

Valley Voice



November 1990



November 1990

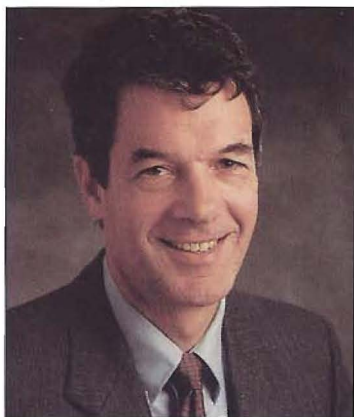
VALLEY VOICE

A publication for active and retired AT&T Network Systems and AT&T Bell Laboratories employees of Merrimack Valley
1600 Osgood Street
North Andover, MA 01845

Part of the Transmission Business Unit — Winner of the Bonnie B. Small Quality Award

J. F. McKinnon
Transmission Systems
Vice President

Valley Voice office
(508) 960-2302
Editorial staff:
Irene Dumas, x2377
Dianne Coppola, x3553
Photography:
Roger Culliford, x2597



A message from Pete Fenner President Transmission Systems

Now that Quality month has come and gone, I believe it is time to review our commitment to improve our quality in all processes and in achieving customer satisfaction. In short, being the best in everything we do, exceeding customer expectations.

October was a busy month for me. During the first week I met with key executives from GTE and from NSD, our biggest customer. I then visited customers in Korea, Thailand and Japan. Each of these countries offers tremendous opportunities to expand our business.

Not surprisingly, most of my time was devoted to Quality issues.

I believe we can increase our business by 50 percent over a three year period. But, to do this we *must* deliver our products when they are asked for and with world class quality. This will be the challenge of 1991.

I'm happy with the initiatives we now have going. . .

. . . We have responded to Bob Allen's request for all business units to apply for the Chairman's Quality Award. Even though no business unit achieved an award, our score improved 25 percent from the

previous score. This indicates to me that our commitment to becoming a "best in class" company is on track. I appreciate the efforts that went into this improvement, and I encourage all to build on this success.

. . . Many of you, either individually or in teams, have made significant strides in process improvement and customer satisfaction. These "shining examples" of positive effort are encouraging to me. I am personally committed to Continuous Quality Improvement and will, to the best of my ability, help you in your tasks.

. . . Our Transmission Systems Vice Presidents and I are implementing a total quality system in our business unit, including a planning process called Policy Deployment. You will be hearing more about this in the coming months. Feel free to call upon us as your needs may require.

You have heard about and seen many references to earning the Chairman's Quality Award, the Bonnie B. Small Award, and the Malcolm Baldrige National Quality Award. In all these, please keep foremost in your minds: it's not the award that counts!, it's the quality results we achieve to earn the right to be in the running to compete for the award that counts.

By satisfying the award criteria, we will improve our processes and products and achieve customer satisfaction.

Keep the business moving forward, I appreciate your efforts and encourage your continued contributions.



1990
ComForum
Award

AT&T
DACs IV-2000
Digital
Access & Cross
Connect
System


Bernard F. Sergeant
Chairman
1990 ComForum Awards Committee

Robert M. Janowiak
Executive Director
National Communications Forum

On the cover — Boston Celtics President Red Auerbach entertained and enlightened MVW employees at the successful opening of October's Quality Month activities. Famous for his team building skills, Auerbach exhorted the need for all team members to contribute to a winning effort, in sports and business alike. Roger Culliford photo.

MVW Radio Bays perform 100 percent of the time



Did you know that nearly all ground communication of the Federal Aviation Administration depends on radio bays manufactured right here at Merrimack Valley.*

The five-year-old radio project is a classic example of effective teamwork. Twenty-three team members, most on the job since the beginning, run a tight operation. From kits provided by a feeder shop, the team goes to work — circuit packs, bays assembled from scratch, wiring, inspection — *everything* needed to get these bays ready for

shipment is done by this dedicated team.

The result of this close teamwork is a very impressive ZERO defect rate for more than one year, and a happy customer indeed.

Vernon Barber, an FAA representative and overseer of the quality process who maintains an office right at Merrimack Valley, is a key member of the production team. "The people of the FAA Radio Shop have been outstanding in their consistent ability to ship top quality product," says Vernon.

The system uses various

configurations of radio transmission equipment to create a point-to-point network linking all the various FAA locations: airports, weather radar information gathering sites, and traffic control centers.

"A network that works *all* the time is extremely critical," adds Vernon.

This project will be completed in early 1991. Then the highly skilled team of the radio department will be ready to satisfy another customer.

*Better than 90 percent of the material in the FAA radio bays is made at MVW. Other material is supplied by an AT&T location in Dallas and several outside suppliers.

Around the Works



Players shown are, front l to r, Eric Heaton, Mark Dionne, Kelvin Torres, captain Lorenzo Alvarado, Julio Troncoso, Scott McAdam and Eddie Merced. Back row, Charles Jackson, Fran Forgit, Ken Wolenski, Buddy Wood, Mike Smith and Greg Tashjian. Armando Tronconis plays also.

NEWEST SOFTBALL TEAM TAKES TITLE

Beginner's luck had nothing to do with the Lions' impressive victory in this year's softball league playoffs.

This new team, with players gleaned from established teams, showed their stuff, winning all but one in their first playoff series.

Led by captain Lorenzo Alvarado, each team member brought his individual talent and personality to the team.

Eddie Merced's great pitching led to his selection as the playoff MVP. Fran Forgit's hot bat and Ken Wolenski's defense helped.

Greg Tashjian's and Buddy Wood's consistent play carried the team through the regular season.

TED DANGELMAYER HONORED BY EOS/ESD ASSOCIATION

Ted Dangelmayer, a senior engineer from MV's Quality Control organization, was honored by the EOS/ESD Association for his outstanding leadership as their President (in 1988 - 1989) and as General Chairman of their 1990 Symposium.

The EOS/ESD (Electrical Overstress/Electrostatic Discharge) Association is an international association of professionals mutually interested in ESD and its effects. Ted has been active in the association since 1986, and he was elected president in 1988 and again in 1989. Under his leadership, several major initiatives were successfully launched.

As chairman of the 1990 EOS/ESD Symposium, Ted directed the



activities of nearly 150 volunteers to organize a week-long series of workshops, tutorials and lectures related to static. The event was attended by 1200 professionals and is considered to be the best technical forum for static control and design techniques in the world.

Ted is ESD coordinator for MV and co-chairman for the Corporate

ESD Committee. He is the originator of an internationally recognized ESD management program that has been successfully implemented at many plants and is one of the leading experts on ESD control.

In this photo, from left, are Clarence Muncie, President EOS/ESD Assoc., Ted with his award and Prof. Hank Domingos, Awards Chairman.

UNITED FUND CAMPAIGN



United Fund Drive Co-chairmen Ellis Bailey and Mitch Skinner reported an excellent response to this year's campaign.

Thanks to the outstanding support of Network System and Bell Laboratories employees we achieved our goal of \$700,000.

The commitment and dedication of our people is something we can all be proud of.

MEXICO'S CONSUL SPEAKS AT AT&T

Alberto Campillo, Consul of Mexico, spoke to a group of MV employees as part of the company's recognition of National Hispanic Heritage Month.

Mr. Campillo is a career diplomat who served in London, Paris, Washington DC, Geneva and Rome before being posted in Boston.

His discussion centered on Mexico's point of view of a proposed trade agreement between Mexico and the U.S. A similar agreement was signed last year with Canada.

Other National Hispanic Heritage Month activities included speakers, films and special cafeteria meals featuring ethnic food.

In the photo, Alberto Campillo, left, Consul of Mexico, accepts a copper etching from Jack McKinnon, Transmission Systems Vice President, in appreciation of his visit to MV. The etching is prepared with the same process used in our manufacture of printed wiring boards.

EMPLOYEE RESOURCE CENTER OPENS



ERC Staff Associates Mary DiMauro, Kim Tourigny, Gerry Weisberg, Mary Lou Noonan and Dan Tuccolo are ready to help employees help themselves.

The Employee Resource Center (ERC) at Merrimack Valley has officially opened. The following services are provided:

- Education and training
- Counseling on career advancement within AT&T
- Resource data for local area jobs and skills required
- Interface with AT&T Transfer System
- Assistance and referral concerning benefit programs
- Other services and counseling deemed to be appropriate

The ERC is located on the second floor of building 20 in room 2x-95. Hours are Monday thru Thursday 6:30 a.m. - 11:30 p.m. and Fridays 6:30 a.m. - 10:30 p.m.



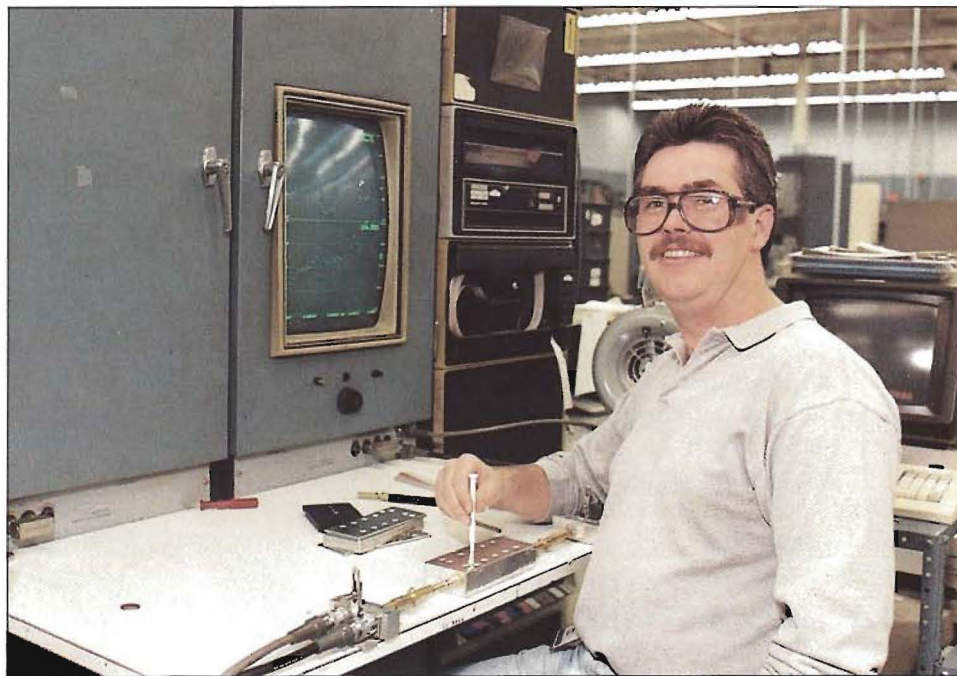
Around the Works, cont'd

EMPLOYEE SUGGESTION AWARD WINNERS

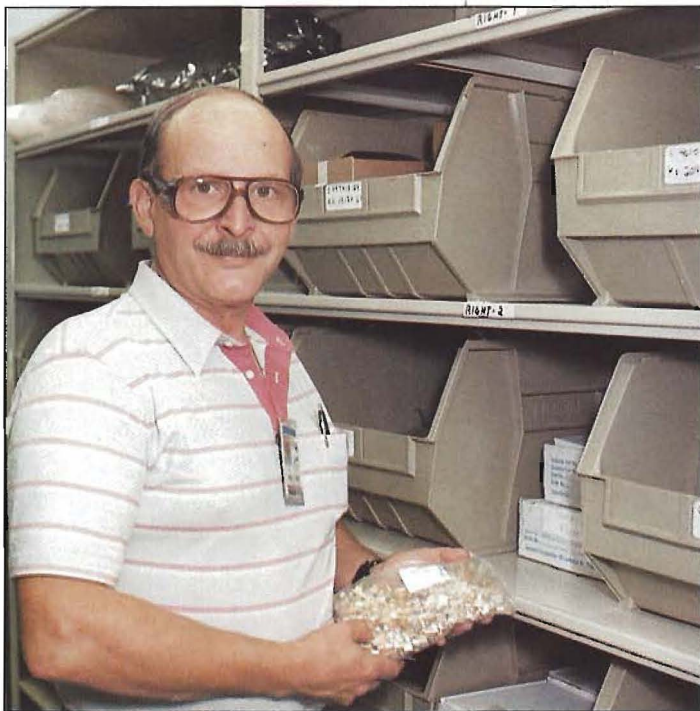
A total of 192 Employee Suggestion Awards were presented during the month of September, ranging from a low of \$8.33 to a high of \$5490.

Keep those suggestions coming! Ideas from employees have helped to save time, money, and the environment. Sometimes they help to make a job safer and often they make the job run smoother.

Here are a few of the top winners for the month of September.



Bob Murphy, a tester at the Salem II plant, suggested a change in a testing procedure. His idea has resulted in a shorter test time, and a \$1955 award.



Dan Gudinas, a layout operator at Salem II, had an idea that made ordering parts easier and selecting parts less confusing, and brought him a \$1375 award.



Dora Bouchard, D5/AIM Line storekeeper, suggested reusing boxes and foam that some parts come packed in. Dora received a \$5490 award for her idea.

DACS IV-2000 wins 1990 ComForum Award

At the 1990 National Communications Forum in Chicago on October 8, the National Engineering Consortium awarded one of eleven 1990 ComForum Awards to AT&T for the DACS IV-2000 Digital Access and Cross-connect System.

The Consortium established the ComForum Award to recognize products and services judged the most unique and beneficial to the industry and to honor corporations and teams for their innovative contributions and developments.

The ComForum Award Committee is composed of manufacturing, telephone company, and end user executives as well as publishers of leading professional journals and faculty from engineering universities.

The DACS IV-2000 system,

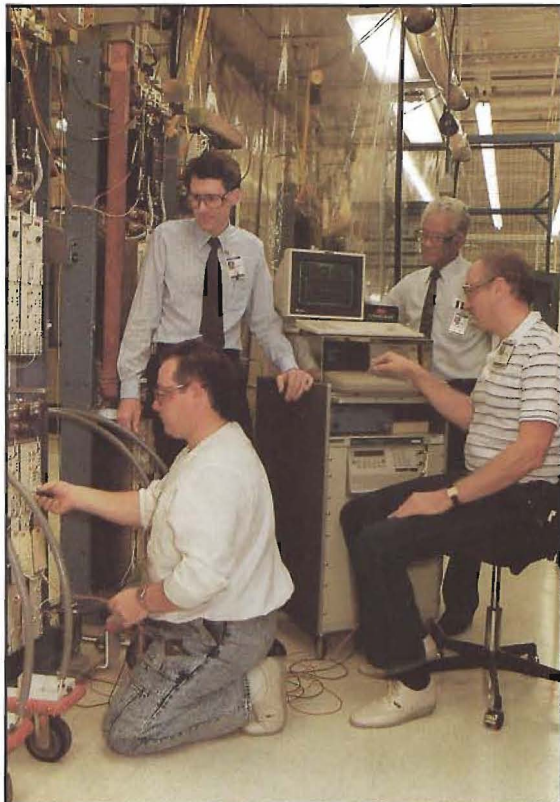


Lynn Pray, Doris Boudreault and Joe Shea are part of the Merrimack Valley team that produces the award winning DACS IV-2000 system. Here Joe points out some of the finer points of a circuit pack, part of another world class quality DACS bay.

manufactured at Merrimack Valley, is a wideband digital cross-connect system that merges multiplex, cross-connect, test access and performance monitoring functions for DS1 and DS3 digital transmission facilities.

From May to December of 1989,

one hundred DACS IV-2000 systems have been deployed by customers including NYNEX, Pacific Bell, BellSouth, USWest, Southern Interexchange, Alascom, Bell Canada and American Express Co., as well as other AT&T entities.



Late breaking news bulletin

Cape Hatteras, North Carolina — A runaway barge knocked a 300-foot section of a bridge linking the Outer Bank's Hatteras Island to the North Carolina mainland into the water during a fierce storm. The accident left 5,000 people without lights, phones or direct access to the mainland. Replacing the bridge may take 6 months.

Thanks to Merrimack Valley's Digital Radio team, residents of this island won't wait six months for telephone service.

Shown working on a radio bay are, standing, left to right, engineer John Corcoran and supervisor Frank Gomes; front, testers Michael Solesky and Wayne Melvin.

A quickly engineered radio system, a search for the right equipment, some timely transportation, rebuilding and retesting, and a working solution was shipped from MV to Carolina Telephone in record time.

Superior teamwork by many MV organizations, including BL Systems Analysis, Path Analysis and Engineering, Installation Engineering, Transportation and Receiving/Shipping resulted in a very happy customer.

Additional Digital Radio sales may be forthcoming as a direct result of this successful emergency installation.

Salem operation returns to Merrimack Valley

Ten years ago Merrimack Valley was literally bursting at the seams. A panel and cable operation was one of several shops moved to leased facilities in Salem, NH, and known as Salem I and II.

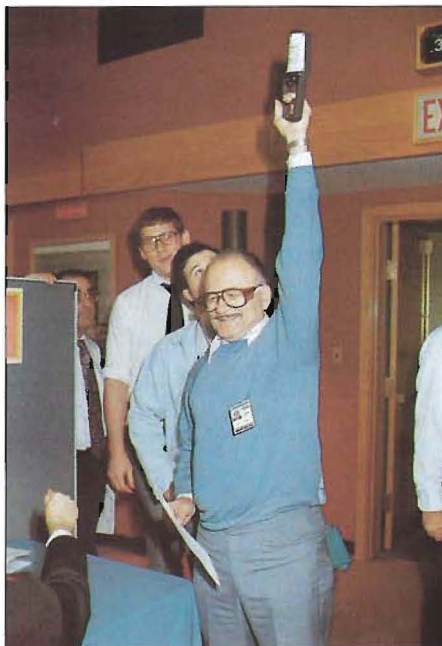
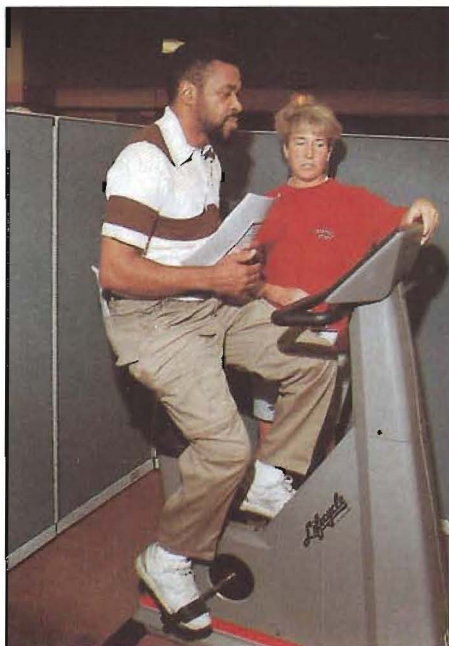
This month the Salem I plant was closed, and the satellite operations returned to newly opened space in North Andover.

For many of the Salem I personnel, this is not a return to an old familiar setting but a totally new experience. From events such as forgetting where a car is parked in the huge MV lot, to new conveniences like the Credit Union and Pioneer Store, these members of the Merrimack Valley team are adjusting well.

The group provides D4 and D5 terminals, DDM1000 panels and coax cables supporting our long distance network, in addition to normal D4/D5/DDM demand. Current projects include the introduction of DDM2000 panels and cables.



Joan Fournier and Raymond Fredette return to familiar surroundings as they help set up shop in the North Andover location.



Health Fest spreads the fitness bug

Nearly 2,300 employees attended a Quality Month health fair presented by the Medical department and several QWL teams.

The impressive turnout is a good indication that MV employees are indeed conscious of their continued good health.

Door prize winners were Kitty McCarthy, Alberta Charlewick, Noreen Cormier, A. Hamori, Peter St.Jean, John Duggan, Mike Schrowang, Joyce Lovejoy, Pamela Bouchard, Elizabeth Coote, A. Russo, John McNally and Mary Gioldasis.

Seeing how the shoe fits

Merrimack Valley managers test their shop skills in Quality Month program



A challenge, a humbling experience, a chance to be a “real” working team member.

These are just a few of the comments from some of the more than seventy MV managers who took part in this “first.”

Organized by individual Quality Architecture Cell Teams, the program was designed to give both managers and union workers an opportunity to better understand each others quality concerns.

Some conversations overheard ... “What do you do with your thumbs when you solder?” “I was sure I could be faster.” “You *must* have extra hands hidden somewhere.”

The program opened up some very good dialogue among the team members, and new acquaintances were made by all participants.

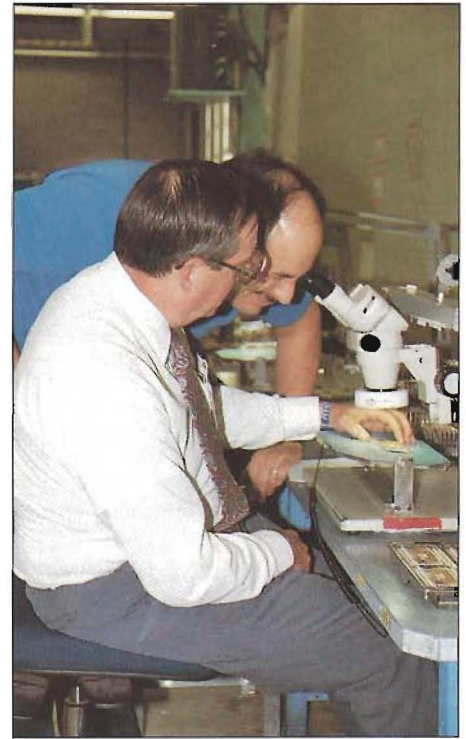






Photo collage by Bob Gablosky



Merrimack Valley Works People

ENGINEERS RECEIVE ADVANCED DEGREES

Four Merrimack Valley engineers recently received advanced degrees through the Summer On-Campus Program.

Brian Burgess, John Horwedel, Art O'Dea and Jeff Rice each received their Masters of Science degree in Computer Integrated Manufacturing from Brigham Young University in Provo, Utah.

The Summer On-Campus Program provides an opportunity for qualified tech-pros to take graduate level courses at an accelerated pace. Each summer session is five weeks long and includes two courses. Participants can earn a Masters degree by successfully completing all requirements over five successive summers. Six separate programs are offered at seven leading universities.

IN MEMORIAM

Renaud Baril, retired layout operator, July 28, 1990

Mario C. Ferrara, retired process checker, September 15, 1990

Henry C. Perkins, retired standards analyst, October 24, 1990

John R. Pritchard, Jr., retired buyer, September 7, 1990

William Stieritz, retired MTS at Bell Laboratories Andover, September 15, 1990

ED MARCH SPEAKS AT SURFACE MOUNT '90

Ed March, Manager, AIM/ VISION/New Product Introduction Center, was the keynote speaker at Surface Mount '90, on August 28, at the Bayside Exposition Center in Boston, Mass.

As the keynote speaker, Ed's speech set the tone for the entire conference. He discussed the evolution of surface mount product designs and their impact on manufacturing, quality issues and the role of the process engineer in electronic equipment manufacture.

Surface mount is the fastest growing technology in circuit pack design and is being incorporated into nearly all of our new products being designed by Bell Laboratories. SMT is currently used on MV's VISION and AIM lines.

SMT uses miniaturized components which are soldered directly to the surface of the circuit board. "As things get smaller," explains Ed, "We can put many more functions onto the same sized circuit boards we make today. This is a cost effective way to delight our customers in the products we offer."

Surface Mount '90 was sponsored by the Surface Mount Technology Association (SMTA). The SMTA is a non-profit organization established to promote the exchange of technical information among users of surface mount. This is achieved through sponsorship of the annual meeting, technical papers and local chapter functions. Over 400 corporations are members of the SMTA including AT&T Network Systems.

PROMOTIONS

Effective July 15, 1990 —

William Dangora was promoted from occupational engineer to senior engineer in DACS II.

Anthony DiTroia was promoted from occupational engineer to senior engineer in Thin Film Engineering.

Kevin Madore was promoted from occupational engineer to senior engineer in Information Automation Development Engineering.

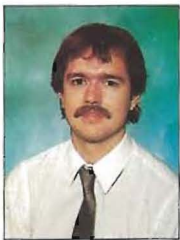
Anthony Manzi was promoted from occupational engineer to senior engineer in the Structural Engineering department.

Gene Rivard was promoted from occupational engineer to senior engineer in Technical Support Engineering.

Karen Ruest Johnson was promoted from occupational engineer to senior engineer in HIC Development & Product Engineering New Systems & OEM.

Naji Wakim was promoted from occupational engineer to senior engineer in Transmission HIC Product & Test Engineering.

Martha Zamoida was promoted from information systems staff member to information systems staff senior member in the Transmission Products Customer Technical Support Organization.



Burgess



Horwedel



O'Dea



Rice



March



Dangora



DiTroia



Madore



Manzi



Rivard



Johnson



Wakim



Zamoida



Gaunt

LIGHTS, CAMERA ... ACTION!

That phrase has taken on new meaning for **Andy Gaunt** ever since he became involved with United Video Features, a group of volunteers working to produce a feature-length movie.

Andy, a Kingston, N.H. resident, became involved in the project after reading a column in a local paper. The film's producer was looking for volunteers to help him make his movie, and Andy was one of over 50 New Hampshire residents who responded.

Andy is an engineering associate in the DACS II System Test department. Because of his background, his talents were put to use in the technical side of the movie's production. "Mostly I worked on the lights," says Andy, "But I also helped out with the grunt work, and I was in a few cameo shots."

The movie, an adventure/comedy called *Special Agent—Hudson Marr*, was filmed entirely on location in New Hampshire. It is currently in the editing process and is scheduled to make its world premiere on November 17, 1990 at the Practical Arts Auditorium in Manchester, N.H.

RETIREES

Years of
Service

August

- 37 Irene Desmarais
- 24 Grace P. Fraize

September

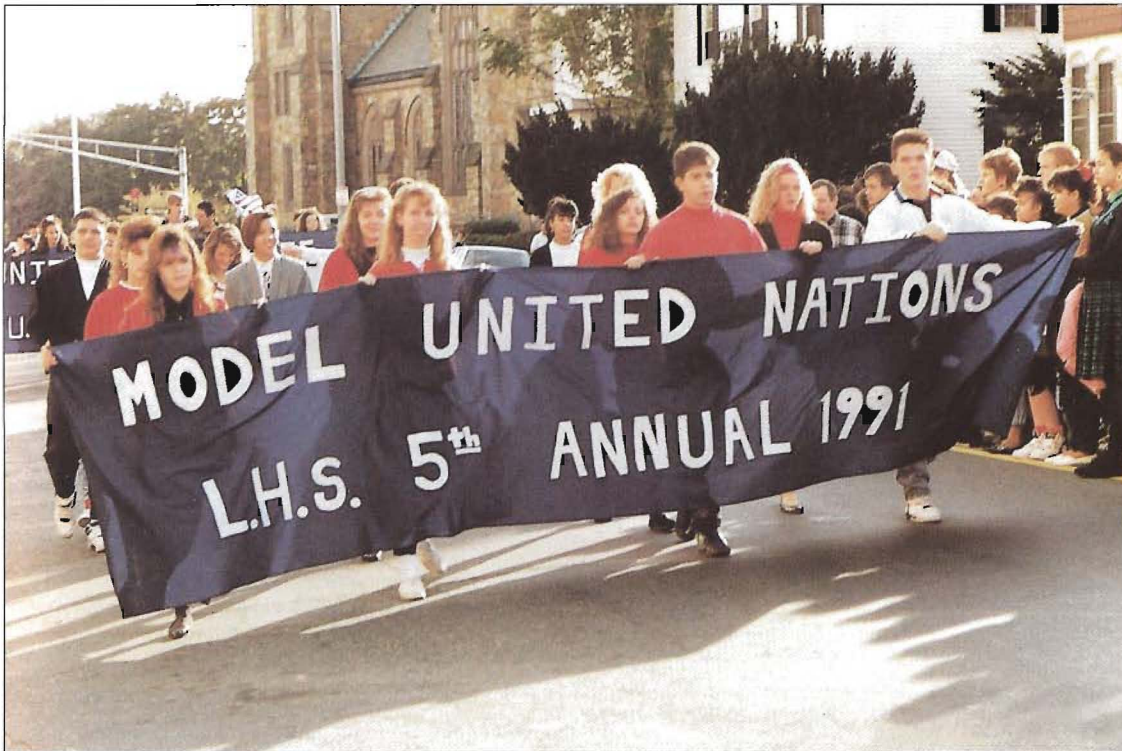
- 34 John R. Amirault
- 36 Sheila A. Babolian
- 39 Katherine R. Barberio
- 35 Robert M. Belmont
- 13 Efthemia P. Benelas
- 35 John H. Bland
- 37 Arthur J. Boucher
- 35 Robert L. Brown
- 36 Robert N. Brunault
- 34 Thomas E. Burns
- 35 Ernest B. Caron
- 34 Frank S. Chapinski
- 34 Jacqueline Cocchiario
- 39 Charles A. Clark
- 18 Irene D. Collins
- 36 Gerard A. Cote
- 35 Elsa P. DeRoche
- 34 Robert L. Desharnais
- 19 Ralph J. DiFrancisco
- 12 Clare L. Diggs
- 34 Marie U. Donahue
- 35 Joseph E. Donohue
- 38 Robert P. Drouin
- 38 Willard P. Farrell
- 8 Natalie M. Ferguson
- 30 Donald A. Francis
- 38 Chanel E. Fredette
- 39 William G. Gogas
- 37 Irene R. Hobbs
- 35 William A. Jurek
- 34 Robert J. Krafton

- 36 Ann Kuchar
- 28 Leo A. Labonte
- 35 William L. Mahoney
- 31 William A. Marcinkevicius
- 38 Arthur J. Martin, Jr.
- 34 Ronald R. Masse
- 34 Robert T. McCarthy
- 34 David P. Merrill
- 10 Mary A. Monroe
- 37 John J. Mosher
- 34 Glorisse Y. Myers
- 34 Joseph W. Parker
- 35 Armand D. Pelosi
- 28 Rita M. Petrosino
- 35 Frances M. Pilch
- 36 Albert F. Powell, Jr.
- 8 Juana Ramos
- 35 Virginia E. Ramsey
- 34 Mary E. Robinson
- 36 George Saba
- 34 Shirley M. Salerno
- 10 Margery G. Saltzman
- 35 Joseph Sanzica
- 34 Gloria M. Sawyer
- 34 Mary G. Shank
- 20 Billy E. Steele
- 36 Barbara J. Trafton
- 38 Henry F. Vandecasteele
- 38 Ernest E. Viens
- 37 Rose A. Villetta
- 30 Richard A. Wildes
- 35 Leo E. Williams
- 37 Frank M. Wrobel
- 34 Donald T. York

October

- 29 Albert E. Asmega
- 25 Robert E. Farrell
- 33 Marion W. Morrell

Merrimack Valley team adopts Lawrence High School



Merrimack Valley is looking to help some members of its future workforce get off to a good start.

As part of a Chamber of Commerce Adopt-A-School program, MV has chosen Lawrence High School.

Many current employees received their early education at the local school, and there is much that can be done on a cooperative basis that will enhance both the school and the company.

The MV Engineering Excellence Society, along with the Public Relations office, are working with school officials to design workable programs.

Too often hidden from the readers of local news events are the activities of the current generation of immigrants, mostly Hispanic Americans and Asian Americans, studying at Lawrence High School and dreaming of a better tomorrow.

A recent visit to the school found the students involved in the opening

of their fifth annual Model United Nations program. Before the year is out more than 500 students will work to present a 3-day mock UN assembly.

Several representatives of Merrimack Valley attended the recent program which included a short

parade, raising of the UN flag as the 30-plus-member choir sang, and many student speeches, several repeated in the native languages of the gathered students.

As the committees institute more programs with the school, the *Valley Voice* will report on their activities.

Quality Month Calendar Contest Results

Entries numbered 1868 in the contest accompanying this year's Quality Calendar. Of those, 1574 contained the correct answers to all questions. Question No. 4 gave many entrants a tough time.

The question, "Which system do we use at MV for continuous quality improvement?" should have been answered "Quality Architecture." Many employees answered "Quality Assurance."

Cordless phones were given to the following employees in a drawing of entries with all questions answered correctly:

Jane Baril, Dolores Federico, Peter Theberge, Roseann Rogers, Carol Ross, W. Hatem, Marie Bert, Tom Puopolo, Randy Brown and John Keane.

A step in the right direction

TEAM 57 INVITES YOU TO TAKE A WALK

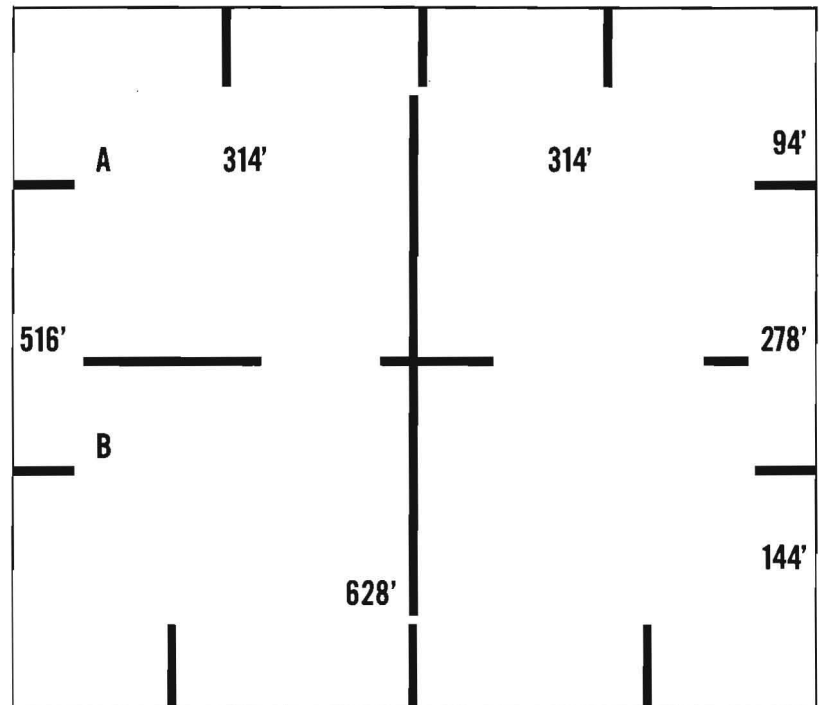
Indoor walking is an ideal way to exercise. You can do it in your spare time, at your own pace and make up your own route. It costs nothing and you don't have to worry about the weather.

The health conscious members of QWL team 57, the Circuit Breakers, have mapped out an indoor walk route making it easier than ever to develop your own walking program.

The Circuit Breakers team is made up of second shift employees from the GDx shop. Current team members include Barbara Lippold, Dan Meikle, Scott DePanfilis, Dee Smith, Luis Lima, Josephine Sheehan and Lillian Goudreault.

This team believes that if you're healthy, you're happy and you're more likely to perform better on your job. Why not use the following tips, take a walk and see for yourself.

2ND FLOOR, MANUFACTURING, BUILDING 30



Follow the map to plan your walk.

- distances marked off in feet
- 5,280 feet a make a mile — add them up, mix them up, and change your routine every day.

Hint: A walk two times around the outer perimeter plus once down the middle hall A or B and back to your starting location covers approximately one mile.

WALKING

“Cover more ground”

If you're comfortable walking briskly for about 30 minutes three to four times a week, try increasing your distance. Your goal is eventually to walk a total of three to four hours a week. You can do this in one of two ways.

1. Walk more frequently - Continue to walk for 30 minutes, but add one day at a time to your schedule until you're walking six or seven days a week.

2. Walk longer - Continue to walk three to four times a week, but, in five minute increments, extend each walk to between 45-60 minutes.

No matter which way you choose to cover more ground, build up to

your goal gradually. Add one day or five minutes to your schedule in the next two weeks. If you feel good, do it again before the end of the month.

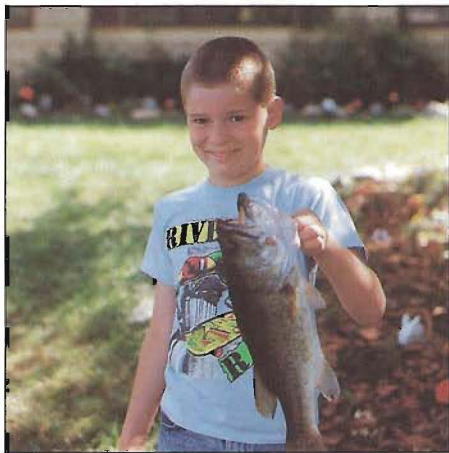
Keep in mind that fluids are very important in exercising, especially during the hot weather.

*taken from
the Mayo Clinic
Nutrition Letter
April 1990*



“Answering the call of those in need”

FISHING CONTEST



Peter Myhall III, grandson of Marie Kelly, proudly shows his entry for the WEValley Club Fishing Contest.

Results of the WEValley Club's 32nd Annual Fishing Contest are in. The event was open to children (up to 16 years of age) of MV employees and ran from Memorial Day through Labor Day.

Top prize winner for the freshwater category was Tony Vallant, 10, son of Mike Vallant. Tony's entry was an 8 lb. 1 oz., 26½ inch lake trout caught in Lake Ontario.

Winner of the saltwater category was Peter Kuncho, 15, son of John Kuncho. Peter's prize winning catch was an 11 lb. 8 oz., 29 inch bluefish, caught off of Plum Island.

Each winner received a new rod and reel. Several other entrants received fishing tackle.

SPECIAL FIELD GAMES FEAST

On Sunday, October 14, the 1990 Special Field Games contestants and their families

were treated to a pasta dinner in the MV cafeteria. It was a delicious conclusion to this year's games.

Nearly 350 enjoyed a taste tempting dinner of ziti and meatballs, prepared by our own cafeteria personnel and served by members of the 1990 Special Field Games committee, their partners, Future and retired Pioneers, and friends of Chapter 78. The Pioneer clowns were also on hand to meet and mingle with the contestants.

After dinner, the contestants cheered as they watched themselves on a video of the 1990 games. At the video's conclusion, each contestant was presented with a sports beverage bottle as a reminder of the day. The smiles on their faces showed how much the day was both enjoyed and appreciated.

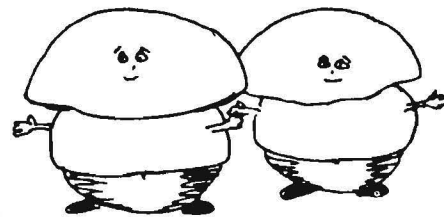
Sheila Babolian, retiring committee member, was presented with a going away gift from the committee. Sheila will continue to remain an active member of the committee while enjoying her retirement.

The Special Field Games committee would like to thank all those people who helped to make the games a success. It's because of your help that the games will continue. The committee is already working on plans for the 1991 games and we hope to see you there in the spring. It's a day you won't soon forget.

FUTURE PIONEER COOKBOOK

The long-awaited *Cookbook of the Futures* is ready and copies are going like hot cakes!

The cookbook is a collection of nearly 200 mouth-watering recipes from Merrimack Valley employees and retirees. It includes sections on

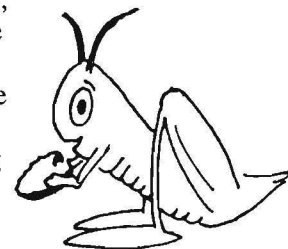


Stuffed Mushrooms

Appetizers, Breads, Soups & Salads, Side Dishes, Entrees, Dinners for 2 and Desserts, each containing a wide variety of tried-and-true favorites.

From appetizers like Teriyaki Chicken Wings, Stuffed Mushrooms and Layered Taco Dip to desserts like

Grasshopper Pie, Chocolate Turtle Cheesecake and Paper-Bag Apple Pie, (and just about everything in between) you can find all you need to prepare many delightful meals.



Grasshopper Pie

So, why not try a few new recipes? You'll find plenty to choose from in this 130-plus page collection. Who knows, maybe someone's old favorite will become your new favorite.

The cookbook is a fundraising project for the Future Pioneers. Proceeds will be used to defray the costs of other Future Pioneer functions. It is printed, illustrated, assembled and distributed by volunteers. Copies are available at the Pioneer Store and the WEValley Club office for \$5.00.



Chocolate Turtle Cheesecake
Illustrations by Andrew Gaunt

For your information

OMEGA XI 1990 SOCCER CHAMPS

Eight years of practice paid off for the Omega XI soccer team when they captured first place in the Merrimack Valley Soccer League regular season play.

Twenty tough games against the four other league teams proved this spirited group of internationally diverse players just might be ready for new uniforms next year.

John Horwedel had his best season ever, winning the league high scorer title with a total of 24 goals. "Great midfielders made it possible," says John. John was voted MVP for the whole league in the position of forward.

Todd Campbell was voted MVP for the whole league for the position of goalie.

Players shown are, front l to r,



Rich Sweeney, Dave Valcich, Todd Campbell, Julio Figueroa, Raul Avellan, Walter Huacon. Back row, Mike Shellmer, Luis Ortiz, Brian White, John Horwedel, Mike Hecken,

Chez Marchwinski, Bob Valcich and Luis Gonzalez.

Luis Miranda, Jean Alexander, Ted Makarewicz, Kevin Landry and Dave Mack also play for the team.



SAFETY & QUALITY AWARD WINNER

Congratulations to Bill McCoy's Transmission/Special HIC team for winning the Component Factory's Safety & Quality Award for the months of August and September.

According to Bill, hard work and focusing on quality issues contributed to the team's success.

Rick Hajec's Piezoelectric team came in second in August, and Tracy Freeman's FIC team placed second in September.

Gathered around the trophy are, from left, Al Costa, Pat Reynolds, Bill McCoy, Lois Mahoney and Karen Herman.

For your information, cont'd

EMPLOYEE PERFORMS RESCUE

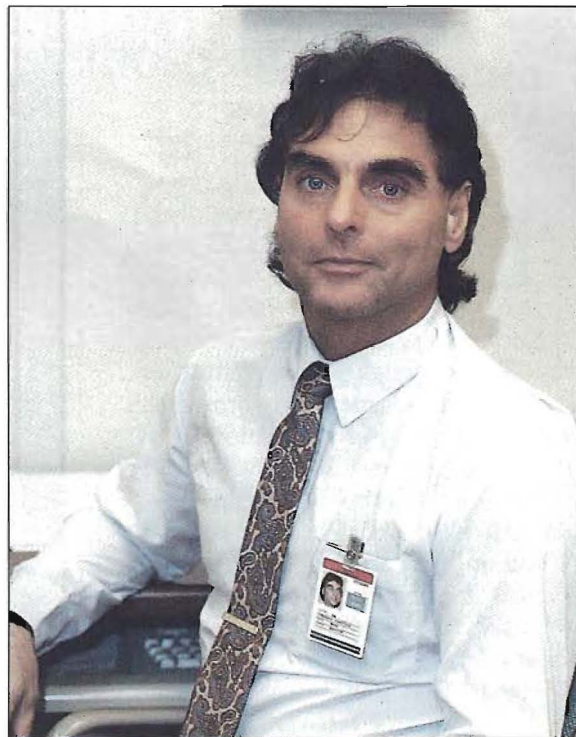
Rob Geoffroy, right, a contract employee in Bell Labs, was in the right place at the right time. It was about 8:15 a.m. when Rob heard someone frantically calling that there was a person on the floor and in trouble.

Rob responded and found an employee had suffered some type of seizure and was no longer breathing. The victim had already turned purple from the lack of air, so Rob knew he had to act quickly.

Using his small finger, Rob immediately cleared the victim's airway. (Because he was so weak, there was no danger of being bitten.) This allowed him to breathe and his

color began to come back. Rob worked to achieve regular and effective breathing and attempted to bring the victim to consciousness until Medical personnel arrived and took over.

This was the first time Rob, who is trained in standard first aid and CPR, was the first responder in an emergency situation. "I never knew how I'd react, but all of my training came right to me," he said. "I'd like to encourage everyone to get CPR training and to keep it current, because you never know, someday you might find yourself in an emergency situation."



RETIRED STAFF LUNCHEON



Retired Merrimack Valley staff members gathered for a luncheon on October 10. Among those present were, front from left, Emil Tanana, Dick Hewett, Bill Banton, Art Hatcher, Irene Brandy, Dick Wilson, Joe Giampa, Aram Chooljian, Jack Driscoll and Charlie Higginson. Rear, from left, Walter Flinn, Bob Pelrine, Al Carlson, Harry Turner, host Jack McKinnon, Transmission Systems vice president, Ed Dowd, John Connors, Bill Young and Bob Wysocki.

SAFETY & HOUSEKEEPING AWARD

The August winner of the Equipment Factory's Safety & Housekeeping Award was the AIM Line, led by Lee Pratt. Second place went to Dave Dunn and the Diversified Factory team.

The winner for September was the DACS Factory team, under the leadership of Andy Abrahamson. Dave Dunn's Diversified Factory team placed second.

This new program emphasizes the importance of safety and housekeeping issues. Two inspections are performed monthly, and the team with the best record is treated to a cake and coffee celebration. Door prizes are also awarded.



DACS team members, from left, Theresa Ouellette, Idonia Wilson and Hilda Karol, accept the trophy from AIM Line team members Ted Meyer, Lynne Abate, Lorraine Kaulback and Donna Sampson.

CALL FOR ALLIANCE REPS

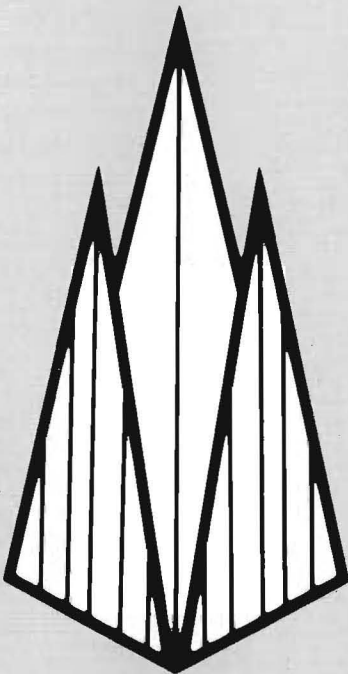
The Alliance Learning Center (ALC) is "looking for a few good men" . . . and women to represent them out on the shop floor and in the office.

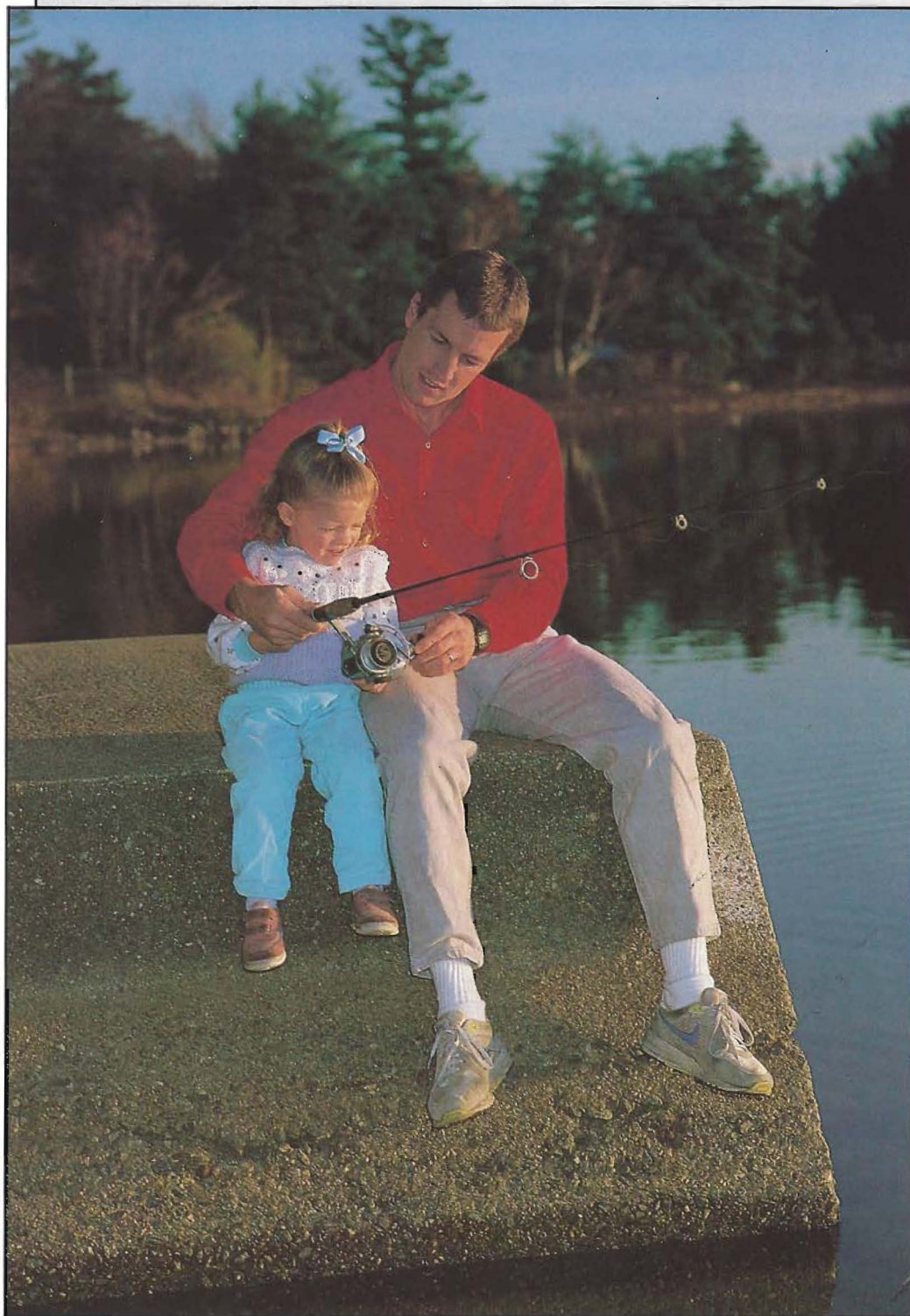
Representatives will be responsible for making sure all CWA represented employees in their assigned areas get timely and accurate information regarding ALC programs and services. In addition, representatives will serve in an advisory capacity to the ALC, letting the office know what services and programs people in the shop and office need or would like to see offered.

The Alliance is looking for these qualities in anyone who would like to become an Alliance representative:

- CWA represented,
- have used Alliance services in past,
- aware of Alliance programs and its mission,
- enthusiastic about the Alliance,
- cooperative,
- dependable, and
- motivated to help their fellow employees.

Although this is a volunteer position, the ALC is hoping to get people who can make at least a six month commitment. Anyone interested in becoming an Alliance representative should call John Scuto, Alliance Rep. Coordinator, at x2989 or x2410.





Michele Martin, 3½, shows dad Brian, a machine systems technician on the VISION Line, how to cast a line. Michele caught a 6 inch perch during this year's fishing contest for children of employees. (story on page 16)



1600 Osgood Street
North Andover, MA 01845

BULK RATE
U.S. POSTAGE
PAID
Permit No. 24
Lawrence, MA