

The Valley Voice

Vol. 1, No. 1

Western Electric, Merrimack Valley Works

December 1977/January 1978

The closing of another year brings us to the Holiday Season with all of its warmth and spiritual significance. The holidays are times to share the spirit of peace and goodwill with our families, friends and those less fortunate than ourselves.

The past year has been a busy and successful one in our business. I sincerely hope that the New Year will again be a good one for all of us and that you and your loved ones will enjoy the best of health and much happiness.

Merry Christmas to you all.



General Manager

Inside

****Gov. Michael Dukakis presents the Massachusetts Division of Employment Security, Director's Award to The Merrimack Valley Works for its progressive, active policy of hiring veterans. Page 8.**

****It's holiday time! A look at how employees around the Works celebrate the holidays with traditions from around the world. Pages 4 & 5.**

****Close-up features Eduardo Crespo, the Works' new Equal Opportunity Coordinator. Page 3.**

****Etc. Page 6.**



Television: Bell System previews its own new season

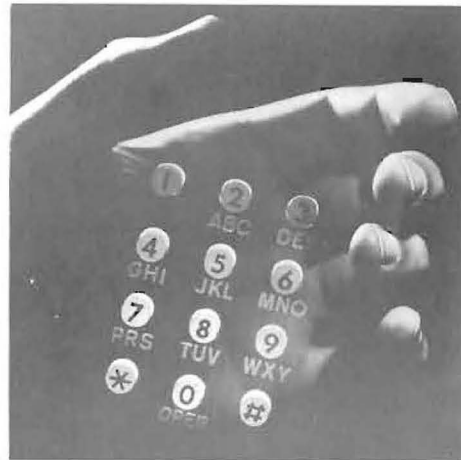
Efforts to streamline the Bell System's television service won't affect your favorite programs, but they will dramatically improve the telecommunications network over which those shows are carried.

Long Lines and the Bell companies are using new technology to centralize and automate the operation for local and nationwide television services. These technological innovations include: a computerized switching arrangement called Intermediate Frequency (IF) switching; an automated system for planning broadcast routes; a diplexing technique that will unite the audio and video portions of the television service and a portable equipment centralization process called the Local Channel Equipment Management (LEM) plan.

Today, local channel equipment used for remote pickups such as sporting events, presidential debates or telethons, is provided, maintained and stocked by the Bell companies. The new LEM plan will allow more efficient use of equipment and reduce Bell System expense.

* * * * *

Where did the telephone go??? We've made most of the Trimline® phone disappear to accent the pushbutton dial. Since Western Electric made the first dials for Touch-Tone® calling in 1964, their popularity has increased steadily. Western made 286,000 Touch-Tone units that first year, tripled production the next, and in 1976 shipped almost 10 million. One reason for their demand: you can dial the average number in about half the time it takes with a rotary model. Because of manufacturing cost reductions achieved with its advanced technology, WE has been able to hold the price of the Touch-Tone unit to its 1974 level despite rising labor and material costs.



* * * * *

Are you covered?

Certain Bell System employees were not covered under a company-sponsored "qualified pension plan" during 1975 and/or 1976, according to a recent advisory from the New York District Director's Office of the Internal Revenue Service.

The employees are those who were not participants in the Pension Plan section of the Plan for Employees' Pensions, Disability Benefits and Death Benefits because they were under age 25, or over 25 with less than one year of service, or had started working with the Bell System after age 60; and did not participate in the Bell System Savings Plan for Salaried Employees, for either or both of those years.

Employees who are not covered by any "qualified pension plan" during a taxable year may be entitled to contribute to their own Individual Retirement Account.

To assist the I.R.S. in determining eligibility to contribute to an Individual Retirement Account, an employee who was not a participant in the Pension Plan, the Bell System Savings Plan, or the Bell System Employee Stock Ownership Plan, should answer "No" to the question, "Was employee covered by a qualified pension plan, etc.?" on the 1977 Form W-2 (Wage and Tax Statement).

The Valley Voice

Published for the employees of
Western Electric's
Merrimack Valley Works
North Andover, MA. 01810
617-681-2307



Lois Kelly
Editor

Correspondents:

John Perrone, Dept. 27510
Joe Ponti, 21390
Lena Bistany, 21510, 21550
Bruce Simon, 21965
Bob Landes, 21970

Nanci Ross, 81140
Mary Owen, 89621
Andy Clancy, 27580
Margaret Smutek, 81131
Dianne Solomon, 51410, 51420

Bell Policy On Registration

The following information, which was provided by AT&T, is part II of Questions and Answers on registration.

How is equipment registered?

Manufacturers, suppliers or their authorized representatives apply for registration by sending the FCC information describing a particular piece of equipment. This information is evaluated against technical standards the FCC has adopted. If the information provided is consistent with the FCC's standards, the equipment will be registered and will be given a registration number which is to be permanently affixed to the equipment.

Will all such terminal equipment have to be registered with the FCC before it can be connected?

Some equipment has been "grandfathered" by the FCC — which means that if a particular item is of the same type (same model and design) as a piece of equipment that already is lawfully and directly connected to the telephone network without a telephone company connecting device, and pursuant to telephone company tariffs as of May 1, 1976 (August 1, 1976 for PBX and Key equipment), it need not be registered with the FCC.

(After Jan. 1, 1978, however, any new equipment — whether or not it is identical to equipment previously grandfathered — must be registered to be connected.)

Other than customer-provided data and ancillary, is any registered telephone equipment available now?

No. Up to now the FCC has been processing applications and providing registration numbers only for customer-provided data and ancillary equipment. Applications for registration numbers on other types of equipment will be accepted as soon as the expanded program becomes effective. Until such numbers are available, no registered main and extension telephones or key systems and switchboards will be available.

Does that mean telephone customers cannot directly connect their own main or extension telephones until the FCC provides registration numbers?

No. Equipment which has been lawfully directly connected to the network may qualify under another provision of the program called "grandfathering" and can still be lawfully and directly connected up to a date to be specified by the FCC. At present it is Jan. 1, 1978. Simply, customers can directly

connect telephones of the same model and design as those which have been "grandfathered" until that date, as long as they comply with the commission's rules. Similar equipment connected after that cutoff date must be registered, however.

Why has AT&T been opposed to allowing customer equipment to be directly connected to the network?

Terminal equipment that is improperly designed, maintained or connected will interfere with the proper functioning of the telephone system as well as with the service of other customers. Some types of equipment can generate hazardous voltages which would injure telephone company personnel and damage equipment.

In opposing registration, we said we did not believe that the FCC's program provided adequate technical safeguards against such harms which could result from the connection of customer equipment. Our concern has been that with the proliferation of customer equipment, the quality, and ultimately the cost, of telephone service would suffer.

We have also maintained that in a registration environment at least one telephone company-provided instrument — the "primary instrument" — should be part of the basic service for single-line customers to help assure their continuity of service, facilitate repairs and permit orderly introduction of technological change.

We have strongly opposed the requirement that we must register our equipment. By design it is certainly compatible with — and provides adequate protection to — our network. Registration of our own equipment will unnecessarily increase the cost of service to the customer.

What is the Bell System's position now?

We will comply fully with the program. The aim of the Bell System is to provide the best telephone service possible. Registration won't change that aim. Customers who provide their own equipment are still our customers, and we intend to provide the best service we can no matter who owns the equipment.

On The Front Page

The picture on the front page is an enlarged copy or a 1910 Christmas post card that we found in the picture files at Western Electric Headquarters.

Close-Up

Eduardo Crespo, Equal Opportunity Coordinator, Succeeds Through Hopes, Wishes, Determination and Self-Motivation

"I got here with a lot of hopes and wishes. I wonder how the hell I made it through. My mother had only a sixth grade education. My father was from a different country in a different time. Statistically I had every reason or excuse to be on the unemployment and welfare rolls.

"I have been a self-motivated individual because the opportunities have been there. Had they not been there, I don't know what would have happened."

Eduardo Crespo, the Works' new Equal Opportunity (EO) Coordinator, emigrated from Ecuador to the United States 11 years ago when he was 16. Eduardo, with very little knowledge of English, left his father and an upper middle class lifestyle and moved into a third floor tenement in Lawrence with his mother. His new neighbor was the local bus station.

"I came against my will, supposedly to learn the language," says Eduardo. "But who wants to leave their father and country behind? My sister was already here and my mother, being a Spanish mother, will be next to her daughter under any conditions."

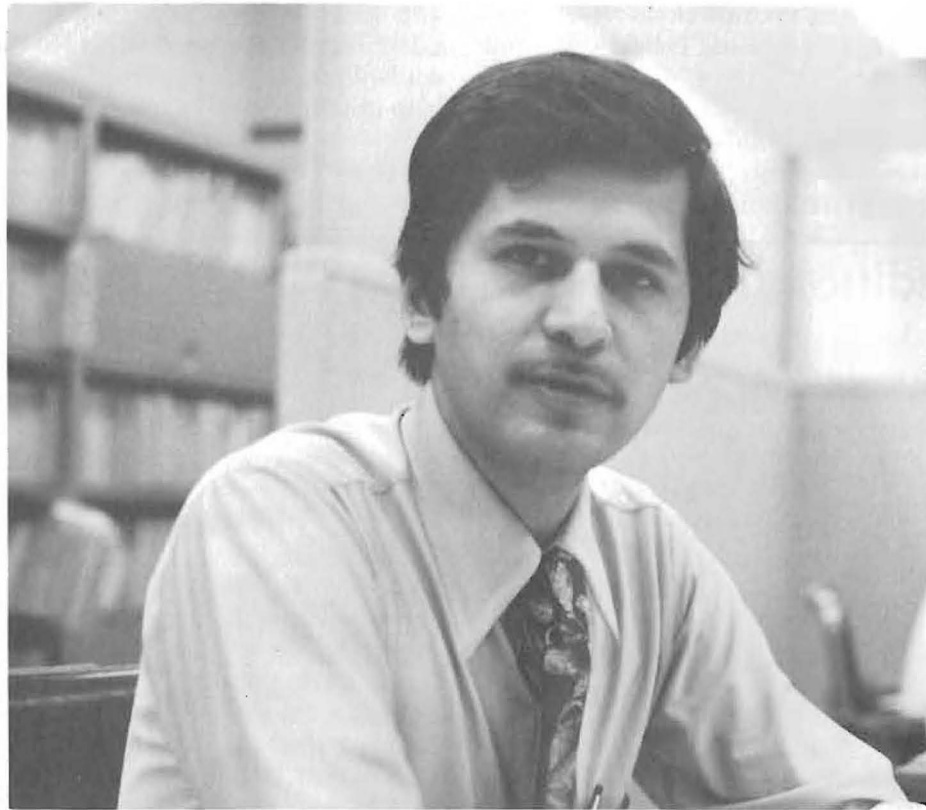
Eduardo went to Lawrence High School during the day and worked nights and weekends to help support his family. He lost an academic year in school because of the language problem. But even more difficult than learning a new language was adapting to another culture.

"Cultural adaptation was a one way process. Either-or. I missed the music and my family. I lacked an understanding of what was going on. I couldn't express myself and my own values were not understood in high school," according to Eduardo.

After school Eduardo worked at odd jobs sweeping floors, pulling nails out of shoes and doing miscellaneous warehouse work. He also worked at Lawrence General Hospital on weekends washing pots and pans.

"The accomplishment factor came into my life for the first time when I worked at Lawrence General. I was the first employee to be called to interpret for the hospital. They used to call 'Mr. Crespo' over the intercom while I was washing the lousy pots and I'd take my gloves off and run to emergency."

After graduating from Lawrence High, Eduardo received a



Eduardo Crespo

scholarship for his academic performance from a local supermarket chain to go to Northern Essex Community College.

"From there on it's a different story," says Eduardo. "From there I saw the avenue to success instead of a struggle for survival. Thank God for Northern Essex."

He was the first Latin to graduate with honors from Northern Essex. Eduardo continued his education at the University of Massachusetts, Boston, earning a bachelor's degree in economics. He is now working on his master's degree in business administration at Northeastern.

"I never missed the dean's list in four undergraduate years. I was so afraid. I had a lot of pressure."

Eduardo had student loans and scholarships but he also continued to work nights while going to college. He worked to support not only himself, but also his wife, whom he married at 19, and a young child. His wife, also from Ecuador, lived on the second floor of the tenement building that Eduardo lived in when he first came to the States.

After graduating from UMass, Eduardo wanted to go full time to get an MBA, but he couldn't get any financial aid.

"The fact that I was accepted at three institutions of higher education in order to pursue an MBA, but that I was unable to go because

of financial reasons, changed my life.

"I knew I couldn't go to school full time any more because I had a big burden. I was living in a place that I really didn't thoroughly enjoy. My wife had been sacrificing all along and I wanted to get some money coming in. I couldn't just be working at part time jobs."

Eduardo worked for the Welfare Department as a social worker for four and a half years. He went into government work because "the government has had more use of bilingual, bicultural abilities in the implementation of their programs than the private sector.

"They were awfully hard times. My ambition and attitude toward advancement and progress was stifled doing social work. I finally gave up social work because the ladder of progress was stiff and it wasn't leading to anything I could look forward to."

Through his social work Eduardo emerged as a leader of the Hispanic community. He has represented the community at the State House, on panel groups and in federal court. He has also acted as a mediator from the community standpoint in multimillion dollar contracts in reference to their affirmative action policies.

Eduardo founded the Latin American Council, Inc. which was

an independent community control advocacy organization.

"We sponsored, along with Merrimack College, the U.S. Small Business Administration and the Lawrence Chamber of Commerce, a small business seminar for a significant number of Hispanic participants. Many people were greatly influenced by the seminar."

The council also helped local and state agencies become aware of the need to have bilingual employees.

"We fought for the first employee to work in the mayor's office. We had to fight in the beginning but from then on it was a honeymoon for the mayor and us. We fought Lawrence General Hospital to hire a bilingual social worker. And we encouraged Northern Essex to offer GED — high school equivalency — preparation classes in Spanish and in a local setting. We have numbers of people who benefited from that."

All of Eduardo's community projects have been volunteer work. According to Eduardo, he didn't mind volunteering his time and energy because, "I believed in what I was doing."

Another project he is involved with is selling, producing, writing and broadcasting a weekly radio program on WVNH (1110 AM) from 3 to 3:30 p.m. on Sunday. The program consists of local news and music for the Hispanic and bilingual communities.

Eduardo's full time concern now is his job at the Works. As EO Coordinator he is developing channels of communication between the community and Merrimack Valley Works; improving the company's affirmative action program and working to create a climate conducive to the company's goal of equal opportunity.

Eduardo attends classes at Northeastern at night and is busy with his wife and three sons, ages seven, four and two months.

"Now you can see why I'm so involved and a fighter," says Eduardo. "I struggled. I've been through it. Not everyone may have the same luck and chances. The more people that come out of the vicious circle successfully, the more opportunities other people are going to have."

Happy Holidays!!

People From Around The Works Share Traditions From Around The World

On Friday we will leave work and go home to our families and friends to share in holiday celebrations. Most of us at the Merrimack Valley Works have different religions and ancestors who came to the United States from foreign

countries; each of which has its own holiday customs, traditions and food.

In the holiday spirit, some of our co-employees have shared their family traditions and recipes with

The Valley Voice. Special thanks to Lena Bistany, correspondent, Standards Systems Engineering, for her help in preparing this article.

Have a happy holiday whatever way *you* and your family celebrate.

The Traditional Polish Christmas

One of the most cherished traditions in Joe Kmiec's home is Wigilia, the Christmas Eve supper.

The table is set with a white tablecloth which symbolizes the purity and holiness of Christ. Ideally, hay is spread on the table before it is covered in memory of the hay-filled manger where Jesus lay. The oplatek, the Christmas wafer, is placed on a plate in the middle of the table.

The festivities start when the first star appears. Joe's children look for the star, thinking that it might be the same star that guided the Wise Men.

Before the Christmas Eve meal begins, the family "breaks the wafer" with everybody as a token of goodwill. Then they exchange wishes for happiness and health. Every wafer is broken twice. For example: Joe breaks off a piece of his wife, Vicki's wafer; Vicki takes a piece of Joe's and then they eat the two pieces together.

If some members of the family can't be at the Wigilia supper, a piece of oplatek, to be used in their own Wigilia, is mailed to them as a remembrance of the rest of the family.

The type of food and the number of courses are different from other evening meals. There are 7, 9 or 11 courses and no meat is eaten. Fish, mushroom, dairy and



Emil Dombrowski

sauerkraut dishes and pierogi with cheese and mushroom-sauerkraut filling are served. Pickled herring is always on the menu. Fruit compote, poppyseed cakes, cookies, cakes, confections and fresh fruit are served for dessert.

When the meal is finished everyone moves to the Christmas tree where carols are sung and gifts are opened. Trees are placed on the floor or a table in large homes in the cities. Trees are hung from the ceiling in village houses and those with beams. All are decorated with apples, nuts, candies, cookies and small, handmade ornaments. The ornaments, made by family members, are made from blown eggs, colored paper and straw. St. Nicholas visits the children on Dec. 6. An

angel brings gifts on Christmas Eve.

Irene Dombrowski makes the following Christmas treat for her husband, Emil, Systems Standard Engineering, and family.

Pierogi

2 cups flour
1 egg
½ cup warm milk
1 tsp salt
2 tbsp melted butter
Combine, knead and rest dough for 30 min. Knead again, roll out thin (1/8"), cut out 3" rounds. Add 1 tsp. filling *, fold and pinch seal.

To cook: Drop 12 to 18 into 6 qts. slowly boiling water. Stir once to prevent sticking. When surfaced, remove with strainer and cold rinse in colander. Dip in butter to prevent sticking.

* Potato-Cheese Filling

2 lbs. potato (peeled and boiled in salted water)
2 or 3 slices yellow cheese
1 chopped onion (lightly sauteed in 1 stick of butter)
1 lb. farmer's cheese
Salt & pepper

Combine and mash all ingredients (except farmer's cheese). Cool. Mix in farmer's cheese. Chill.

Norway—The Peace of Christmas

In Norway the Christmas Season lasts about three weeks. It is known as "The Peace of Christmas." Most Norwegian homes have large, tall "Christmas Candles." If these candles burn out on Christmas Eve it symbolizes that some disaster may strike the family. It is believed that the light of Christmas Candles radiates blessings.

"Jule-nissen," a mischievous elf who supposedly lives in the attic all year, brings gifts on Christmas. He comes at midnight riding "Jule Buken," a goat, and wears long white whiskers and a pointed cap. A favorite Norwegian holiday

treat is Berlinekranzer (cookie wreaths). Jim Raney, Standards, Framework, Cabling and Computer Aid Design, and his family use the following recipe.

Berlinekranzer

1½ cups shortening (half butter or margarine)
1 cup sugar
2 tsp grated orange rind
2 eggs
4 cups all purpose flour
2 tbsp sugar
red candied cherries
green citron

Mix shortening, 1 cup sugar, rind, eggs. Stir in flour. Chill dough.

Break off small pieces of dough, roll to pencil size — 6" long, ¼" thick. (If rich dough splits apart or crumbles, let warm or work few drops of liquid.) Form each piece into circle, bringing one end over and through in a single knot. Leave ½" end on each side*. Beat egg white until frothy, gradually beat in 2 tbsp. sugar, brush tops with this. Press bits of cherries on center of knot and add jagged green citron for leaves. Bake 10-12 min. or until set but not brown.

*Place on cookie sheet.
400°F ungreased sheet — Makes 6 dozen 2" cookies.



The French

Reveillon, the French Christmas Eve dinner, is a tradition in the home of Rita Beliveau, Apparatus Shop Service and O.W. Ordering & Servicing Dept. Reveillon, which translated means re-awaker, is held after the family attends Midnight Mass. Tourtiere, a meat pie, is served as the main course.

Santa Claus visits while the family is at church and the gifts he brings are opened after the Reveillon.

Carol Smith, Personnel Dept., dug out the following recipe for

Hanukkah—The Israeli Holiday

Paul Kolodny, Standards System Engineering, and his family recently celebrated Hanukkah, the annual festival of lights that is celebrated for an eight day period.

Hanukkah is based on the lunar calendar and the exact date of the holiday varies from year to year. This year Hanukkah was celebrated from the eve of Dec. 4 to sundown on Dec. 12.

The holiday dates back to 165 B.C.E.(before the common error) when the Jews, under the leadership of Judah Maccabee, recaptured the holy temple in Jerusalem from the Syrian Greeks. A small supply of consecrated oil was found after the recapture and this was used to light the "eternal light" of the temple. There was only enough oil to last one day, but it lasted eight days until a new supply arrived.

Today Hanukkah is celebrated to commemorate the victory of right over might, spirit over force

and the oppressed over the oppressor.

In the Kolodny home, the holiday is celebrated by lighting candles or lights on a menorah — a candleholder used specifically for the occasion. One light is added to the menorah every night for eight successive nights. An additional light, representing the "Temple Eternal Light," is also lit every night.

A game with a top, driedle, is played and gifts are exchanged. Lotkes, a special potato pancake appetizer, is served in most homes.

Potato Lotkes

4 large potatoes
2 eggs
1 tsp. salt
dash of pepper
3 tbsp. flour
1 tsp. grated onion
½ tsp. baking powder
dash of cinnamon
fat for frying

(Lotkes may be milchig (milk), fleishig (meat), or parve (neutral). They may be served for breakfast, lunch, dinner or late supper. They may be eaten plain, with sugar, with applesauce, or even with chicken soup. There is only *one* must — to be really enjoyed and appreciated, they must be served piping hot — straight from the frying pan to the plate.)

Peel the potatoes, grate on a fine grater and pour off half of the liquid. Beat the eggs and add to the potatoes with the other ingredients. Drop the mixture by the spoonful onto a hot well-greased frying pan. Turn with a spatula and brown on both sides for a lighter texture, one cupful of cooked and mashed potatoes may be substituted for one of the raw potatoes. Serve hot with applesauce or sugar or salt to taste.

Middle Eastern Christmas Treat

One of Lena Bistany's favorite desserts around the holidays is the "melts-in-your-mouth" Arabic treat called Grieby (pronounced Gri-bee). Lena, Systems Standards Engineering, hopes you enjoy the recipe as much as she enjoys eating them.

Grieby

1 cup butter
1 cup confectioners' sugar
2 cups flour (unsifted)
almonds

Melt one (1) cup butter in saucepan over very low heat. Remove from heat when all the salt has settled to the bottom of the saucepan. Allow the melted butter to stand until slightly cooled, then strain through small strainer into a mixing bowl. Let strained butter stand to cool.

Add one (1) cup confectioners' sugar and mix together thoroughly

until totally smooth. Add two (2) cups unsifted flour and knead ingredients together while still in bowl.

Remove dough from bowl and place on pastry cloth in loaf-shaped form, approximately two (2) inches in thickness. With knife, cut dough into strips of 1½" wide. Take each strip and form into donut-shaped cookies.

Place cookies on ungreased cookie sheet and bake for 15 minutes at 350°F. (Don't allow cookies to brown; they should still be white in color when removed from oven.) Allow to stand until thoroughly cooled and firmly set, then remove from cookie sheet. If this not done, they will break on removal from cookie sheet.

Makes 100 cookies.



Lena Bistany

Deepavali Festival—India

Gopal Sarma, Product Line Planning and Engineering, recently celebrated a Hindu holiday called Deepavali. The holiday commemorates the victory of Meir Lord Sree Krishna over the vicious tyrant Narakasura who oppressed the people and was a menace to society.

Hindu homes are illuminated with rows of brightly burning lamps from which the festival takes its name — Deepa Avali — lights burning in a row. Fireworks are lit in each home to symbolize the battle with Narakasura.

On the morning of the festival everyone takes a bath because Hindu ceremonies have to be preceded by the purification of the

body. Taking a bath on this holiday symbolizes taking a bath in the holy water of the River Ganges. The children salute their parents and elders after bathing. Later, members of the Hindu community greet each other with the inquiry, "Have you had your bath in the Ganges water today?"

New clothes and food are placed before the Lord and prayers are offered asking the Lord's blessing. Then parents bless the children and give them the new clothes.

A Reunion Breakfast is held and the family eats several courses of sweets and puddings. The rest of the day is spent visiting neighbors and exchanging sweets.

Gopal and his wife, Malathi, eat Rasmalai, one of their favorite delicacies, during the Deepavali festival. Because of the tedious traditional method of preparation, a revised recipe is as follows:

Rasmalai

For Rasmalai:

32 oz. Ricotta cheese
1 cup sugar

For rabri:

16 oz. half-and-half milk
½ cup sugar

1 tsp rosewater (optional)

1 tbsp. finely powdered pistachio nuts

6 whole cardamoms, peeled and powdered a pinch of saffron

(continued on page 8)



Christmas

Tourtiere:

Tourtiere (French Meat Pie)

2 lbs. ground pork butt
½ lb. hamburger
2 medium potatoes (boiled)
1 onion, chopped
salt, cinnamon and
cloves to taste

Cook pork and hamburger three hours on a very low fire or until well done. Add boiled potatoes mixing with a fork. Put between pie crusts and bake about 45 minutes at 375°.

etc.

Congratulations to Joe Ponti, Special Design and New Development. Joe was the finalist in the "You Name It" contest with the entry, *The Valley Voice*. There were, however, 9 semifinalists who also submitted *The Valley Voice*. We put all the names in a hat and Joe's name was picked. The semifinalists were: Dick Smith, Dept. 03745; Bob Zingali, Dept. 27530; Bob Stone, Dept. 21381; Joseph Kanan, Dept. 89243; Bob Lee, Dept. 21510; Charlie Sapienza, Dept. 89243; Frank Mitchell, Dept. 84521; Fred Welch, Dept. 80421 and Harold Hersey, Dept. 84511.

Over 250 entries were submitted to the contest. Thanks to all who entered!

* * * * *



Willie Bell has been spending time lately with the people in the T1 Repeater, T2, T4 Regenerator Dept. because they had an outstanding safety record last quarter. Pictured above, left to right, are: Vin Kelleher, George Marquis, Eleanor Schiller, Cliff Kimmerle, director of manufacturing, Willie Bell, Eileen Breen, Ed Hayes and Mel Correia.

* * * * *

Need to write to you senator or congressman? Here are some addresses: Sen. Edward Kennedy, 2400A JFK Federal Building, Boston, Ma. 02203; Sen. Edward Brooke, 2003F Federal Building, Boston, Ma. 02203; Congressman Michael Harrington (6th District-Haverhill, North Andover, Amesbury, Merrimack, Groveland), 206 Post Office Building, Salem, Ma. 01970; Congressman Paul Tsongas (5th District- Andover, Lawrence, Methuen, Lowell), 50 Kearney Sq., Lowell, Ma. 01852. Next month: New Hampshire senators and congressmen.

* * * * *

If you dial his listed number in Seattle, here's the recorded message you hear: "Hello, this is Reginald the Plumber. Because of a surplus of funds I'll be accepting no new work for the time being. If you called regarding a plumbing problem, my present response is P P P P P P P P L L L L L L F F F F F F!" Reginald Anderson delivers the Bronx cheer with gusto. The recording goes on. "If you are unable to resolve your problem, inquiries about work will be accepted in the spring of '78. Thank you."

—The Boston Globe
11/14/77

* * * * *

Mary Owen, *Valley Voice* correspondent, formerly of the Repetitive Toroidal Coil Dept., has been transferred to the Lawrence Plant. We're hoping that Mary, an ace correspondent, can pick up some scoops at her new location. Good luck Mary!

* * * * *

Canteen Corp. is in the process of replacing the vending machines throughout the plant. Mike O'Brien, Canteen vending district manager, has asked for our help and patience during the changeover. If a machine won't work, call X3132 to get a maintenance person. Getting mad and kicking the machine won't help, but getting mad at Mike will!

Many people around the Works have donated time, money and gifts to make the holidays happy for the less fortunate. If you, or your department, did something special and you want to be included in a post-holiday story, drop a note to Lois Kelly, Public Relations Dept.

* * * * *

Mrs. Izma Vance of Roseburg, Or., told the telephone operator: "I want to talk to Anwar Sadat in Egypt." He wasn't available then, but later he tried to call her three times, and this time, he couldn't reach her. They finally made connections, but he was called away to a meeting and Mrs. Vance had to settle for Mrs. Sadat. They chatted, and Mrs. Vance said it shows "even a small person can reach somebody important."

The Boston Globe
12/11/77

* * * * *



Celia Desrocher, pictured above and formerly of the D3 Carrier Channel Unit Dept., retired from Western Electric this fall with a lot of memories — and she's kept them all in a big scrapbook that she started when she began work 15 years ago. Celia collected pictures of people she worked with, charts she used when she was a process checker at the Lawrence Plant, names of all her bosses, service anniversary cards, copies of *The Newsletter*, open house invitations even a WE parking ticket.

Celia, a resident of South Lawrence, said, "If there's ever a fire in my house I'll grab my scrapbook first. I can never have another one."

* * * * *

Fifteen employees recently won suggestion awards. The recipients include: Ronald Aldrich, \$18.75; Elizabeth Andrukaities, \$18.75; Carol Butler, \$18.75; Pauline Cook, \$56.25; John Coppola, \$25 and B.A. Dipietro, \$605.

Also receiving awards were Clifford Dubois, \$18.75; H.G. Gayer, \$950; Raymond Goodell, \$37.50; M.J. Lamoureux, \$56.25; Stanley Lapham, \$18.75; James Madigan, \$55; Irving Reval, \$18.75; Bruce Simon, \$37.50 and Russell Janvier, \$50.

* * * * *

If you're interested in being a correspondent for *The Valley Voice* please fill this out and return it to:
Lois Kelly, Public Relations, Dept. 02040.

Name _____

Dept. _____

Ext. _____

Comments/Questions _____

The Works Receives State Award For Hiring Veterans

The Merrimack Valley Works recently received the Commonwealth of Massachusetts, Division of Employment Security, Director's Award for the Northeast Region for its active policy of hiring veterans.

John Hodgman, director of the Division of Employment Security, presented the award to Harry Youngman, Manager, Industrial and Labor Relations, at an awards ceremony on Dec. 7 at the State House.

Gov. Michael Dukakis, a speaker at the ceremony, said, "I hope every company in the state seeking employment these days will follow the example of the companies here today. We can have the best people in the division (DES), but if employers aren't working with us, the program will be a failure."

The governor proclaimed November 1977 as "Hire a Vietnam Era Veteran" month to show the state's and private industry's commitment to the goal of full employment for veterans in the state.

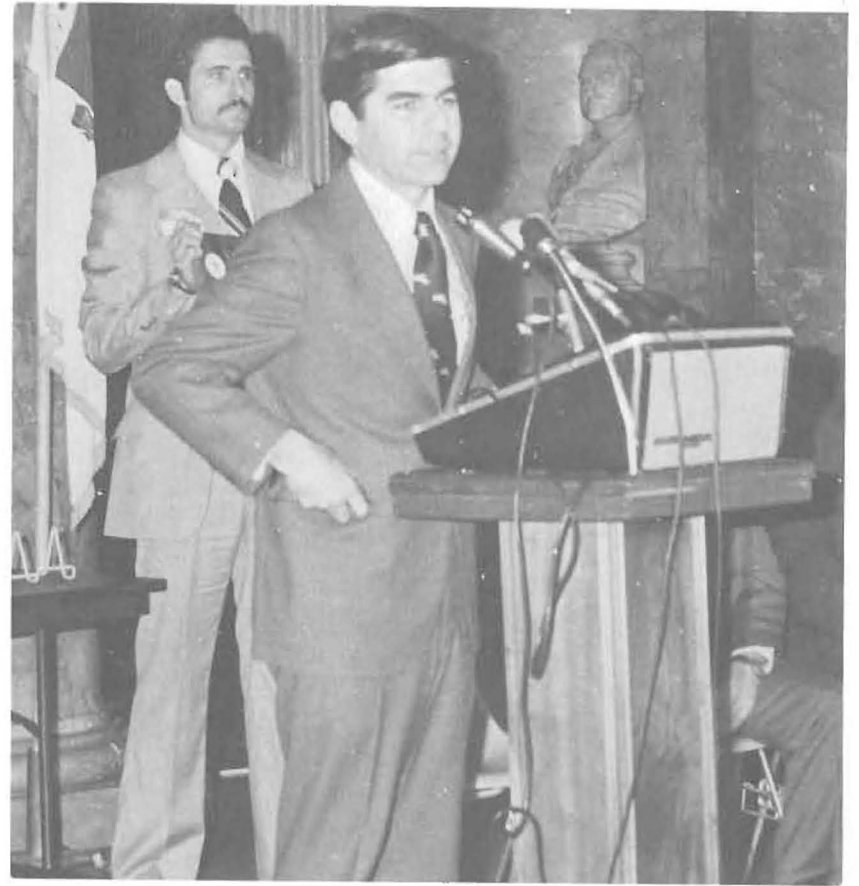
As part of the month-long program, Eduardo Crespo and Don Gordon, Personnel Dept., worked on the steering committee for "Hire a Disabled Veteran Week" in conjunction with the National Alliance of Businessmen (NAB).

The steering committee held a breakfast meeting on Nov. 15 in Lowell for companies and veterans from the Northeastern Massachusetts Region.

"The purpose of the breakfast was to get companies and veterans together to see if the needs of both parties could be met," said Eduardo Crespo, The Works' Equal Opportunity Coordinator.

Western Electric was the first company to commit itself to participate and endorse the disabled veteran week, according to Eduardo.

The Works hired 29 Vietnam era veterans, four disabled veterans and 13 other veterans during November.



Governor Michael Dukakis commends Western Electric and other Massachusetts companies who actively hired veterans during "Hire A Vietnam Era Veteran Month" in November. Standing behind Dukakis is Walter Campbell, executive secretary, Interagency Veterans Employment Advisory Committee.

Employee Assistance Program Offers Personal, Family Help

Christmas is coming. But along with Christmas are parties and alcohol — sometimes too much alcohol.

"Around the holidays some people think everything should be a party. Many holidays can be ruined by alcohol — it takes away from Christmas at home. The best present someone with an alcohol problem can give to his family is a sober Christmas," says Dan Denney, counselor for the Employee Assistance Program.

The program helps employees and their families who have alcohol, marital, drug, or other personal problems which may interfere with work performance and attendance, thereby jeopardizing job security.

Dan does most of the counseling and works closely with the Medical Department. If they can't help they will refer you to outside agencies that can help you.

The program, which supple-

ments other employee benefit programs, began in 1967. Since then hundreds of people have been helped. Dan counsels an average of 20 to 30 people a week. About 285 people with alcohol problems have successfully recovered due to the assistance program.

If a person has an alcohol problem he or she first talks with Dan. A person who is very sick can voluntarily enter Baldpate Hospital, Georgetown, for a 21-day rehabilitation program.

This program consists of group therapy meetings on Monday evenings with Dan, group therapy sessions with a clinical psychologist, AA meetings, individual and family counseling and occupational and physical therapy. While participating in this program the employee receives sick benefits from the company.

Eighty per cent of those who participate in the Baldpate Hospital

program fully recover, according to Dan.

The Monday evening session that Dan runs is an orientation to help people prepare to go back to work.

"People in the program worry about what people in work are going to say," says Dan, a recovered alcoholic. "In the orientation they learn that it's not a shame to be an alcoholic. It's only a shame when you don't do anything about it. I also tell them, 'You're the most important person to you. If you don't like yourself no one else will.'"

After completion of the hospital period, participation in AA meetings is strongly encouraged.

Anyone interested in the Baldpate program or who needs any other personal or family help can call Dan, X2341, or talk with his/her supervisor. All help is voluntary and confidential.



Dan Denney

Telephone Tips For Making Your Christmas Calls

Santa and his helpers aren't the only ones getting ready for the big day — the Bell System is too.

This year AT&T predicts that callers on Christmas Day will make a record number of about 15 million interstate calls, nearly three-quarters of a million more than last year's total of 14.3 million.

To prepare for this traditionally busy day, the Bell System is adding extra circuits to the telephone

network.

To help ease the rush — and to make sure your call goes through — the company suggests that, if possible, you place your holiday call before 6 p.m. Saturday, Dec. 24, or on Monday, Dec. 26.

"Since Christmas is on Sunday this year," said Dick Esrey, network operations manager for AT&T's Long Lines Department, "Interstate calls placed on Monday — a legal holiday — will be cheaper

than normal. And the regular weekend rate — also cheaper — will apply on Saturday and until 5 p.m. on Sunday."

Other tips the company suggests include:

— Dial long distance calls directly whenever possible to save money and time. Domestic dial rates — no matter what the hour — are lower than operator-assisted calls.

— Although still relatively busy,

the slackest calling period on Christmas Day is between 1 and 5 p.m.

— Have numbers for domestic and international calls available ahead of time. If it's necessary to call directory assistance, do so before the holiday weekend.

— Check time differences within the United States and in other countries. It might mean the difference between reaching a friend on Christmas or the day after.

Safety Tips For Weekend Woodcutters

With the high cost of conventional fuels many people are becoming weekend woodcutters, according to the Safety Organization. Woodcutting with a chain saw can be very hazardous, however, and you should take some safety precautions. Claude Gagne, Local Cable Dept., Lawrence Plant, — and a part time woodcutter for over 20 years — put together the following list of precautions with the Safety Organization for your information.

— Don't wear loose-fitting clothes or unbuttoned shirts and sweaters. Do wear protective equipment like safety glasses and safety shoes.

— Refuel your saw where there is good ventilation— not in a cellar. Never refuel a saw when the motor is running or before the motor cools.

— Don't leave a chain saw running unattended.

— Always have a firm grip on your saw. This will give you better control.

— When cutting wood have a helper to keep people away from falling limbs and trees.

— Don't climb a ladder with a chain saw in you hand. Pull the saw up with a separate rope.

When working off a ladder, secure yourself and the saw with separate ropes. Make sure that the rope attached to the saw is long enough so that if the saw falls, it will fall below your feet. It's best not to use a chain saw in a tree unless you're very familiar with the saw.

— Don't use an electric saw in the rain and don't smoke when using a gas-powered saw.

— Lastly, pay close attention to what you're doing.

Awards Presented For Suggestions

Twenty-two suggestion awards were presented in November. Receiving awards were: Ronald Aldrich, \$18.75; Richard Boucher, \$56.25; Frank Chapinski, two awards, \$25 each; Peter Ciapinsky, \$18.75; Eleanor Coburn, \$18.75; James Davis, \$37.50; Lucien Dodier, \$37.50; John Fowler, \$75; Kenneth Girard, \$37.50 and Gordon Hamilton, \$18.75.

Awards were also presented to Theodore Lavalley, \$18.75; Robert McCarthy, \$18.75; John Melvin, \$18.75; Marilyn Riley, \$18.75; Diane Ryan, \$19.75; John Ryan, \$75; Charles Sapienza, \$37.50; Robert Stone, \$37.50; James Stormont, \$18.75; Brenda Turnbull, \$125 and Richard Winmill, \$37.50.



Pictured above is the first group of employees to complete the Standard First Aid and Personal Safety Program conducted by Vinnie Deacy, Security and Plant Protection. Seated from left to right are Bob Danus, Dept. 89212; Lawrence Melvin, Dept. 89454; Claire Migliori, Dept. 89670; Pat Spina, Dept. 81945; Arline Joralmon, Dept. 89670 and Hanna Comeau, Dept. 81910. Back row, l. to r.: Bill Banton, director of engineering; Vinnie Deacy, first aid instructor; Tom Muldoon, Dept. 81936; Paul Riley, Dept. 81133; Pete Carter, Dept. 89390; Bryan Good, Dept. 81936; Jim Brough, Dept. 81936; and Don Dion, Dept. 89392. Bill Banton presented certificates of achievement to the group. (Photo by Roger Culliford)

To Be Offered To First Shift

Employees Complete First Aid Safety Program

Three groups of employees from the second and third shifts recently completed the Standard First Aid and Personal Safety Program conducted by Vinnie (Dace) Deacy, Security and Plant Protection and certified first aid trainer.

The program, held during work hours, covered treatment of specific injuries such as shock, wounds, sprains and burns; respiratory emergencies; rescue and distance transfer.

The employees who completed the 14-hour training program have been assigned to cot crews in the building. They will take charge of ill or injured employees and direct cot crew members who have not had first aid training. Two out of

four cot crew members on the second and third shifts have had first aid training.

Because of employee enthusiasm and success of the program, plans are being made to offer it to first shift employees, according to Dick Smith, Environmental Control, Safety Engineering and Plant Inspection. About 100 trained cot crew members are needed for the first shift.

Anyone interested in volunteering for the course can contact Vinnie Deacy, X2200, Dept. 02130 or Dick Smith, X3490, Dept. 27450.

Second shift employees who have completed the Standard First Aid Program include: James Brough, Peter Carter, Hannelore

Comeau, Robert Danus, Donald Dion, Bryan Good, Arline Joralmon, Lawrence Melvin, Claire Migliori, Thomas Muldoon, Paul Riley and Patricia Spina.

Also Rose Alekel, Dick Delaney, Rita MacDonald, Girard Mailloux, Arlene Picard, Roland Plourde, Ken Ray, Irene Proulx, John Ryan, Marion Carter, Tom Donahue, Genevieve Kus, Rita Lambert, Mary Patzke, Nick Scata-macchia and Ed Wunderlick.

Third shift employees who have completed the course include: Sam Barbagallo, Dave Brannan, Louise Busseiers, Roland Demoneau, Charlene Eaton, Judy Gagnon, Dorothy Georgerian, Maureen Greeley, Mary Lavigne, Peter Rizkallah and Joe Zmuda.

Holiday Traditions (Continued from page 5)

Deepavali Festival

Mix Ricotta cheese and sugar in a rectangular baking tray. Mash into a paste with a fork and bake in a pre-heated oven at 350°F for 35 minutes. When done, it will set like thick pudding. Cool, and cut into one-inch squares and set aside. Do not take the squares out of the dish.

Boil the half-and-half and sugar for five minutes. When cool, pour over the rasmalai pieces. Sprinkle with rosewater, pistachio and and saffron. Refrigerate. Serve chilled. Makes 8 servings.

An English Christmas Treat

Christmas Pudding, also called Plum Pudding or Yorkshire Pudding, is an old English holiday tradition. One tale about the origin of the pudding is that centuries ago an English king and his party of hunters were lost in the woods on Christmas Eve. The cook, with very few provisions, put what he had in a cooking pot and the concoction

he came up with was the first Plum Pudding.

Florence (Fluff) Follmer, also of Systems Standards Engineering, uses the following recipe to make Christmas Pudding.

Christmas Pudding

2¾ cups day-old bread crumbs
1 cup diced figs
1½ cups seedless raisins
¾ cup mixed candied fruit
½ cup dried currants
½ cup toasted filberts, chopped
2 cups ground suet
1½ tsp salt
¾ tsp cinnamon
½ tsp mace
¼ tsp cloves
1 cup scalded milk
½ cup (packed) dark brown sugar
4 eggs
2 tsp brandy flavoring
2 tbsp orange juice
Lemon sauce*

Coat greased 2-quart mold with 3 to 4 tablespoons bread crumbs. Combine fruits, filberts and suet in large bowl. Mix remaining bread

crumbs, salt, spices, milk and brown sugar together; stir until sugar dissolves. Add eggs, brandy flavoring and orange juice; beat until well blended. Stir into fruit mixture. Pour into prepared mold; cover tightly. Place mold on rack in bottom of large pot or roasting pan; fill with enough boiling water to cover 2/3 of the mold. Cover and steam pudding for five (5) hours, adding water as needed. Pour off any excess fat from top of steamed pudding. Cool for one (1) hour before unmolding. Serve warm with lemon sauce. Pudding may be made ahead; reheated in mold before serving.

*Lemon Sauce

1 tbsp cornstarch
½ cup sugar
¼ tsp salt
1 tsp grated lemon rind
¼ cup lemon juice
2 tbsp butter
Mix cornstarch, sugar and salt together in saucepan. Stir in one (1) cup water. Bring to a boil, cook for one (1) minute, stirring constantly. Add lemon peel, lemon juice and butter; stir until butter melts. Serve hot.