

# The Valley Voice



Vol. 1 No. 7

Western Electric, Merrimack Valley Works

November 1978



John deButts

## John deButts to Retire Brown to Succeed Him

Charles L. Brown, 57, has been elected chairman and chief executive officer of AT&T, effective February 1, 1979.

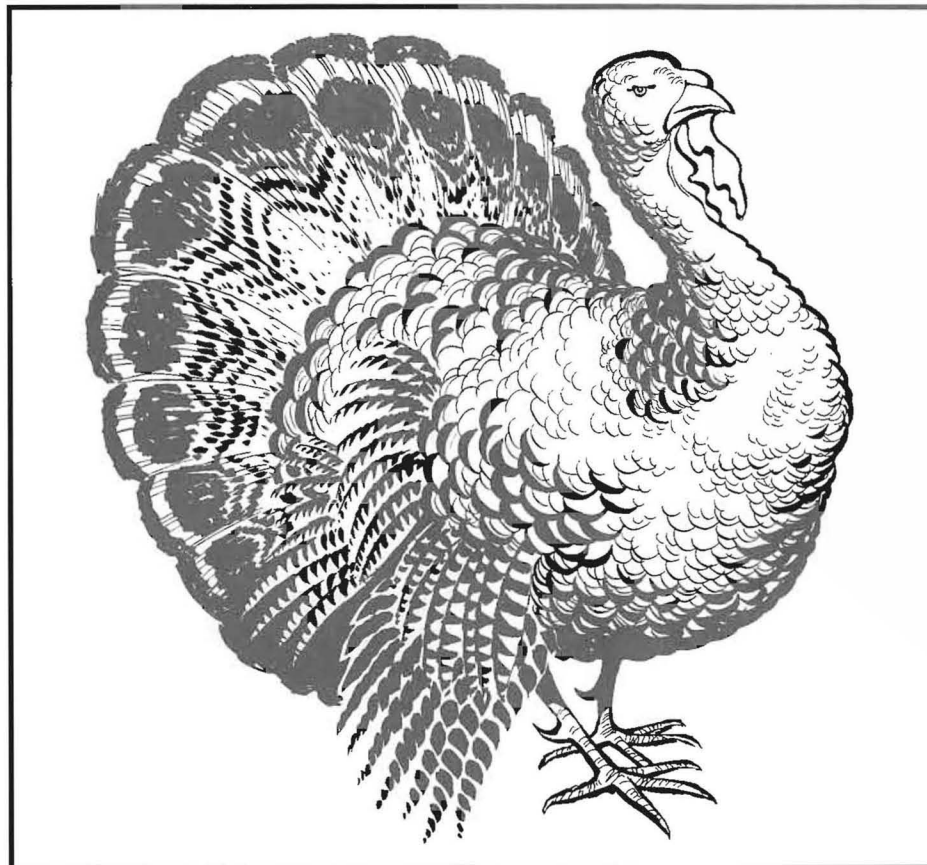
He succeeds John D. deButts, 63, who is retiring at his own request after more than 42 years in the Bell System, including the last six-and-one-half as AT&T chief executive.

In other action at the October 18 board meeting, directors elected William M. Ellinghaus, 56, president and chief operating officer to succeed Brown, and James E. Olson, 52, vice chairman and a director to succeed Ellinghaus. These changes also are effective February 1.

In announcing his retirement, deButts said that he had been discussing his desire to retire a little early with AT&T's board "for some time" and that he had chosen to do so at a time when he could "confidently leave a business that is strong financially, strong in its service quality, strong organizationally, strong technologically and especially strong in its management capability."

As to his future plans, deButts said he expects to remain on some corporate and other boards including AT&T's board, if the shareowners reelect him next April.

"I do not, however, expect to undertake any full time assignments," he said.



Thanksgiving Day is November 23!

## Canteen Offers Thanksgiving Baked Goods

What's a hearty Thanksgiving Dinner without a hot piece of pie for dessert?

Since 1974, the Works Canteen has sold quality Thanksgiving baked goods at prices below those in outside bakeries.

Available this year are apple, squash, and mince pies, dinner rolls, and cranberry sauce made with whole fresh cranberries.

You may place your Thanksgiving order from now until November 17 in the South Cafeteria during lunch or by phone from 6:30 a.m. to 3:00 p.m., X2320 or X3132.

## Inside

\*\* Tony Savinelli was the last Western Electric mica capacitor manufacturer. His good friend and screening oven tells the story. Page 4.

\*\* November 7 is Election Day for State Constitutional offices, U.S. Senate, U.S. Congress, and other statewide and county offices. Who's running? What are the referenda questions? Page 3.

## Works Management Staff to Attend Western Forum

All twenty-seven members of the Works management, third level and up, will have attended the Western Electric Management Forum by August 1979.

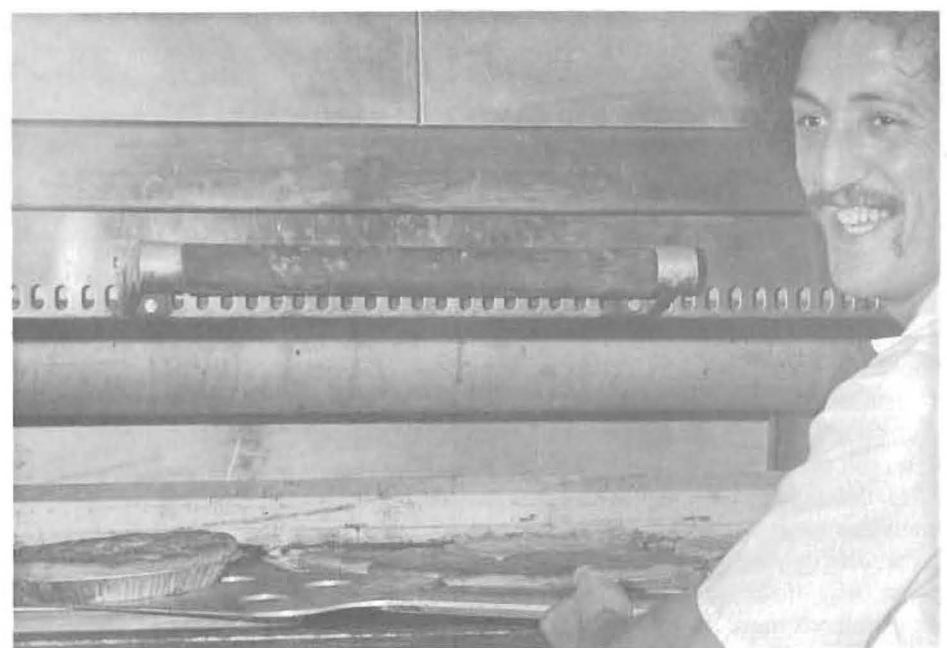
Held Monday through Thursday each week in Tarrytown, N.Y., the corporate seminar is designed as a discussion program exploring Western Electric's goals, objectives, and critical issues.

Western Electric President Donald Procknow is scheduled to hold a dialogue with the conferees each Thursday afternoon.

All other speakers at the Forum, who will introduce the various discussion segments, will be Western Electric executive officers.

John Nemecek, Vice President Manufacturing - Transmission Equipment presently at W.E.'s Boston office

(continued on page 8)



Works Canteen Baker Ernie Grieco shows the ten-inch pies you can order for Thanksgiving.

\*\* Are you and your family covered? *For Your Benefit* uncovers interesting facts about health insurance. Page 6.

# BELL NOTES

Telephone customers can get as many as 60 different calling features — automatic callback, for example, or one-touch dialing of prestored extensions by simply pushing the appropriate sequence of buttons on DIMENSION® PBX stations.

Now, also by pushing sequences of buttons, telephone company technicians can remotely maintain, administer, and gather traffic data for their customers' DIMENSION PBX systems.

A new system, Bell Labs engineers developed, makes possible this remote push-button maintenance and administration. It's called RMATS, Remote Maintenance Administration, and Traffic System.

The new system includes instructions (programs) for the DIMENSION PBX calling features; and standard automatic calling units and data sets manufactured by Western Electric. RMATS centers on telephone company premises house the equipment.

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New England Telephone PBX Technician Bill Johnson checks the printer-reader in the RMATS center at Quincy, Massachusetts. He is reviewing a customer's calling activity.

The Federal Communications Commission has authorized AT&T to impose a hefty rate increase on certain services it supplies Western Union, thus charging the same rates it charges other common carriers.

Western Union promptly went to court to block the action.

The services involve telegraph lines that Western Union has been leasing from AT&T under arrangements dating back more than 75 years. AT&T announced five years ago that it intended to end the special contract with the telegraph company, effective September 30.

According to Western Union, the new tariffs AT&T proposes would increase the telegraph company's 1977 bill for the leased lines to \$62 million from the \$25 million it paid.

At the same time it allowed the new AT&T tariffs to become effective, the FCC allowed Western Union to raise rates to its own customers by about \$17 million.

\*\*\*\*

Celebrating its 100th birthday this year, the telephone directory has played a unique but taken-for-granted role in American history. It began when callers looked up a number on a single sheet and gave it to the local switchboard operator. Today's comprehensive phone directories and direct dialing show a considerable evolution.

Wishing "Happy Birthday" to the humble telephone directory is a significant event for 13,000 Bell System "Directory people." Among them are some 40 WE Purchasing specialists at the Guilford Center and Sunnyvale, California.

\*\*\*\*

Telephone customers in Maine will no longer hear, "For what city please," more than ten times a month without paying for it.

The Maine Public Utilities Commission recently approved a New England Telephone Co. request to charge 20 cents for each information call after the first ten each month.

Handicapped customers who can't use the phone book can apply to the company for an exemption.

Studies in Maine and other states show that a small number of customers make a majority of the information calls. In states where charges for information calls are in effect, more than 90 percent of the customers don't make enough directory assistance calls to be charged a fee.

\*\*\*\*

On November 3, 1892, Mayor Emmet Scott of LaPorte, Indiana called an official holiday to celebrate the establishment of the world's first automatic telephone system. Almon Brown Strowger invented the system that connected calls through the use of five buttons on the telephone.

At the extreme left was the release button, pushed before beginning a call. The next three were the hundreds, tens, and units buttons.

If the number to be called were 56, the tens button was depressed five times and the units button six. At the extreme right was the ring button, pressed to ring the party's phone.

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## A Federal Testing Program

### AT&T to Test Electric Vans

Electric vehicles may provide transportation in the future — especially for AT&T. The company has announced it will use electric vans manufactured by General Motors to test the feasibility of electric vehicles for telephone installation and repairs.

Pacific Telephone and Telegraph, an AT&T subsidiary, will test the vans in Los Angeles starting next spring.

AT&T is one of five companies participating in a U.S. Department of Energy electric vehicle testing program. The company is sharing the cost of its part of the program with the Department of Energy, but AT&T will pay for normal vehicle operation.

The Bell System operates over 177,000 vehicles in serving its millions of customers throughout the nation. Many of the vehicles are used in urban centers where mileage is low and pollution can be high.

AT&T Vice President Donald E. Guinn said, "Electric vehicles appear to have a good potential for reducing both pollution and energy consumption."

He said that AT&T selected the General Motors van because "We thought it essential for this project to have a vehicle designed, developed, and built for us by a single company, which then would be responsible for its performance." He added that General Motors is the first major manufacturer to do this.

AT&T will use 35 of the G.M. electric vans, Guinn said. Twenty will be operated from Pacific Telephone's Culver City Garage. The remaining 15 vans will be tested in other cities still to be determined.

The vans will be recharged in the garage overnight, during off-peak time for energy consumption.

AT&T estimates that as many as 20,000 of its vehicles could be electric powered with the present state of electric vehicle technology. Guinn said such a change in the company's motor vehicle fleet depends on the results of the test and on comparisons between the purchase and operating costs of conventional and electrical vehicles.

"The need to stimulate electric vehicle technology is an important motivation for our participation in this demonstration project with the Department of Energy," Guinn said.

The company began a concentrated effort to control its energy requirements in 1973. Bell System energy use is presently 9.4 percent below 1973 levels. Meanwhile, the number of telephones has increased by 21.4 percent, the number of long distance messages by 50.3 percent, and the system's overall volume of business by 46 percent.

Reducing energy consumption in its buildings and vehicles, the Bell System has saved the equivalent of 16.3 million barrels of oil since 1973. That avoids costs of over \$526 million for the company and its customers, Guinn said.



### Thanksgiving Thought

*Gratitude is a fruit*

*of great cultivation;*

*You do not find it*

*among gross people.*

— Samuel Johnson

## The Valley Voice

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# Speakers Bureau Members Teach Their Audiences and Themselves

In a darkened Pat's Beef House, before a slide projector and 50 Haverhill Rotary Club members, Works Planning Engineer Ed Biron talks solar energy.

"The New England Telephone Company has been using solar heat since 1974 to supplement a conventional oil heating system at its central office in North Chelmsford, not far from here," he says. "Bell Labs engineers who are evaluating the system say that the installation at North Chelmsford has reduced the facility's need for heating oil by 33 percent."

Biron is not a solar energy expert. He doesn't claim to be.

The information he is presenting is part of a speech prepared by the Western Electric Speakers Bureau for its 400 speakers at 52 W.E. locations across the country. Biron is one of the nine Merrimack Valley Works Speakers Bureau members. They volunteer to speak on a variety of subjects on behalf of Western Electric.

Established in 1966, the Speakers Bureau offers speakers, free of charge, to civic organizations, church groups, clubs, and educational facilities. Its purpose is to provide a good will service to communities in which Western Electric operates.

The presentations, often with slides, films, or charts, cover subjects ranging from the metric system to American history as portrayed by postage stamps. In addition, the Speakers Bureau offers presentations about Western Electric and the Bell System.

"The talks are prewritten for the speaker," says Engineer Andy Clancy, a Works Speakers Bureau member. "But they're flexible so speakers can research them, put them in their own words, and carry them further."

Clancy, who has spoken four times in the past year added, "I've learned a lot about the subjects I have spoken about. Once I write the speech on my notecards I'm more familiar with the subject, and after I've talked about the subject, I've learned it pretty well."

Clancy says he enjoys being a Speakers Bureau member because it helps him build self-confidence, and "it's fun meeting the people in the audience."

Biron likes it because he enjoys exchanging ideas with the audience during the stimulating question-answer sessions that follow the speeches.

"I also like representing Western Electric, the company that has dealt fairly with me," he said.

Section Chief Jean Hoseason particularly enjoyed the speakers training session she attended last November.

"We had a congenial group of speaker trainees," she said, "and the subjects of the speeches are always interesting."

For three consecutive days in September and November 1977, a Speakers Bureau trainee from Western Electric headquarters trained ten Works employees at the Works to be Speakers Bureau members. Another training session will take place this year if six or more Works employees join the Speakers Bureau.

Supervisors and engineers primarily compose the Western Electric Speakers Bureau, but the bureau will accept speakers from "anywhere in the realm of Western Electric employment," says Western Electric Speakers Bureau Coordinator Dick Saunders.

"We ask that the speaker trainees truly want to participate in the program," he added. "No prior training is necessary. We want them to be themselves."

Works employees interested in joining the Speakers Bureau should inform their supervisors. Managers will soon receive a letter calling for their speaker trainee recommendations. They in turn will ask supervisors for the names of employees expressing interest in the program.

Members of civic organizations, church groups, and clubs who would like a Works' speaker to address a meeting should contact Works Speaker Bureau Coordinator Nancy Rigazio, X2307 for a brochure describing all the speeches available through the Speakers Bureau.

## Seattle to Host 1979 Stock Owners Meeting

AT&T will hold its 94th annual meeting of share owners on Wednesday, April 18, 1979 at the Seattle Center Opera House, Seattle, Washington.



I THINK MOM'S JOB IS GETTING TO HER . . .



Speakers Bureau member Ed Biron glances at his notes during a solar energy speech he presented to the Haverhill Rotary Club at Pat's Beef House. The Rotary Club wrote about the speech in its weekly newsletter and presented Biron with a book for participating in its meeting.

## Bell System Savings Plan

Following are the September results for the Bell System Savings Plan as released by the Trustees.

	Units Value	Units Credited per \$
AT&T	2.0913	.4781
Government Obligations	1.8175	.5502
Equity Portfolio	1.2894	.7755

Call Newsline, 5860, for October results, and results hereafter.

## 1978 "Best Year Yet" — AT&T Chairman

This year could be "the best year yet" for American Telephone and Telegraph Co. Chairman John deButts recently told Dow Jones. "I'm fairly optimistic."

He said that expenses are underrunning expectations and that earnings for the three months ended August 31 were 20 percent higher than the same period in 1977.

For the 12 months ended August 31, AT&T earned \$5.1 billion or \$7.59 a share, an increase of almost 18 percent from the year earlier.

Overall volume of business is up more than ten percent from a year ago and long distance calling volume was up 12.5 percent in the latest three-month period deButts said.

### Economy

Noting that some economists are predicting a recession at the end of 1979 or the beginning of 1980, deButts said, "The telephone business is usually a pretty good bellwether of the economy. Our growth rate is so strong this doesn't look like any recession to me."

### New Markets

deButts said AT&T and Western Electric are continuing to look abroad for new markets. He met with top government officials in five countries this summer to discuss their telecommunications needs.

## Screening Oven Tells Story

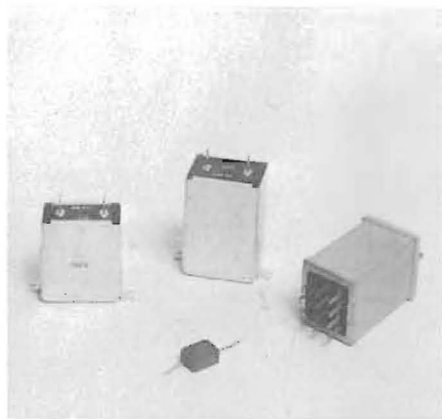
# Savinelli - W.E.'s Last Mica Capacitor Specialist

My co-worker Tony Savinelli transferred from Lawrence to the Valley, and I'm being stripped of all usable parts. The rest of me goes to the dump.

It's October, 1978. Savinelli, formerly the sole person making Western Electric mica capacitors from start to finish, now works on utility layout.

And me? I'm the last screening oven for mica capacitor manufacture in all of Western Electric.

The company phased out the job Savinelli and I performed well together. Lately, manufacturing mica capacitors costs the company more than does buying them. Manufacturers, such as the Electrical In-



The mica capacitors Western Electric made varied in size, shape, and function.

struments Service, Inc., Acushnet Capacitor, and Elmenco primarily make capacitors. It's easier for them,

and cheaper. So when Bell System affiliated companies need capacitors now, Purchased Products Engineering, who has design and engineering control of the product, places the order.

I'm glad W.E. has stopped making capacitors because I'm looking forward to retirement at the dump. These old gears of mine ain't what they used to be.

I started my career with Western Electric about 35 years ago at the Kearny Works. In 1952, I met my good friend Savinelli when I transferred to Lawrence with five other screening ovens. That's when my job was big.

Four employees ran each machine. They screened mica with silver paste and fed it to the oven. That totaled 24 people manning the six ovens during each of two shifts. About a dozen stackers and three product engineers also worked on the job. Most of them are retired now. A few remain, such as Ruth Hill, Wanda Wilson, Flo Bissin, Eva Bourgeois, and Savinelli.

Together, we turned out nearly 30 thousand capacitors a week! We made air and pyrex capacitors too.

Savinelli says one of our capacitors was installed into the Nike missile, one of the first missiles developed in the early 1950's.

Until July, Savinelli and I were making mica capacitors. They are used in circuits where precise electrical filtering, bypassing, and coupling are required. Test sets, filters, and other test gear contain the mica capacitors we made here.

Savinelli has the broadest background in making mica capacitors than anybody around. Western Electric had to close the capacitor shop in March, 1976 because Savinelli was serving jury duty. No one could replace the man who did it all.

For the past 12 years, Savinelli has ordered all the necessary parts for



Savinelli at his desk at the Valley says he accepts the change from his mica capacitor job in Lawrence because he learned it was coming 12 years ago.

manufacturing mica capacitors: mica, insulators, cans, terminals, wax, mica bond. . . everything. Then he performed the entire manufacturing operation. He placed mica strips on my screen so I could laminate them with silver and bake them at 1200 degrees F. He would then stack the laminations, clinch on two terminals that hold the unit together, and test them for flaws. I'd bake them again at 290 degrees F.

Savinelli would then dip the capacitor in hot wax, apply two separators, tape it, dip it in cold wax, pot it, stamp it, insert the insulator, crimp the sides of the can to secure the insulator, adjust the terminal, solder it to the eyelids on the insulator, wash the unit with Toluol, white lead the identification stamp, date stamp it, test it, and ship it.

The process took Savinelli as much as an hour per capacitor or as little as eight hours per 100, depending on the type of capacitor he was making. The average was 15 hours per 100 capacitors.

That's history. Savinelli, 63, plans to retire in two years.

And me? The company plans to sell my usable parts. The rest of me will join my mechanical friends in blissful retirement at the dump.



Tony Savinelli sits at the screening oven in Lawrence where for 26 years he placed mica strips to be silver laminated for mica capacitors.

## Safety Inspection Committees Help Eliminate Safety Hazards

Some 20 shop employees have jumped on the Safety Department bandwagon. Constituting three Safety Inspection Committees, they conduct periodical safety inspections within their departments.

Committee members look for cords not suspended, skids standing on end, blocked fire exits and stretchers, unlabeled containers, frayed cords, tripping or slipping hazards, unguarded machinery, and employees not wearing safety glasses in work areas.

Most of the conditions committee members note can be corrected quickly.

"This is not a group of informers trying to get people in trouble," said Safety Technical Associate Charmaine Doucette. "We don't ask for names, merely for safety hazards to be corrected."

The Safety Department trains committee members and gives them notebooks including safety hazard descriptions and inspection check lists.

Section Chief George Johnston innovated and coordinated the first safety inspection committee last April. Its success prompted Department Chiefs Art Royer, George Ziady, and Don Lavalley to expand the program to a total of seven departments.

"We feel the Safety Inspection Committees are important because they involve employees in policing their own work areas for poor housekeeping and hazardous conditions which could lead to personal injury," says Safety Department Section Chief Win Rowell.

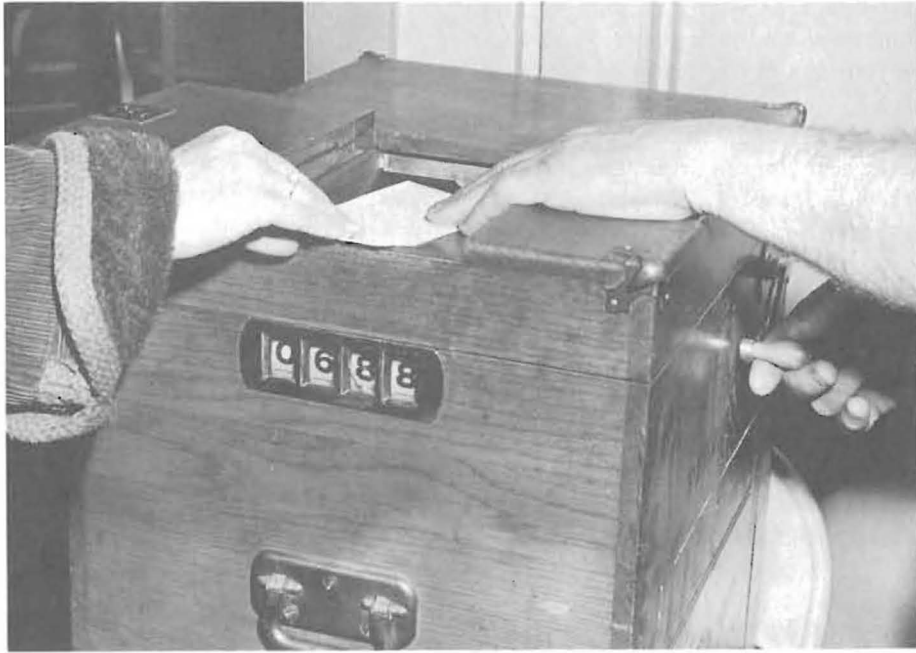
According to the Safety Department, the committee program is not intended to make everyone a safety professional. It is meant to increase safety hazard awareness and to encourage employees to eliminate the hazards. That may involve cleaning up a coffee spill or properly suspending solder iron cords.



Members of the first Employee Safety Inspection Committee make note of a safety hazard, unlabeled containers. Left to right: George Johnston, Robert McGurn, and Paul Ouelette.



# Tuesday, November 7 is General Election Day



A voter placing a ballot in the ballot box is a familiar sight to frequent voters. If you haven't seen this sight recently, why not make an effort to go to the polls November 7.

## Who are the Political Candidates?

The Massachusetts Primaries in September ousted several incumbents and surprised Massachusetts voters.

Some 30 primary winners will have visited the Works between September 19 and November 7, Election Day.

Following are the names of Democratic, Republican and Independent candidates for Constitutional, and Federal offices that you'll see on the Massachusetts ballot:

**Governor** - Democrat Edward J. King, Republican Frank Hatch.

**Lieutenant Governor** - Dem. Thomas P. O'Neill III, Rep. William I. Cowin.

**Attorney General** - Dem. Francis X. Bellotti, Rep. William W. Weld.

**State Secretary** - Dem. Michael Connolly, Rep. John Sears.

**State Treasurer** - Dem. Robert Crane, Rep. Lewis Crampton.

**State Auditor** - Dem. Thaddeus Buczko, Rep. Timothy O'Brien.

**U.S. Senator** - Dem. Paul Tsongas, Rep. Edward Brooke.

**U.S. Representative District 5** - Dem. James Shannon, Rep. John Buckley, Ind. James Gaffney III.

**District 6** - Dem. Nicholas Mavroules, Rep. William Bronson.

**State Senate, 3rd Essex** - Dem. Sharon Pollard, Rep. John Katsaros.

**2nd Essex and Middlesex** - Dem. William Wall, Ind. Michael Seddon.

Remember, November 7 is Election Day. Voting is your right and obligation.

## What are the Seven Referenda Questions?

Seven proposals to amend the State Constitution will appear on November's ballot. The Legislature has approved all. Any receiving a majority vote become a part of the Constitution.

1. **Property Tax Classification** would allow the General Court to establish up to four classifications for taxing real property. All real property in a community is taxed at the same rate under the present tax system. State law requires taxation to be based on 100 percent of assessed valuation. Compliance is not yet complete throughout the state.

*If Passed*, four classes of property assessments would take effect in January, 1979: residential, 40 percent of fair market value; commercial, 50 percent of fair market value; industrial, 55 percent of fair market value; open space, 25 percent of fair market value.

Real estate would be placed into classes assessed at different percentages of fair market value. All real property would be assessed uniformly within each separate classification. Assessment rates and taxation could vary among classifications. Taxes on 100 percent valuation would no longer be required.

*If Defeated*, all current provisions for taxing all real property alike based on 100 percent valuation would continue.

2. **State Budget Extension** would allow a first term governor eight weeks after the year's legislative session begins to submit his budget. A continuing governor would be held to the current three week time limit.

*If Passed*, a new governor could take up to eight weeks after the legislature convenes to submit his budget. A continuing governor would have a three week time limit.

*If Defeated*, all governors would

have a three-week deadline for budget submission. Current provisions remain, allowing the legislature to grant extensions if petitioned.

3. **Distributing Voter Information** would require the Secretary of State's office to distribute information about questions appearing on state election ballots to the residence of each eligible voter in the state, rather than to each individual registered voter in the state.

*If Passed*, the voter information booklet from the Secretary of State's Office would be sent to the residence of each eligible voter.

*If Defeated*, the law would continue to require that each registered voter receive a copy of the voter information booklet.

4. **Residence Standards for State Census** would require the state census to use federal census criteria for determining residence. That's subject to exceptions the legislature might pass.

Taken in years ending in 0, the federal census counts the location where a person sleeps most of the time. Students, persons in institutions, or military personnel are counted at their schools, institutions, or military housing.

The state census uses domicile. In the past, domicile had been interpreted as a person's permanent home. As a result of a court decision, the 1975 census counted students, people in institutions, and military personnel at the places where they were found unless they indicated their homes were elsewhere. This practice would continue if the amendment were defeated.

*If Passed*, the proposal would require the state census to use federal census criteria for determining residence, subject to legislative exceptions.

*If Defeated*, the present practice would continue.

5. **Charter Commission Deadline**

would allow local charter commissions 18 months from the date of their election to submit a proposed charter revision to the voters of their communities. Current law requires commissions to submit the charter within ten months of their election.

*If Passed*, charter commissions would have 18 months to prepare new or revised charters.

*If Defeated*, the current ten month deadline would remain in effect.

6. **Student Assignments to Public Schools**, called the "anti-busing" amendment, it would prohibit assignment of students to any public schools on the basis of race, color, national origin, or creed.

*If Passed*, school committees could not assign or deny admittance to public schools to any student based on race, color, national origin, or creed.

*If Defeated*, there would be no

change in the state Constitution.

7. **Taxation of Open and Recreational Land** would grant the legislature authority to provide different taxation methods for privately owned land used for recreation or left in its natural state. The legislature currently has this authority regarding wild or forest lands.

The proposal's focus is the preservation of large tracts of open recreational land, primarily golf courses, and the deterrence of development on such lands.

*If Passed*, the legislature's authority to establish different taxation methods for wild and forest lands would be extended to privately owned recreational and natural land tracts.

*If Defeated*, the legislature's power to establish different taxation methods would be limited to wild and forest lands.

## Women's League Answers Voters Questions through Phone Service

The League of Women Voters runs the Voter Information Phone to keep you informed.

Call V.I.P.'s toll free number, 1-800-882-1649, when you want to know:

- about registration and voting
- the names of your government officials
- about Massachusetts' constitution and laws
- how to file a bill
- what's happened to a bill you're interested in
- about the taxes you pay
- and more

Inside the Boston Metro Area, call 357-5880.

The Voter Information Phone is staffed from 9 to 3 p.m. Monday

THE

**Voter  
Information  
Phone**

through Friday. You may also write to Voter Information Programs, 120 Boylston Street, Boston, MA 02116.

# etc.

The WEValley Club sold 245 tickets filling five buses for its trip to Boston's Quincy Market on the first day tickets went on sale. The three additional buses WEValley Club Director Dick Hosford rented for the excursion filled almost as quickly. Eight busloads of Works employees will leave the Works parking lot at 8:30 a.m. Saturday, November 4, and leave Quincy Market at 4:00 p.m. that day.

\*\*\*\*\*

A *Boston Herald American* columnist recently wrote that the cost of living has doubled officially between 1967 and 1978. Quoting U.S. Department of Labor statistics, the columnist noted that telephone service is among America's five best buys. Compared to many consumer goods whose prices have risen 200 percent in the past decade, the cost of telephone service is up only 33.7 percent. The other four best buys stated: new car prices, up 54.1 percent; home furnishings, up 54.2 percent; clothing, up 56.5 percent; and alcoholic beverages, up 59.7 percent.

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The Merrimack Valley Symphony's next concert is November 19 at George Washington Hall, Phillips Andover Academy. Works employees Dom Teoli and Vincent Paolino will play the violin and clarinet respectively. A 15-year-old solo pianist will highlight the program, playing Chopin Concertos.

Some 250 guests attended the symphony's most recent concert Oct. 28, at the Strauss Ball and Dinner, Sheraton Rolling Green, Andover.

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## Be Wise



# Protect Your EYES!

The Works Safety Organization designed this fine feathered fellow who appears on posters in the shop. It recently received national recognition on the cover of Western Electric's Environmental Health & Safety Newsletter.

Touring the Anheuser-Busch Brewery in Merrimack, N.H. on Thursday Nov. 9 will be a group of Merrimack Valley Engineers and Draftsmen, and their guests. Following the tour is a buffet featuring beef and onions, turkey, ham, baked beans, stuffed eggs, delmonico potatoes, and all the beer you can drink. Deadline for tickets is Nov. 1. Members: \$5.00, Non-Members: \$6.00. Contact Dale Dallon, X3616; Ed Arsnow, X4154, or Bill Sullivan, X3209.



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The Men's Soccer League will hold its banquet Friday, November 17 at 6:00 p.m. at Giordano's Restaurant in Georgetown.

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## For Your Benefit

### Check Your Health Insurance Needs to be Sure You're Covered

In November, employees will be requested to review their present basic health insurance needs as they apply to themselves and/or dependents.

The Benefit Organization reminds us that children reaching age 19 in 1978 may continue to be covered under the family contract up to the end of the year in which the child reaches age 23, provided the child remains unmarried and is a full time student. Other children between ages 19 and 23 may be covered under a sponsored contract. Contact the benefit department for further information.

If you have a child (children) becoming age 23 in 1978, who is presently covered under a sponsored contract,

coverage under the Company's Plan will end as of December 31, 1978. Your payroll deduction authorization will be cancelled automatically as of January 1, 1979.

As an added reminder, the Works offers a prepaid plan as an alternate choice to the basic health plan, called the Harvard Community Health Plan. Employees living within the Harvard Community Health Plan jurisdiction will be given the opportunity to enroll in either plan or remain in their present plan.

All changes made during the annual enrollment period will be effective January 1, 1979.

### Test Your Benefits Knowledge

*Are you a benefits brain or a benefits blunderer? Test your knowledge of Western Electric benefits. The answers may benefit you.*

1. Pension computations are always based on last five years (prior to date of retirement) rate of pay. True or False?

2. Employees must have 15 years of service to qualify for a Service Pension at the end of the month in which they reach the mandatory retirement age. True or False?

3. The Death Benefit (one year's pay) is payable, in full, after retirement regardless of the number of years on pension. True or False?

4. Employees may designate whomever they choose as beneficiaries of Company Death Benefits. True or False?

5. Employees have the right to designate, or redesignate, beneficiaries

for the Group Life Insurance. True or False?

6. Sickness Disability Benefits are reduced by any payments made under Social Security (such as Social Security Disability Benefits). True or False?

7. Sickness Disability Benefits payments and eligibility periods are frozen for a current period of sickness. True or False?

8. Vested Pensions and Service Pensions are the same, except that Vested Pensions are not payable until age 65. True or False?

9. Under the new Maternity Payment Plan female employees are entitled to pay for part of the "Leave period." True or False?

10. Dependents of deceased employees or retirees may continue coverage under the Company's Medical Insurance Plans. True or False?

Answers on page 8.



# Life Members Adapt Children's Wheelchairs

Three Life Members, Bud Holman, Jack Levergood and Fred Bume, are known as Adaptive Equipment Specialists volunteering their time at the Hogan Rehabilitation Center in Danvers, Massachusetts. Their skills center on the design and construction of devices adapted to children requiring wheelchairs. Modifications such as

specially shaped seats, backs, arm and body rests as well as leg and foot supports are made according to individual needs. All work is done under the supervision of Physical and Occupational Therapists with approval of Medical Personnel.

The main objective is to provide a more comfortable device for patients

who must spend all or most of their time in wheelchairs. Continual modifications are necessary because of patients' growth and progress resulting from corrective equipment.

Along with the activities at Hogan Center, the Life Member Team accommodates requests from private homes, public schools and outpatients.

Fred Bume's specialty is maintaining the wheelchair program. This entails repairing wheelchairs, and subcontracting work requiring welding. When chairs are no longer usable, parts are salvaged and then used to repair other chairs.

In 1975, Dianne Luby, then Head of Occupational Therapy at the Hogan Center, initiated its Adaptive Equipment Program. She is the daughter of Life Member Tom Luby, former Department Chief of Tool Construction.

Gentlemen, you do us honor!

## Wanted

The Special Patient Project needs donations of unused special occasion cards—Birthday, Christmas, Valentine, etc. They may be left at the Pioneer Office.



Pioneers

Merrimack Valley  
Works  
Chapter 78



The staff of the Anlaw Nursing Home in Lawrence recently awarded the Chapter with plaques in appreciation of the entertainment Pioneer volunteers provide to the patients. The home held a recognition luncheon for the Valley Guitar Club and Pioneers who remember the patients with cards and gifts throughout the year. Anlaw is one of more than 25 homes in the Merrimack Valley that the Pioneers regularly visit.

Left to right are Ann Maria Petteruti, Evelyn Rigoli, Stephen Korba, Carmela Mancini, and Janice Fountaine. Those in attendance but not pictured: Mac Emshwiller, Jim Moffatt, Willard Robinson, Bob Burnell, Evelyn Keith, Carol Desell, Ellie Rogers, Jack Peterson, Norman Fountaine, and Mae Judge.

## Nominating Committee to Meet

The Nominating Committee will soon meet to consider candidates for Chapter offices during the 1979-1980 Pioneer year. Offices to be filled are those of Vice-President and three Members-at-Large to serve on the Executive Board.

The Committee will be pleased to have the membership submit as candidates the names of any active Pioneers. The individuals suggested must be willing to serve and should possess the attributes necessary for successful Pioneer leadership. The Nominating Committee will make the final decision.

Wanted

Past, Present, Future  
Pioneers to assist the Hale  
Volunteer Program.  
Contact Keith Simpson  
— X-3612.

Names should be submitted to any Executive Board member or to the Pioneer Office by December 1st.

## happenings

Nov. 7	Glynn Memorial Hospital - Bingo	7:00 P.M.
7	Danvers State Hospital - Bingo	7:00 P.M.
11	NECCO - Dinner Dance	6:00 P.M.
14	Tewksbury State Hospital - Men's Bingo	6:45 P.M.
15	Prescott House - PEP (Pioneers Entertaining People)	7:00 P.M.
16	Tewksbury State Hospital - Women's Bingo	11:30 A.M.
21	Danvers State Hospital - Variety Show	7:00 P.M.
28	Lamplighter Rest Home - Valley Guitar Club	7:00 P.M.
29	Rockingham Nursing Home - Bingo	7:00 P.M.
29	Whittier Hall - PEP	7:00 P.M.
Dec. 5	Glynn Memorial Hospital - Bingo	7:00 P.M.
6	Life Member Club - Christmas Luncheon	12:00 Noon

### To Participate, Call

Glynn .....	Mary Chadwick X4835
Danvers and Tewksbury Men's Bingo .....	Bob Donahue X4986
Prescott, Lamplighter and Whittier .....	Jan Fountaine X4936
Tewksbury Women's Bingo .....	Mae Judge X2589
Rockingham .....	George Durling X2255

## Life Member Paul Hughes has Little Free Time for Nostalgia

The activities of Life Member, Paul E. Hughes, prove that his personal program for retirement does not allow much spare time for nostalgia. Hughes, as you may know, was the Quality Assurance Department Chief.

For openers, he was recently appointed to the Elder Affairs Committee of Northern Essex Community College, a group that works closely with the College Division of Continuing Education. Its purpose is to create and enhance programs designed to aid older persons of the region. Hopefully it will introduce and broaden skills to help enrich their lives in their leisure years.

Another of Hughes' priorities is serving the community as Officer and Director of the Greater Haverhill Chapter of the American Red Cross. Among his associates are Retirees William (Scotty) Sullivan and Albert Habib who serve as President and Treasurer respectively. Another colleague is J. C. T. McNamara serving on the Board of Directors.

Hughes has also served as Director of the Work Activities Center, Inc. (a Sheltered Workshop in Haverhill) since 1974. That's in addition to his present Chairmanship of the Groveland Democratic Town Committee.

Lest one conclude that Hughes' retirement is all work and no play, it should be noted that he spends his leisure time camping with his family. Deep sea fishing is another pleasure with his sons who operate a 36 foot boat harboured at Newburyport. Salud, Paul!



Pioneer Vice President John Medaglia lends a hand to Life Member Ida Capriole as she boards one of the three buses headed for Boston's Quincy Market last month. Nearly 130 Life Members attended the all-day excursion.

## Life Member Doings

**Tony Santapoalo** of 135 Swan Street, Methuen, 01844 is keeping busy bowling.

**Margaret Chapinski** finds that her hobbies and future activities are limited at the present time. She did find time however to campaign for a State Senator. She lives at 17 Shea Street, Box 584, Newburyport.

## Twenty-three at Works Receive Money for Ideas in September

Turning suggestions into money isn't a bad idea according to the 23 September suggestion award winners who received a total of \$1,056.26.

William Kibler topped the month with a \$160. award. Clifford Dolfe and Ralph Sawyer each won \$57.50. Andy Chakarian, and William Brown each won \$56.25. Hector Sevigny received two awards: \$56.25 and \$18.75.

The three winners of \$37.50 were

Richard Rurak, Isabelle Gonsalves, and Eugene Ducheneau. Helen O'Meara won \$35.

Winning \$25 were Paul Sarcione, and John Newell. Helen Annon, Donald Sauvan, Giuseppe Faranna, Daniel Greeley, Robert Pothier, Richard Boucher, Raymond Peters, and Lucien Dionne each won \$18.75. John Karoliszyn and Louis Hatem each received \$9.38.

## Forum Emphasizes Discussions

(continued from page 1)  
will present a seminar at about half of the forums. The seminar will explore Western Electric's increasing and broadening competition and how it affects the company.

Emphasizing discussion, the Management Forum is a unique effort to stimulate and improve communications between the company's management levels. Conferees will discuss how various forces affect Western Electric and influence corporate policy and decision making.

Works Department Chief Wil Gible is a member of the task force planning the forum.

"The long-range benefit of the Forum is that it will encourage more communication up, down, and across the management line about issues affecting the company and how they impact each individual," said Gible.

He added that the task force is proposing ways to establish a similar communications link for the company's 12,000 section and department chiefs.

Works Comptroller Don Hevehan attended the Opening session of the Management Forum October 16 - 18. Works Assistant Manager Bill Willitts attended the Forum October 30 - November 2, and Assistant Manager Ed Dowd plans to go November 6 - 9.

"The company has been informing us about various forces affecting us such as foreign business, digital communications, and segments who support divestiture of Western Electric from AT&T," says Dowd. "I hope this forum will tie together this information and give me a total picture of Western Electric's situation."

Dowd added, "I'm looking forward to interacting with the people who are forming the policies necessary to deal with the critical issues influencing the company."

## Benefits Quiz Answers

1. **False.** Pension computations are based on five *highest consecutive years*.

2. **False.** Employees now need only ten years of service at end of month in which they attain the mandatory retirement age.

3. **True.** As long as retiree is survived by a qualified beneficiary.

4. **False.** Unlike the Group Insurance Plan, the Company Death Benefit is *not* insurance, and proceeds are payable only to qualified beneficiaries as defined in the Benefit Plan. Consult with Benefit Services if you have questions.

5. **True.** Proceeds of Group Life Insurance, like any other life insurance, may be paid to whomever you designate and in varying amounts to multiple beneficiaries.

6. **False.** No adjustments will be made in your Sickness Disability Benefits for any benefits payable under Social Security.

7. **True.** Once established at the onset of a spell of sickness, the Benefit Rate and/or the period of

eligibility (i.e., full or half pay periods) does not change upward or downward. That's despite pay rate changes or new service date observations during that disability period.

8. **False.** Except for being computed the same way, a vast difference exists between Vested and Service Pensions. Some Vested Pensions are payable before age 65, but greatly discounted.

9. **True.** Female employees who have six months or more of service may receive up to six weeks' pay (either half or full pay depending on service immediately following the baby's delivery).

10. **True.** Coverage under the Basic Hospital - Surgical - Medical Plans is provided free (for covered family members) up to the last day of the third full month following employee's (retiree's) death. After this grace period, spouses may continue coverage in this plan by paying a monthly premium to the insurance carrier.

# Passages

## Retirements

**Robert A. Carbone**, Hybrid Integrated Circuit Engineering R/C Technology Dept., Sept. 29, 21 years.

**Sophie S. Goldthwaite**, Repetitive Toroidal Coil Dept., Oct. 13, 26 years.

**Rita M. Holloran**, Misc. Coil Dept., Oct. 25, 25 years.

**Anne D. Gagne**, Process Center Dept., Nov. 30, 19 years.

**Marguerite H. Max**, D2, SDDS, DDS, T2M12, V1F, DT, ECHO, T4M, M13, 1ARDS Panels & Bays, A & W Insp. & Test Dept., Nov. 30, 21 years.

**William A. Welch**, Repetitive Spool - Coil Dept., Nov. 30, 18 years.

## Moves

Planning Engineer **Tom Gibson**, Product Line Planning and Management, Dept. 11120 was promoted to Department Chief, Product Management — Analog Products, 11120 effective October 6.

## Anniversaries

NAME	NOV.	DEPT.	NAME	NOV.	DEPT.
<b>35 Yr. Anniversary</b>			<b>20 Yr. Anniversary</b>		
<b>Martinis, Olga</b>	15	89661	<b>Mansfield, Sheila K.</b>	2	81916
<b>White, Frederick H.</b>	15	03740	<b>Lyons, Clifton A.</b>	4	21430
<b>Secorsky, Anna S.</b>	18	89623	<b>Dzioba, Theresa P.</b>	7	89361
			<b>Leveille, Beverly J.</b>	7	89200
			<b>Suprin, Alberta</b>	8	81125
			<b>Fitzgerald, Martin M.</b>	10	03744
			<b>Daigle, Lawrence J.</b>	12	81975
<b>30 Yr. Anniversary</b>			<b>Dipaolo, Phillip J.</b>	13	89691
<b>Cereno, Laura A.</b>	14	89623	<b>Wright, Lillian H.</b>	13	81148
<b>Norman, Melvin J.</b>	30	81192	<b>Starkweather, David C.</b>	17	27540
			<b>Keljook, Charles J.</b>	18	84561
			<b>Andreoli, Margaret H.</b>	20	81124
			<b>Nadeau, Etta</b>	21	81971
<b>25 Yr. Anniversary</b>			<b>Seaman, Norma F.</b>	21	89312
<b>Bunker, Thelma W.</b>	5	81222	<b>Langlois, Emile G.</b>	24	27480
<b>Littlefield, Richard I.</b>	9	03741	<b>Marquis, Stella A.</b>	24	89391
<b>Kudla, Geraldine S.</b>	12	89313	<b>Martineau, Gerard A.</b>	24	89484
<b>Becker, Henry C.</b>	16	27240	<b>Smith, Lloyd G.</b>	24	81123
<b>Krzywicki, Felix A.</b>	16	84941	<b>Callahan, John T.</b>	26	27510
<b>Correia, Melvin</b>	17	8111B	<b>Beshara, Claire E.</b>	27	89661
<b>Dastous, Paul J.</b>	17	21390	<b>Jagowski, Olga N.</b>	27	81143
<b>York, William J.</b>	17	81942	<b>Pietrangelo, Elizabeth A.</b>	28	89842
<b>Medici, Mary C.</b>	18	81914			
<b>Naroian, Rose M.</b>	23	81842	<b>15 Yr. Anniversary</b>		
<b>Powell, Albert F. Jr.</b>	23	84947	<b>Urso, Laura M.</b>	3	84944
<b>Scaduto, Rosario</b>	23	81927	<b>Mitchell, Mary D.</b>	6	89387
<b>Thibeault, Rita V.</b>	23	81944	<b>Anastation, Anthony J.</b>	8	01130
<b>Giragosian, Anthony</b>	24	81251	<b>Campbell, Charles W.</b>	8	84933
<b>Mahaffey, Jerry F.</b>	25	21580	<b>Page, Jeannette C.</b>	10	80423
<b>Jasley, Aldona K.</b>	26	84921	<b>Theberge, Doris B.</b>	11	80423
<b>Charette, George H.</b>	30	81872	<b>Wildes, Aline L.</b>	11	8938A
<b>Ferris, Elizabeth N.</b>	30	81146	<b>Bridges, Nelson E.</b>	18	21450
<b>Leipold, Ruth W.</b>	30	81811	<b>Holland, Carol L.</b>	19	81193
<b>Therrien, Eveline L.</b>	30	81918			

## Obituaries

**Guido Vallante**, 62, Cable Former, September 20.

**Mrs. Ellen M. Phillips**, 66, Retired, September 23.

**Albert E. Rockwood**, 52, Department Chief in Information Systems Development, Sept. 30.