

**Merrimack Valley Works begins
the year 1989 with a continued
focus on customer service,
quality and teamwork.**



Valley Voice

January 1989



Merrimack Valley Works

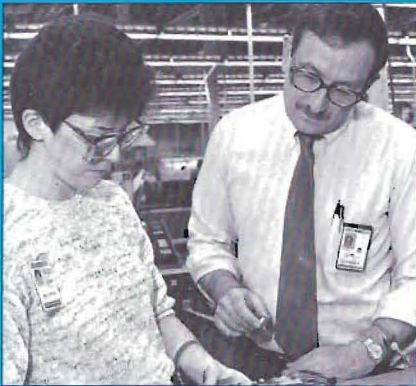
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VALLEY VOICE

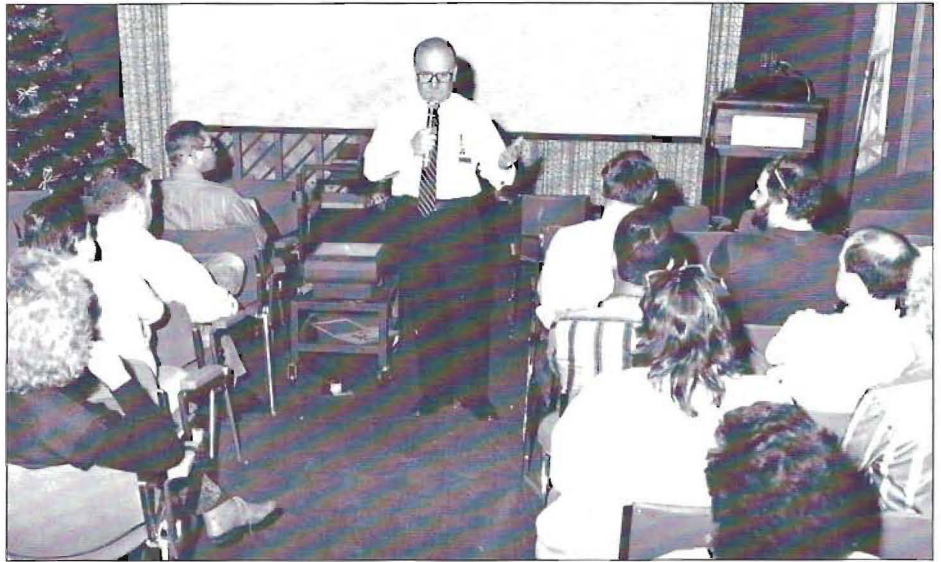
A publication for active and retired AT&T Network Systems and AT&T Bell Laboratories employees of Merrimack Valley Works
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Valley Voice is published for people like Holly Moughan and Ed Coulombe, members of the award winning FT Series G lightwave team.



All employees invited to December conferences

In an ongoing effort to keep all MVW employees in touch with the needs of the business, and to explain the Network Systems restructuring taking place which focuses AT&T more completely towards the needs of the customers, all employees were invited to one of a series of December conferences.

The conferences followed the format of the MVW Fall Conferences, at which all management employees were invited to discuss the MVW operating plan for 1989.

Merrimack Valley Works directors Ray DeMatteo, Alan Moline and Jim Styring led the discussions, reporting that, thanks to everyone's hard work in 1988, quality levels have improved, many new products were introduced, and we've continued to make progress in satisfying our customers' needs, making this a very successful year for Merrimack Valley.

Employees took advantage of the question and answer portion of the conferences to ask for clarification of published reports concerning competition, government contracts, effects of reorganizations, and MVW's outlook for the near and distant future.

MVW product wins prestigious industry award

MVW's FT Series G 1.7 Gb/s Lightwave System was one of three AT&T products to earn honors for innovation, uniqueness, market impact and customer benefits at the National Communications Forum banquet on October 3rd. Over 90 entrants vied for honors in the 1988 competition, sponsored by the National Engineering Consortium.

The ComForum award recognized four innovative features of the Merrimack Valley Works lightwave product — capacity increase, diverse transmission path routing, human interface simplification, and new methods of protection switching.

62 foster children and still counting

What would you call a 'large' family? Six children? Ten children? How about 66 children?

That's how many children Joanna Christian has, four of her own and 62 foster children. Of course she didn't have 66 children at one time, but she still considers each one of them as a part of her family.

Below, Joanna and a grandson share some fun at the October Quality Celebration/Open House.

It takes a special kind of person to be a foster parent. A foster parent has to be ready to take a child at any time. A child who may have no parents, who may have been emotionally and physically hurt, or who may have lost their home in a fire and has no place to go. Not just naughty children need foster care.

"There's definitely a shortage of foster parents in the area," says Joanna Christian, an associate in the Receiving organization. Joanna should know because in the past

twenty years, she's opened her home to 62 foster children.

"The children I've cared for have been all nationalities and all religions," says Joanna "and their stays with me have ranged from one weekend to five years. The only thing I ask is that the Department of Social Services (DSS) send me all boys or all girls at the same time and that they are school aged. Of course every child is different but most have been no more trouble than my own kids were!"

Holidays are a special time at Joanna's house. Most of the children she's cared for come back to visit, bringing their husbands, wives, and children. Add these to her own four children and six grandchildren and you get quite a celebration.

Does it ever get to be too much? "It's a lot of work, but when I see that one child is making progress, it's all worth it. I'd like to keep being a foster parent for another five years, and then I think it will be time to retire."

"Children learn from their parents so they need a good role model," says Art Lawler, a DSS social worker. "The Department looks for stable nurturing individuals to serve as foster parents, and there doesn't have to be two parents in the home. We try to keep children in the same community and preferably in the same school district. Our goal is to get children back with their families if possible."



Dianne Coppola

Around the Works



Irene Dumas

MVW EMPLOYEES EXCEED 1988 UNITED FUND CAMPAIGN GOAL

MVW employees pledged a total of \$550,000 during the United Fund campaign held in November, exceeding the goal of \$520,000.

Hard working solicitors signed on a total of 341 new, first time givers and increased the overall percentage of MVW donors to 76 percent. Close to 15 percent of MVW employees have pledged their contributions based on a "continuous fair share" salary percentage or an even

VIETNAM MEMORIAL FOCUS OF SPEAKER

Jan Scruggs, an energetic Vietnam veteran who chose to take on all of Washington's bureaucracy, spoke to an overflowing auditorium audience on November 22, the anniversary of John Kennedy's assassination.

Jan was the driving force behind the controversial and highly successful memorial honoring those who lost their lives in Vietnam.

He spoke of the obstacles that at times seemed insurmountable, of the back room politics that finally paid off, of the emotion filled dedication ceremony, of the thousands of articles left at the memorial by grieving visitors.

Jan's visit to MVW was sponsored by the Merrimack Valley Affirmative Action Committee and V.A.L.O.R., the MVW veteran organization.

Shown outside the auditorium are committee members, l-r, Alma Healey, Sue Engels, Chuck Kolbenson, and speaker Jan Scruggs.

POW FLAG RAISED

MVW guards Kathleen Scott, left, and Debra Jones prepare to raise the POW flag for the Veterans Day observance.



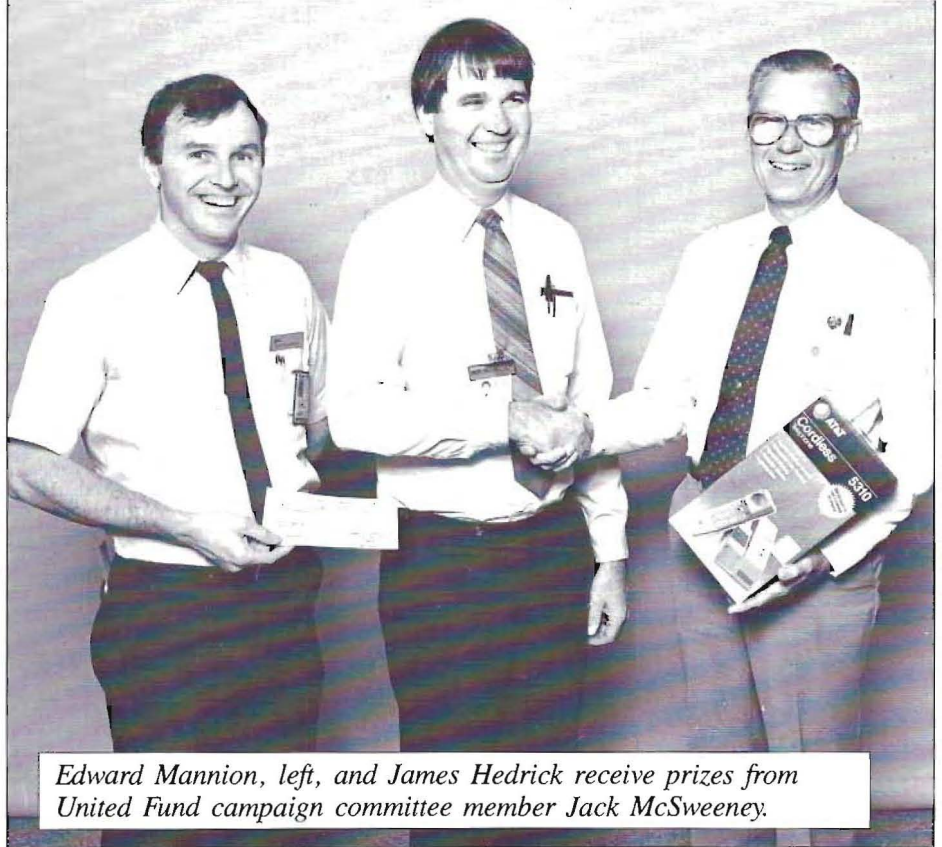
Irene Dumas

greater "1 percent" pledge.

Employees are reminded that new donation amounts will begin with January pays.

Ed Faber, committee chairman, announced winners of the incentive prizes. All MVW donors were eligible for the drawing of prizes. Gift certificates for "dinner for two" went to Edward Mannion, Robert Sargent and Jane Raymond. AT&T cordless telephones were won by John Dezazzo and James Hedrick.

Bob Dow, vice chairman of this year's campaign, has been named chairman of the 1989 United Fund campaign. He will form a committee which will be challenged to top the results of this year's very successful campaign.



Edward Mannion, left, and James Hedrick receive prizes from United Fund campaign committee member Jack McSweeney.

OPERATIONS ENGINEERING MEETS CHALLENGE

'Necessity is the mother of invention,' an often heard expression, is especially fitting for the 18 people on Joe Bellefeuille's Operations Engineering team.

It seems that an impending move to smaller office space presented an often heard cry of 'get rid of the extraneous stuff.'

Joe challenged his group to get rid of 12 feet of paperwork and set a deadline of December 2. On that date the team had eliminated 18 feet of files, and when the MVW photographer arrived the next week to take their photo, they were preparing to dump the 38th foot of files into the tub. At our printing deadline the team had disposed of 44 feet of paperwork and was still going strong.

"Did anyone save a copy of . . . ? It must be in the file, right?"



Telephone Pioneer Chapter 78 at Merrimack Valley Works has just completed one of its busiest years on record, under the leadership of its officers and directors.

The Chapter expects another banner year in 1989 of providing services and food to the needy, sick and handicapped.

Chapter volunteers last year were involved in many ongoing projects such as the "Feed the Needy" program at the Haverhill Citizens Center, producing Audio Balls for the blind, and providing layettes for newborn babies of needy mothers.

These are just some of the work Chapter people were involved in during 1988. Others included the Pioneer Store that is held each week and which provides most of the funds to finance the Chapter's many projects; the volunteer services of the Chapter's Clown Troupe, its continuing dedication to helping hospitalized veterans, and its contributions toward helping handicapped children of the Merrimack Valley area through its annual Special Field Games held at Northern Essex Community College.

The Chapter also has taken on several new projects and has reinforced emphasis on others, such as providing food and surplus material to places including the Daybreak Shelter for the homeless in Lawrence, the Bread and Roses facility in Lawrence, which also serves homeless and needy families; and providing canned food to other places including Holy Angels Church in Plaistow, N.H.; and West Congregational Church in Haverhill,

and the Lazarus House for the homeless in Lawrence.

In addition, the Chapter, through its board of directors, has made sizable contributions to help various causes, including the Emmaus House for the Homeless in Haverhill, and the Haverhill Day Care Center in Bradford, where Pioneer funds were used for replacing storm doors and repairing windows.

The list of services provided by the Chapter is almost endless. Chapter volunteers visit nursing and rest homes throughout the entire Merrimack Valley area. The Chapter's music group, the Strummers, and its Future Pioneer members constantly visit area rest homes to entertain patients.

Chapter volunteers last year distributed in area schools hundreds of special comic books designed to encourage young people to say "no" to drugs.

The Chapter in 1988 also provided financial support to help pay for computer equipment for two handicapped individuals, hearing aids for two brothers, sent \$1,000 toward the Infant Hearing Assessment Program at Dartmouth Hitchcock Medical Center in Hanover, N.H.; provided special telephones for hearing impaired Merrimack Valley Works employees to better communicate with their families during working hours; made a contribution to a Newburyport boy in need of bone marrow transplant surgery, and paid to send a handicapped child with a three-member entourage to the Special National Field Games for the Handicapped in West Virginia.

In addition, the Chapter provides 1,000 pounds of food each month in a continuing program called "Merchants Against Hunger" through "Operation Blessing," a benefit based in Haverhill.

One project begun in 1988 and

which has been carried over this year may bring the Merrimack Valley Works Chapter national recognition. It is a proposal by Chapter President Bill Wedge called "Salute to Hospitalized Veterans," which calls for national recognition of all veterans institutionalized or hospitalized. As of January 1989, Pioneer Regional officers have been in the process of presenting the project to their respective chapters for consideration.

Photos collage shows enthusiastic Pioneer Chapter 78 members and recipients of services throughout 1988.



A busy year for Pioneer Chapter 78



The best '1989' resolution

**Dr. Don Waugh
Medical Director**

At this time of year it is customary to make resolutions. I would suggest that we all examine our lifestyles and pay more attention to what we eat, stop smoking, watch our weight, exercise regularly and maintain a normal blood pressure.

There is abundant medical evidence to demonstrate that adjusting these risk factors lowers the death rate from coronary artery disease. Many lives would be saved each year if Americans ate a diet very low in fat, cholesterol and sodium, and engaged in aerobic exercise at least three times a week.

The basic question about exercise is — how much?

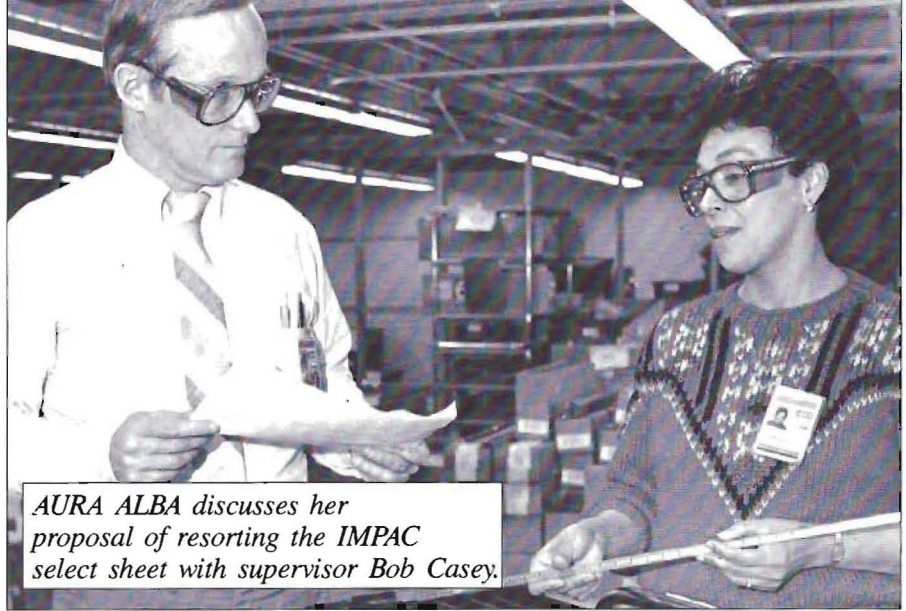
The largest study of its kind indicates that the answer to how much is 2000+ calories a week.

What must you do to burn an extra 2000+ calories a week?

A 150 pound person can walk or jog 16 miles, play tennis for 3½ hours, racquetball for 3 hours, golf (carrying bag) 6 hours, ride a bicycle (9.4mph) for 5 hours, swim for 3 hours, or any combination of these or other similar aerobic activity. Aerobic refers to exercises that utilize the large muscle groups in continuous, repetitive action, burn oxygen and, as a result, condition the cardiovascular system.

I challenge all of us at Merrimack Valley Works to resolve to burn an extra "1989" calories each week in 1989 and beyond.

If you do this, there is a high probability you will be alive to burn "2000" calories in the year 2000!



AURA ALBA discusses her proposal of resorting the IMPAC select sheet with supervisor Bob Casey.

Employee Suggestion Program

OCTOBER AWARDS

\$1,190
Frederick S. Crosby, Jr.

\$1,015
Robert J. Zannini (2)

\$990
Daniel P. Chretien

\$880
Richard J. Maddox

\$615
Harold L. Waters

\$395
Robert D. Chase

\$355
John J. O'Hara

\$325
Louis E. Boone
John P. Fowler
Bruce R. Weymouth

\$252.50
James R. Malcuit (2)

\$225
Jackie H. Clark (4)

\$202.50
Joan L. Goyette (2)

\$187.50
William P. Arsenault (4)

\$150
John P. Menihane

\$137.50
John J. Bourdon (3)

\$130
David E. Roman

\$125
Joseph E. Ravgiala (3)

\$112.50
Grace E. Conway (2)

\$110
Robert A. Harris
Richard E. Wansker

\$100
Mark D. Bean
Lynne J. Grady
Bernadette A. Shea

\$87.50
Mark J. Bolan (2)

\$75
Dennis P. Anderson
Bruce A. Bevin
Warren P. Carroll
Joanna M. Christian
David D. Despirito
Lawrence P. Dussault
Allen J. Fairfield
James B. Gatchell
Jeffrey E. Gill
Richard J. Hale
Kim L. Jeffries
Richard E. Kneeland
Denise C. Ouellette
Mark L. Parsons
Forrest W. Pettengill
Carol C. Rabeau
Robert E. Roy
Kenneth A. Tuccolo
Antonia Zingales

\$57.50
Walter R. McGuire
Gary A. Paolino

\$50
Judith G. Arnold
Michael A. Brown
Janet M. Daly
Doris M. Danese
Robert R. Davidson
Paul J. Doucet
Ann M. Gadomski
Wayne D. Lamphier
Richard I. Lamprey
Lynn C. Maynard
Deborah A. Medley
Jaime Reyes
Mary G. Shank
Joan M. Vermeulen

Retirements

YEARS
OF
SERVICE

October

27 Lucy D. DiVincentis

December

24 Linda A. Bishop
36 William J. Dodier, Jr.

\$37.50

Sandra J. Clark
Brenda S. Farley
Joseph A. Hadley
Daniel M. Kissel
Michael K. Levinger
George W. Lunn (2)
Thomas C. Marshall
David M. Morse (2)
John F. Trites
Brenda J. Turnbull
Maria A. Wansker
Robert B. White

\$25

Carolyn H. Apitz
Peter A. Beauregard
Lowell D. Bowen
Gilbert A. Gaumont
Philip E. Kritter
Daniel E. Mannion
Patricia M. Mannion
Mark J. Patuto

\$15

Elaine J. Collins
Jeannine F. Norton

NOVEMBER AWARDS

\$2,430

Aura Alba

\$1,195

Charles W. Senter

\$350

Joseph E. Ravigala

\$285

Daniel E. Mannion (2)

\$280

Ernie A. Morgan

\$265

Charles E. Harden

\$252.50

George D. Boardman (2)

John L. Bundza (2)

\$150

Lee C. Littlefield (3)

\$125

John W. Gordon (2)

\$100

Allan W. Furneaux
Carol C. Rabeau

\$75

Carol A. Blomquist
Mary J. Brown
Maria L. Colon
Todd H. Daniels
Bryan P. Dubois (2)
James B. Gatchell
Mildred C. Gattinella
Maureen K. Goodrich
Patti J. Groulx
Richard J. Hale

Elise M. Hall

Michael R. Hogan
John E. Hunkele (2)
Hong B. Kan
John M. Karanas
Daniel M. Kissel (2)
Donald P. Leger
Christine M. Maloney
Rita E. Olesen
Marion J. Perry
Thomas T. Rohr
Peter W. Ruby
Maria M. Vasquez
William J. Welch
Bob B. White (2)
Michael T. Williams (2)
Daniel R. Woelfel
Robert J. Zannini

\$50

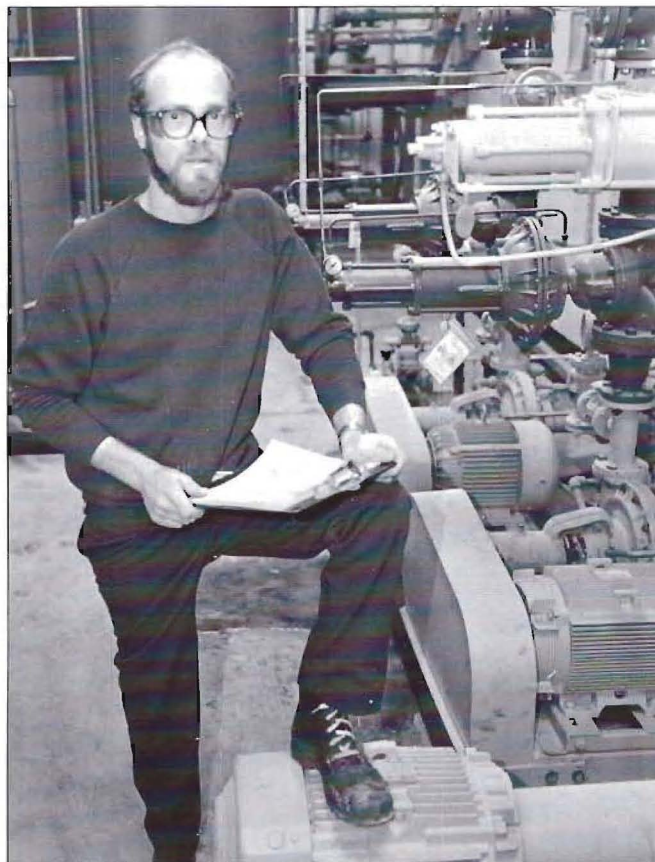
Amilcare P. Ariola
John J. Bourdon
Debra A. Calder
Edward A. Cavatoria
Sharon J. Glidden
Nancy A. Horton
Ronald M. Knapp
James M. McDonald
Mary G. Shank
David N. Sharkey

\$37.50

Manuel J. Alves
Mark D. Bean
Bernarde N. Bisono
Sandra J. Clark
Steven A. Fairbrother
Florence R. Labbe
Jeanne T. Titus
Maria A. Wansker

\$25

Harry Apostolides
Louise H. Assaf
Gary W. Boucher
John F. Kaslow
Claire A. Lacourciere
George W. Lunn
Andrew P. Morse
David M. Morse
John J. O'Hara
Alexander F. Vannet



FRED CROSBY's suggestion reduced maintenance efforts and energy costs and earned a \$1190 suggestion award.

In memoriam

Joseph N. Barberio, retired plater,
November 18, 1988

Veronica S. Daniels, retired layout
oper., November 6, 1988

Charles J. Groves, retired machine
setter, November 14, 1988

Ernest W. Goyette, retired mach. &
equip. mech., November 1, 1988

Susan A. Lock, retired tech asst.,
December 2, 1988

Lorraine P. McDermott, retired
process checker, October 31, 1988

Ellis G. McKay, retired sprayer,
October 12, 1988

Stella M. Myers, retired tech. asst.,
October 3, 1988

For your Information



ESD AT MVW IN FOCUS

The November 8, 1988, issue of *Focus*, an AT&T corporate magazine issued to all AT&T employees, carries a story entitled "The silent killer." While the ESD story has received much notice in and around Merrimack Valley, it is always nice to be recognized by the "big guys."

BOB VALICH ▲ COMPLETES TRAINING

Bob Valich of the Works Services organization received a diploma for successful completion of the Augmented Technician Apprenticeship program. Bob is the 19th employee to graduate from the program since it began four years ago.

Bob is shown above receiving his certificate from Manager Tony Lazzaretti. Bob Dunbar, supervisor of the TAT program, is at right.

The TAT training program is an ongoing 2-year training program designed to provide qualified candidates the opportunity to receive on-the-job training leading to a Group II technician position.

SPECIAL BENEFIT BULLETIN

The MVW Benefit organization reminds us of this important change in the Medical Expense Plan (MEP):

The change in MEP carriers for some employees, scheduled for January 1, 1989, has been *indefinitely postponed*. This change was originally announced in the October 11 issue of FOCUS.

All employees should continue to file medical and surgical claims, for themselves and their eligible dependents, with the same insurance carriers they currently use.

CALL FOR DFX CONFERENCE

Arvind Ballakur (x3003), program committee member of this year's DFX (Design for Manufacturability, Testability, etc.) Conference to be held in Dallas on May 10 and 11, 1989, reminds engineers that abstracts for submission at the conference are due to David Gatenby (att!homxc!dag) no later than Feb. 3, 1989.

The theme for the 1989 conference is "Design for Global Success using DFX." The conference takes place each year to promote DFX.

CLOSE CONTESTS FOR COMPONENT FACTORY QUALITY & SAFETY AWARENESS PROGRAM

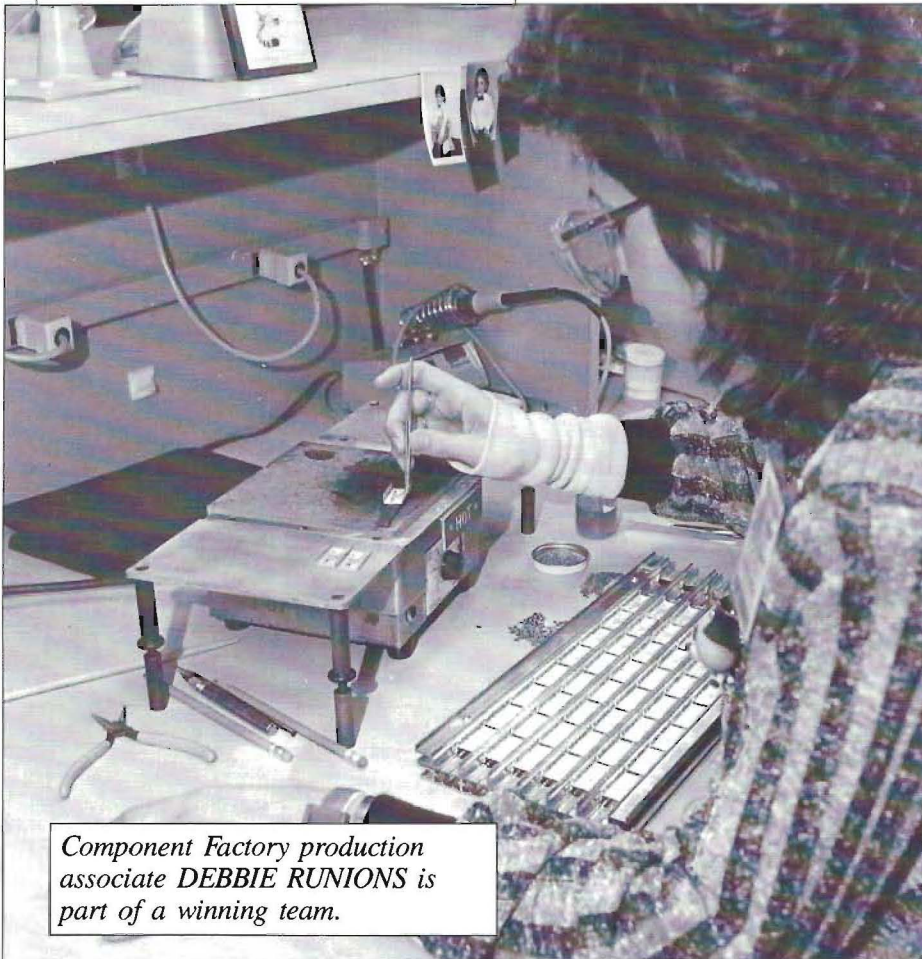
When the *Valley Voice* last reported the results of the successful component factory program, Roger Harding's team had lost the trophy to Ralph Cook's team, the misc. switching HIC/mini-osc/ceramic circuit pack/FA/ferrite dept.

Vowing to win back the trophy, the group got right to work. But alas, the Transmission FIC/SAW filters team settled for 4th place in the October competition, with congratulations going to the misc. switching HIC/mini-osc/ceramic circuit pack/FA/ferrite dept. *again*,

this time under the leadership of Rick Hajec. (can we have some shorter dept. names here?)

Now in November, Dianne Ouellette's team, the Special/RC HIC dept., decided it was time for a move. This team had started off the safety & quality awareness program with a win back in May of 1988 and has been working quietly behind the scenes to get ready to take over the lead again — and this time by a sizeable margin.

To recap the first seven months of the program, of the seven component factory teams, Ouellette's team has two wins, as does Harding's and the team of Cook/Hajec. A single win was posted by Len Quintal's TED HIC dept., and still closing in on the number one appearance are Fred Champy's 5ESS team, Bill McLaughlin's PWB team, and Carmen Milora's Switching FIC team.



Component Factory production associate DEBBIE RUNIONS is part of a winning team.

LOGO ESPECIALLY DESIGNED FOR MVW

When QWL Team "Letter Perfect" suggested that Merrimack Valley have its very own logo, it was decided that a contest would be the "perfect" way.

Three hundred seventy-five entries were submitted by Merrimack Valley employees. The QWL team had the enormous task of selecting the winning entries, and after much deliberation selected the field of finalists.

Congratulations to Matt Heston, of Bell Laboratories graphic arts department, for submitting the winning design, which makes its debut on this issue's page 2 masthead.

Matt's winning design is one of five different approaches Matt took to the challenge. Matt studied industrial design and advertising at the Columbus College of Art & Design and has been with Bell Labs for three years.

Matt told the *Valley Voice* that the first prize video camera will get lots of use in February with the expected birth of the Heston's first child.

Other prize winning entries were submitted by David Friedrich, Kevin Avila, Dean Halpin, Michael Goodwin, Harry Paraskos, Tracy Freeman and Dennis Gauvin.

Thanks to *all* who participated in this contest — we are all winners with Merrimack Valley.



And the winners are . . .

Left to right — Dennis Gauvin,
Kevin Avila, Michael Goodwin,
First place winner Matt Heston,
Harry Paraskos and David Friedrich.
Dean Halpin was unavailable for photo.
(Story on page 11)



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