission, and operating methods have been continually improved.

Service is Faster

As a result, Mr. Carroll points out that today the long distance service is not only of higher quality but of lower cost.

In 1926 the average speed of service of connection on a long-distance call was 5½ minutes. Today it is less than 2 minutes. A few years ago the customer had to hang up and there was some delay on all long distance calls, but now on 9 out of 10 calls the operator tells the customer to remain on the line and completes the call like a local call.

Mr. Carroll said that the people of Colorado Springs are also gaining a much better conception of how convenient the telephone can be made in their homes.

Rates Are Lower

Mr. Carroll also called attention to the effect of the four reductions in long distance rates in the space of four years. As an example he

said that a three-minute call from Colorado Springs to Chicago which cost \$5.90 in 1926, now costs but \$3.50. A call to Phoenix, which then cost \$4.10, is now reduced to \$2.35.

The result of these improvements in service and lower charges has been a greater use of the service both for business and social purposes.

More Phones Per Home

A few years ago one telephone in the home was often considered enough, but now telephones are in use wherever members of the family are likely to spend a large part of the time.

Telephones are particularly popular in living room, bed room, guest room, library, kitchen and basement.

The installation of extension telephones results in greater telephone convenience, saves hundreds of steps every day and also saves lost calls, for it is possible to answer the telephone more promptly.

Thus 1930 was an important year in the development of the telephone service and the expenditure of more than \$3,000,000 in Colorado in 1931 gives promise that this will be a year of similar importance.

etc.



A sign of the times — In keeping with the Western Electric corporate identification program, the flash lettering on the front of the office building was recently removed. A new sign with the Western Electric logo will be put up in the near future.

* * *

Mary Baker of Trenton reached her thumb in a public telephone slot to retrieve a dime Sunday night, and couldn't get her thumb out. Rescue workers with hacksaws and a blowtorch cut the telephone from its base and got Mrs. Baker, her thumb still in the slot, out of the booth and took her and the attached phone to Fuld Medical Center. There the swollen thumb was administered medication, and finally Mrs. Baker was able to slip it out of the change slot. Ward Redman, manager of the coin-box department of the Bell Telephone Company of New Jersey, said that Mrs. Baker's experience was "a first." He added sympathetically: "She'll get her dime back."

— New York Times, 10/4/77

* * *

Jean Hoseason, section chief, Offset and Duplicating and Microfilm Production, recently gave a talk on word processing during a Graduate Division Business Education Workshop session at Salem State College. Jean talked to high school educators about her experiences with the Word Processing Center at the Works.

* * *

H. Allen Fernald, formerly employed by Western Electric here at the Works and corporate headquarters, has bought the Maine based regional magazine, "Down East." Fernald is a former Haverhill resident.

* * *

The Valley Guitar Club, composed of musicians and singers from Western Electric and Bell Labs, will present a "bash" from 11 a.m. to 1 p.m. on Nov. 16 and 17 in the auditorium. The group will play country western, pops and blue grass musical selections. Anyone interested in joining the group can call Dick Swerdlow, x6128.

* * * * *

Some telephones, although physically damaged, keep on working, as was the case in Gallia County, Ohio. Two weeks after a fire damaged the interior of his mobile home, an Ohio Bell customer returned to see the damage. Since his telephone was melted out of shape, he figured he would have to order a new one. But, much to his surprise, the phone rang. "Ralph, where have you been?" the caller asked, "I've been calling you for two weeks."

* * * * *

Junk telephone calls may soon replace junk mail, according to a recent issue of Northwestern Bell News. Rising postal rates may reduce the volume of unsolicited sales pitches going through the mails, but telephone solicitation is on the rise.



Perhaps you remember Xeranda, the black bear pictured above who was featured in the April 1976 edition of WE Magazine.

Xeranda and a group of other black bears were fitted with collars holding small radio transmitters as part of Pennsylvania State University's Bear Research Project. Researchers can locate the bears in 15 minutes by homing in on the signal transmitted by the bears' collar radios. One of the primary purposes of the study was to gather information that would help in the management of the bear population.

But how does Western Electric fit in? The inductors used in the radio transmitters are made at Merrimack Valley. Recently the Allentown plant ordered 96 additional inductors for the bear collars from the Works.

* * * * *

Women seeking raises might offer their bosses these recent findings of a study by the Survey Research Center of the University of Michigan. The average employed man spends 52 minutes, or 11 per cent of each working day, not working. But, says the report, the average woman worker dawdles away a mere 35 minutes, or 8 per cent of the day. The study pegs average male wages at \$7 an hour, female wages at \$4.34. But when pay is adjusted for goofing off on long lunches and various breaks, men average \$8.48 per hour, compared with \$4.86 for women.

— Business Week, 9/19/77

Get Back in your box, Damn It!!! Damn It is the squirrel who was featured in the last edition of The Newsletter. Damn It lives with Bob Yeaton, Security. When Bob brought the squirrel home his wife looked at it and sighed, "Oh, damn it." The name stuck and Damn It is now a member of the Yeaton household. According to Bob, Damn It is well behaved and never bites.



John Jennings, left, a former patient in the Pioneers' award-winning Special Patient Project, celebrated his 100th birthday at the Havolyn Nursing Home, Haverhill, on Oct. 3. Edie Mills, vice president of the Merrimack Valley Works Chapter, visited John on his birthday and brought him a belt and a pair of slippers. But John's eyes really lit up in excitement when Edie gave him his favorite birthday present — a cold bottle of beer.

Unfortunately, John passed away a week after his 100th birthday, but he lived a long and happy life. May we all enjoy a beer on our 100th birthdays.



Dr. Philip W. Anderson, one of three recipients of the 1977 Nobel Prize for Physics, in his office at Bell Laboratories in Murray Hill, N.J. Anderson is the fifth Bell Labs scientist to win the Nobel physics award. The others were: Clinton J. Davison for the "wave nature of matter" in 1937, and John Bardeen, Walter Brattain and William Shockley for the transistor in 1956.



Ray Marquis, left, shares a happy moment with co-worker Al Paradis, center, and Cliff Kimmerle, director of manufacturing, after receiving a \$1,025 suggestion award. Ray, a layout operator in the Thin Film Integrated Circuits Dept., suggested that an additional stripping operation be performed on all substrates in the R/C Wet Room before shipping the substrates to the assembly area.

Twenty-One Receive Suggestion Awards

Twenty-one employees recently received suggestion awards. The winners are: Mary Zaremba, \$560; Constance Wright, \$37.50; Hector Thompson, \$18.75; Andrew Stout, \$555; John Karaliszyn, \$18.75; Anthony Rinaldo, \$60; Robert Pothier, \$675 and Gordon Morton, \$18.75.

Other recipients include: Raymond Marquis, \$1,025; Francis

Lavallee, \$56.25; William Kibler, \$555; John Koralszyn, \$18.75; John Judson, \$75; Louis Hatem, \$18.75; Doris Gurley, \$60; Allen Gesing, \$18.75 and G. Faranna, \$18.75.

Also receiving awards were Robert Desmarais, \$195; Peter Ciapinski, \$18.75; Frank Chapinski, \$18.75 and Monica Allen, \$45.



Bob Ott, left, safety shoe salesman, presents safety shoes to Claude Gagne, Local Cable Dept., and Frances Grell, Quality Control Engineering and Appraisal — Digital Equipment, Purchased Material Inspection Dept. Claude and Frances won safety shoes for the following articles they wrote about safety shoes.

"Having over twenty years doing tree work, now as a part-time job, I have learned my lesson well on safety and respect of equipment and tools.

"A few years ago, after dropping a very large tree, I began to limb it. I was making an "undercut" when the chain saw kicked out after hitting a large knot. It hit the toe of my safety shoes and cut through the leather into my steel toes. I was holding my saw very tight so it did not hit my leg.

"I owe all of my toes to my safety shoes."

— Claude Gagne

"I have heard about safety shoes since I started working for Western Electric. I've purchased them for myself and my husband Peter. The shoes have saved my husband's toes twice. He is a machinist at H & S Machine Shop in Lawrence and he makes dies.

"One time he and another fellow were moving a heavy die from one machine to another and the die slipped from their hands. It fell on his steel-toed shoes, cut the leather and bent the steel toe. It only bruised his toes.

"We thank God and his steel-toed safety shoes that he has his toes. He would not have them if he had not been protected by his safety shoes."

— Frances Grell

More Champs



The Itams are this year's WEVALLEY Club Soccer league champs. Team members are, front row, l. to r.: Mike Murphy, Joe Salvo, Victor Aramati, Shiva Sheel, Joe Commerford, Alberto Avellan and Dave Best, co-captain. Second row; Charlie Turner, George Marotta, co-captain, Byron Kitsos, Ken Dorr, Bruno Buccini, Dennis Krause, Matteo Cascio, Tom Doherty and Emilio Venturi. Absent from picture is Pat Emery.



The WEVALLEY Club golf league winners are, front row l. to r.: Leo L'Ecuyer and Larry McAdam, Monday Night Champions. Back row: Dick Lavallee, Don Roberts, Tuesday A and Plant Champions; Ken Lavallee, Andy LaPierre, Tuesday B Champions and Norm Graichen, Wednesday Night Champion. Absent from the picture: Harold Duffen and Gerry Weisberg, Second Shift Champions.



The Apollos clutched "The Cup" in WEVALLEY Club Soccer playoff action. The Cup winners are, front row, l. to r.: Jarle Dahl, Ed Flanagan, Charlie Bazarian, George Jaworski and Dick Paganelli. Middle row: Bob White, Charlie Marino, Jeff Moulton. Back row: John Bucuzzo, Bob Landes, Dave Howells, Bob Litwinovich, Roland Dubois and Jim Wilson. Absent from the picture: Clay Button, Pete Tomaini, Tom Minio and Jiggs Samierowski.

BELL NOTES

RUF DOCH MAL AN—Roughly translated from German, that's, "Call them now," and it's the eye-catching phrase for a series of advertisements being run by Bundespost, Germany's government-operated telecommunications entity. Similar ads— some remarkably close in concept to those of the Bell System— are now appearing for the first time throughout much of the world. The ads mark the introduction of international calling and long distance advertising campaigns created by foreign telcos—often with Bell System assistance. Much of the calling will be directed towards friends, relatives and business associates in the United States.



AT&T recently extended its interstate Wide Area Telecommunications Service (WATS) to Alaska and Hawaii. Alaska and Hawaii residents can now call toll-free to mainland businesses that offer their inward "800" WATS numbers in those states.

Speed trap? No, he doesn't have radar. Jerry Shaeffer is actually more of a "radio garbage man." Jerry, who works for Western Electric, tours the vicinity of Western plants looking for evidence of stray radio emissions that sometimes leak from industrial machinery such as ultrasonic cleaners, welding apparatus and medical equipment. Such "radio garbage" could interfere with normal radio and TV reception and airplane navigational equipment. Jerry travels all over the country making sure WE plants conform to FCC regulations.



A small Nebraska College recently made an 82-city conference call which is believed to be one of the largest ever made, according to Bell System operator service managers. Twenty-one states were involved, ranging from Georgia to California and Minnesota to Texas.

The call was part of a \$2 million fund-raising drive by York College, a 300-student liberal arts college in Nebraska.

The electronically-linked dinner connected 10,000 people in 82 cities who were attending simultaneous dinners. The long distance audience heard taped messages from six U. A. congressmen.

The messages were recieved crystal clear. So were the results: \$1.2 million in contributions and some tired Bell System operators.
