

AT&T

Valley Voice

March/April 1991



March/April 1991
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 1989 and 1990 Quality Awards

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



Valley Voice is published for employees like Secretary Debbie Perkins, left, and MTS Betsy Black, helping Ward Hill get the jump on recycling. Lots more about recycling in the next issue.

MVW employees support troops

Flags flying, banners waving, pins and buttons on almost every lapel, not to mention yellow ribbons — patriotism is alive and well at Merrimack Valley.

Communication is always an issue with just under 6,000 employees located at Merrimack Valley. Sometimes the rumor mill works faster than proper channels. During the Desert Shield and Desert Storm crisis, communicating updated news bulletins to employees as fast as possible became increasingly important.

A new electronic message board was installed in the cafeteria, and early morning updates taken directly from UPI and AP sources helped keep most employees informed on critical events.

Three Merrimack Valley employee/reservists were called almost immediately into active duty.

Nicholas F. Maselli III
Supervisor, Production Control and Service

Michael Jacques
Production Associate
DACs Focus Factory

David C. Quinney
Senior Tester
Misc. DDS department

In addition to these employees called earlier, Dr. Donald Waugh, Merrimack Valley's medical director, was activated in March.

Dr. Waugh is a colonel and flight surgeon in the New Hampshire Army National Guard.

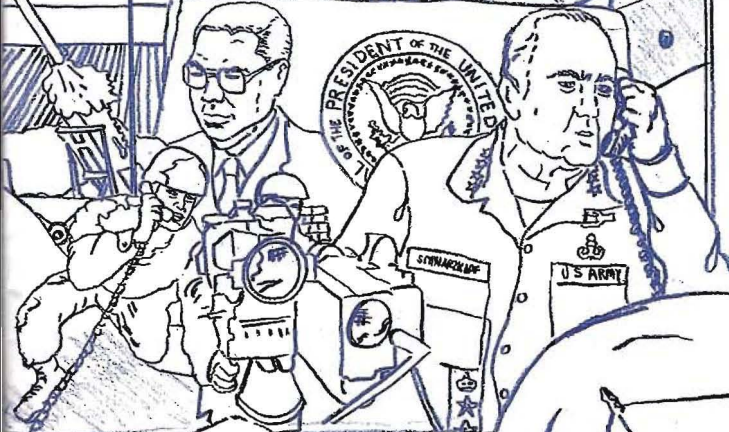
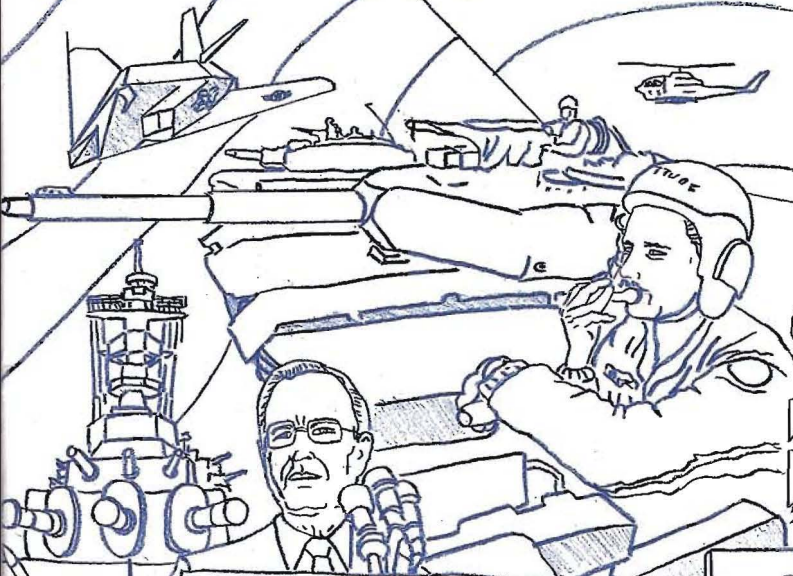
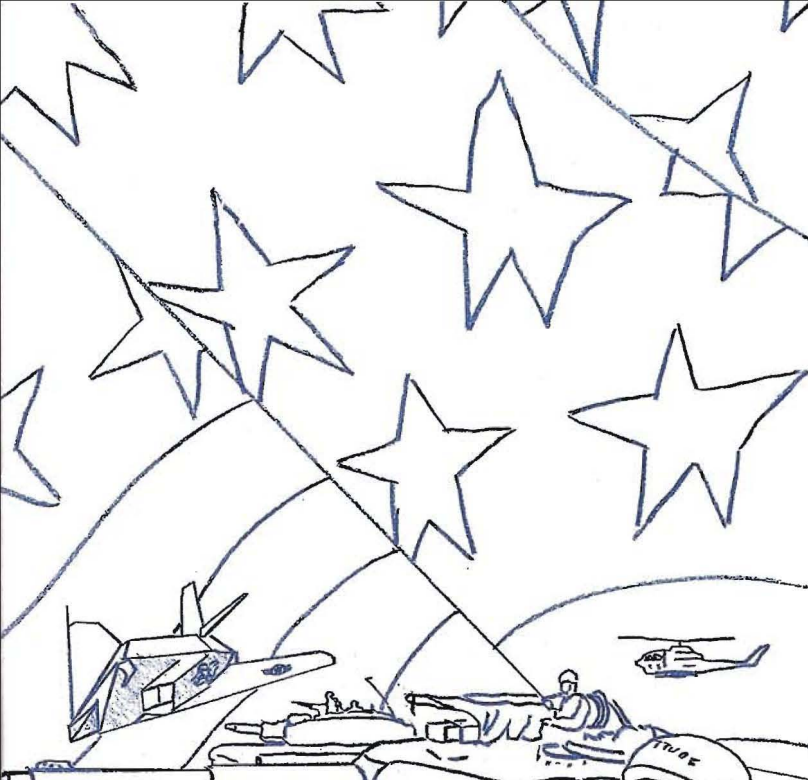
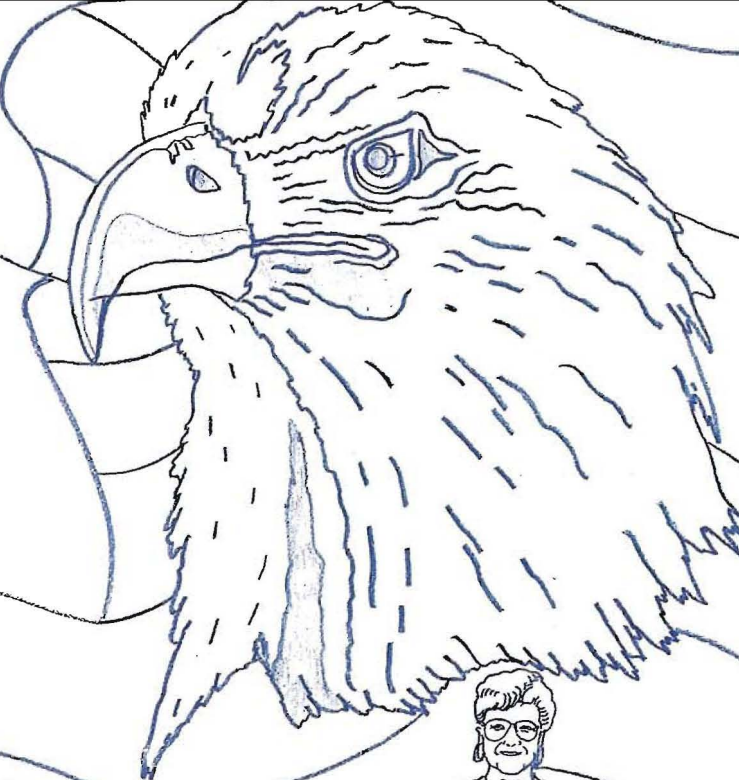
He has been sent to the Aero Medical Center at Ft. Rucker, Alabama, where he will give administrative support and evaluate aero medical problems to determine whether pilots are fit for flight.

Ft. Rucker is an army training base for helicopter pilots.

The Merrimack Valley Chapter of Telephone Pioneers added their support through sales to employees of flags, shirts and other patriotic goods. Larry Farrell, chapter administrator, reports that sales netted \$20,000 to date. Over \$7,000 has already been distributed to documented troop support groups in the Merrimack Valley area. All proceeds from the sales will continue to go directly to legitimate support groups.

Merrimack Valley graphic artist Ron Quinn designed the poster on the opposite page to depict the feelings of support widespread throughout Merrimack Valley.

On the cover — This very proper looking group are the recipients of the 1990 Engineering Excellence Awards (story on page 10). Rear, left to right, Tom Hallworth, Ernest Deveres, Ed Mannion. Middle, left to right, Fred Abyazi, Jeff Smith, Pete St. Jean. Front, left to right, Naji Wakim, Richard Ferland. (Roger Culliford photo)



NATIONAL ENGINEERS WEEK
MERRIMACK VALLEY ENGINEERS
WELCOME

DONALD J. ATWOOD
DEPUTY SECRETARY OF DEFENSE
UNITED STATES
FEBRUARY 22, 1991
1:30 PM -
MV CAFETERIA

MERRIMACK VALLEY WORKS
We Support Our Troops
Come Home Soon!



Ron Quinn

Around the Works

LAST SALEM GROUP RETURNS TO VALLEY



Don Donovan, a supervisor in the Miscellaneous Filters & Oscillators department, and three of the last Salem II group lock up for the last time. Left to right are Tony Zmetrovich, Shirley Cyr, Don, and Carolyn Gagnon.

Don found a few changes at MVW since heading off for the Salem satellite location over five years ago and says "It's bright, cheery and clean at Merrimack Valley, and we're settling in very quickly. Business as usual."



U.S. DEFENSE DEPUTY VISITS DURING ENGINEERS WEEK

Donald Atwood, a Haverhill native and current Deputy Secretary of Defense, U.S.A., received VIP treatment and a look at the AT&T secured telephone project during an Engineers Week visit to MV. He spoke to a packed audience, fielding questions on the Mideast conflict as well as Washington politics. Don accepts a limited edition etching of the Constitution from Glenn Lavallee, chairman of the Engineers Week committee.

PWB SHOP GOES OUT A WINNER

Congratulations to the PWB team for winning the Component Business Safety & Quality Award for the month of February.

February was also the last month of production for the PWB shop. "This is a fine ending for the shop, which has been in production for 30 years," said team leader Carmen Milora. "It's a good feeling to go out as winners."

In this photo, PWB team members (rear, from left) Carmen Milora, David Bombard, Brenda Conkel,

John Karcz and Elise Hall watch as Anna Barrio accepts the trophy from Henry King of the of the January winning team, Piezoelectric Components. Other January winners include, front, from left, Kim Guest, Doris Theberge, and Ann Wholley.





CONTINUE THE RUN IN '91

Pete Fenner, president of Transmission Systems, met with employees during his recent tour of Transmission Systems locations, announcing the positive results of 1990 and asking for continued efforts. Mary Ratliff, right, a member of the technical staff, participates in the Q&A session.

At a later visit, Pete, left, participated in a "walk in my moccasins" exercise, placing a chip carrier onto a substrate with the help of Evelyn Fazel, a production associate in the GDX shop.

Bill Marx, right, president of Network Systems, spent a portion of his time at Merrimack Valley hand inserting a component onto a printed wiring board on the Vision Line. Engineer Greg Jones and Layout Sheila Mansfield make sure he meets all quality standards.



LAWRENCE HIGH SCHOOL ARTISTS

What do you do when you adopt a school? MVW employees will be learning much more about the students at Lawrence High School and some of the things they do since adopting the school this past summer. (see page 11 for some ways the

Engineering Excellence Society is pitching in to help).

Sometimes what the students need is a place to show their work and an eager audience. That we can easily provide. Student artists, left to right, Roxanna Motra, Nurten Eser and Carlos Ceballos are just three of the

many talented students learning under art teacher David Meehan's guidance. Their display of ceramic pieces in the cafeteria, along with drawings and photographs, brightened the view of cafeteria patrons.

Digna Ruiz, a production associate in the Radio shop, was especially proud to be invited to a Human Resources organization meeting. Her daughter Magalis and



three other students spoke about the needs of the LHS students and performed several voice pieces they are practicing for an upcoming competition. Hope the real judges are as impressed as the MVW crew.

MV receives childcare grant

AT&T offers a package of family-supportive employee benefits aimed at helping employees meet their obligations both to their work and to their lives outside of the workplace.

The AT&T Family Care Development Fund is one part of this package. The Fund is a joint project of AT&T, the Communication Workers of America (CWA) and the International Brotherhood of Electrical Workers (IBEW). Its objectives are to increase the supply and improve the quality of child and elder care services available to all AT&T employees.

The Fund will grant \$10 million over a three year period. In 1990, the Fund supported only child care projects. In 1991, funds will be available for both child and elder care projects.

About three years ago, a group of MV employees began working together to assess the child care needs of our people. Team members Sue Engels, member of technical staff; Sheila Landers, Personnel Services manager; Clifton McIntire, CWA treasurer; Betty McCusker, QWL facilitator; and Mary Simon, ombudsperson, worked closely with Martha Sperandio of the Child Care Circuit, AT&T's resource and referral service. In 1989, when AT&T introduced the Family Care Development Fund, the team focused their energies through this channel.

The original group evolved into the MV Dependent Care Committee, a joint collaborative effort between Network Systems & Bell Labs union & management people all working toward a common goal — increasing the supply of and improving the

quality of locally available child care services.

To do this, they had to collect information on services available in this area and the needs of AT&T parents. The committee ran an employee survey and conducted employee meetings on all shifts and at all locations with child care resource and referral services. Using this information, they applied for a grant from the AT&T Family Care Development Fund to finance a small number of child care projects.

Their efforts paid off — In November, 1990, the committee submitted an application for funding that was accepted and approved, making MV one of the first manufacturing locations to receive a grant from the Fund.

The committee has received several proposals from child care centers for funding under their grant.

Two have been accepted.

The first proposal calls for the expansion of an existing child care facility located close to MV. The Early Childhood Learning Center (ECLC) in North Andover received \$6,500 for the purchase of new equipment and materials to expand their after school program. AT&T parents will be provided an early registration option.

After school programs play an important role by offering supervised activities, especially for children between the ages of 10 and 14. The second proposal will restore lost funding of after school recreational activities at the Bruce School in Lawrence. Lawrence is home to the highest number of AT&T employees. The Bruce School, as a magnet school, serves the entire Lawrence community. Funding of \$11,100 will be used to purchase educational, recreational and drama equipment.

The committee is pleased with their early success, and they're already hard at work on the second phase of the grant program — Elder Care. More informational meetings and a survey on elder care needs are in the works.

With the growth of two-income and single-parent families comes a greater demand for family care services, but shortages are very common.

This can make it very hard at times to balance work and family needs. AT&T is sensitive to these issues, and our people who are willing to pursue them are helping to make these tough situations a little easier to handle.



Members of the Dependent Care Task Force get acquainted with some of the children at the Early Childhood Learning Center in North Andover.

MVW employees told: 'mind your manners.'

Protocol series shows how to behave with customers from other cultures

Would you ever find yourself chewing gum, talking with your hands in your pocket, slapping someone on the back as a gesture of friendship?

These actions, considered mildly bad manners at home in America, are cardinal sins in European countries. Managers, salespeople, installation and repair technicians, and production associates interfacing with foreign customers need to know how to communicate effectively.

Fifty MVW employees learned this and more at a trial two-day international protocol seminar held early this year.

In the January, 1991, *FOCUS* article entitled "A World of Difference," Bob Allen, AT&T president, is quoted as saying, "We are the world leader in global network services. We are the world leader in network systems and equipment. But we face a challenge as compelling as the one this company's founders faced. . .

"Unlike our forbears, we are dealing with customers and cultures, rules and regulations that vary widely from nation to nation."

Just understanding protocol as a definition isn't sufficient, it is how strategically the knowledge is applied to each country we do business in that makes a difference.

The seminar helps participants realize the fact that there are different cultural characteristics because there are different value systems throughout the world.

Tina Wolf, a Merrimack Valley Member of Technical Staff, attended the first seminar. Says Tina, "The seminar covered Southeast Asian culture the first day, important to our contacts in that part of the world, and European culture the second

day." She felt the seminar only touched the surface and "could have been longer."

AT&T Network Systems (of which Merrimack Valley is a major part) and AT&T International Communications Services are AT&T's business units with the most exposure to foreign business.

The breakup of the Bell System in the United States not only freed the corporation to compete abroad, but also made that competition mandatory if AT&T wants to grow with a world communications market expanding and changing as never before.

Protocol seminars help us better understand our business, and the better we understand our business, the better our business, worldwide, will be.

Editors' note: The subjects to be covered in a tentatively scheduled April 24 & 25 seminar include greetings and introductions, business card exchange, written business communications, telephone communications, business meetings, business entertaining, including restaurants, banquets and receptions, and gift giving. Watch for announcements of specific dates and location if you are interested.

Seminar participants discuss the fine art of eating — French style.



United Way funds at work

More than 66 percent of Merrimack Valley's employees contributed to the 1990 United Way campaign. The \$500,000 raised affected the lives of many Greater Lawrence residents. The following story from the Big Brother/Big Sister Organization of Greater Lawrence is illustrative of our funds at work.

Little Sister "Amy" (not her real name) attended her Big Sister's wedding two weeks ago as one of her bridesmaids. It did not surprise the Big Brother/Big Sister agency that Amy was in the wedding. After all, she had been "Cathy's" Little Sister for almost seven years, from age eleven to eighteen. When a Little Sister turns eighteen she no longer can be an "official" Little Sister. But this will not affect Amy and Cathy's match, as they plan to keep in touch on a regular basis. They have been

through too much to allow their friendship to lapse.

Amy comes from a dysfunctional family. There have been problems of substance abuse, physical and sexual abuse, depression, and mental illness in the family. Cathy was no stranger to many of these issues. She herself experienced a psychiatric hospitalization during high school for depression. Cathy was able to be supportive, non-judgmental, and understanding of Amy. She also was able to give Amy hope for a brighter future.

Amy was admitted to a psychiatric hospital after a suicide attempt during her teens. Up until this point Amy's school performance had been marginal, and she eventually dropped out. Amy had begun to drink heavily. During these difficult periods, her one consistent and dependable friend was Cathy. Cathy visited and called Amy during her hospitalization.

With Cathy's encouragement, Amy

applied for a full time job. She stayed at this job for over a year! Amy then went on to earn her GED by taking night classes. Both the agency and her Big Sister celebrated this accomplishment with a party. Within the last several months Amy has moved to Boston and is living independently. She is supporting herself by working full-time as a manager in a retail store. She talks about the possibility of going to college part-time at night.

Amy continually gains more self-confidence as she takes bigger strides to enrich her life. When asked to talk about her Big Sister, Amy will speak enthusiastically about Cathy, because Cathy has been the one person in her life who has always been there for her.

For more information on this worthwhile program, please call the Big Brother/Big Sister Association of Greater Lawrence on (508) 687-1370

Julie Alaimo, a master scheduler, has been involved with the Big Sister program since April 1990. Julie has no children of her own. She started with the program because she wished to give love and support to a needy child.

During a challenging interview with the Big Sister program organizers, Julie discovered that she had the perfect qualities which were essential to becoming a Big Sister. Julie felt rewarded because it gave her the confidence to reach out and influence a young person's life.

Soon a perfect match was made and Julie became a Big Sister to a twelve-year-old girl named Kim. Kim comes from a troubled background and was yearning for a friend to give her lots of love and attention. She found her special

friend in Julie.

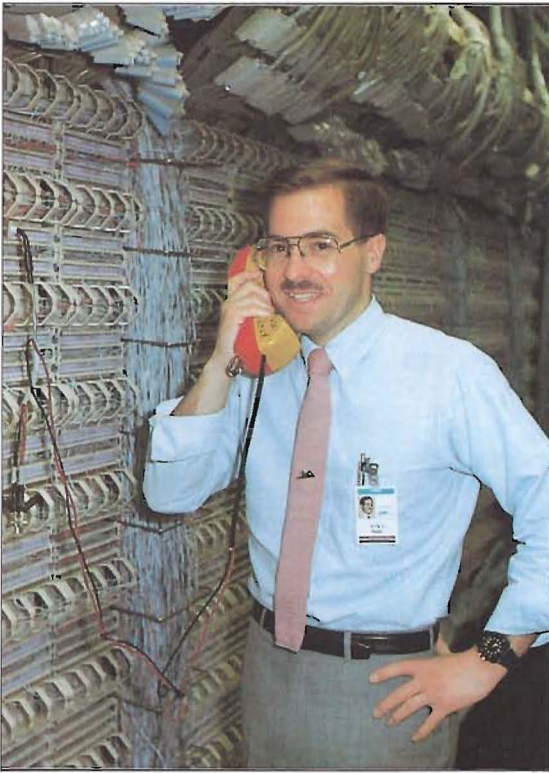
Usually, the most awkward moment found in this type of union is at first. It is difficult for the sisters to connect when they are introduced to one another. Surprisingly for Julie, this was not so in her initial meeting with Kim. Julie says, "I was amazed. The first night we met, we got along famously."

Now, every date with Kim is exciting and enjoyable. Julie expresses, "Whether we stay at my house and play games or go out for the day to the Museum of Science, Kim is always happy." It is obvious that Julie and Kim have fun no matter where they are or what they are doing, as long as they are together.

Julie is completely fulfilled. She is delighted to be a participant on such a successful team. Julie feels that

she and Kim are winners because they have both gained a new friend. As Julie says, "I enjoy helping her out by giving her time and love and she enjoys having someone caring for her."





Name: Kevin Madore

Title: Voice Network Engineer

Service Provided: Management of voice network facilities and services.

Customer: All MVW telephone users.

Years of Service: 11 years, 7 spent supporting computer aided design tools. Present assignment began as a temporary project, then grew to major proportions.

Pluses of job: Exercise! Plus getting to work with a lot of different people.

Minuses of job: Knowing from the very start that you can't please everyone.

Message to employees: Stay put! In the last two years MVW requested an average of 5,000 telephone changes each year. Twenty-five percent of an annual \$2 million phone bill is for move related activities.

Kevin Madore can sometimes be seen looking at his current monthly telephone bill. Not an unusual practice. Except in Kevin's case, his phone bill comes in 50 sections and is about six inches thick. And his annual bill reaches just over \$2 million. Now that's a lot of talking.

The phone on Kevin's desk, and 4,191 others like it throughout Merrimack Valley, are seldom idle. In addition to the countless in-house calls, between 12 and 15 thousand outside calls are placed each day! Kevin says \$2 million is a hefty bill for sure, but is half that of previous years because of major cost cutting improvements initiated by the facility's team, made up of Kevin, another engineer and four technicians, with input from 40 communication specialists.

Moves, adds and changes are ongoing and always the first priority of each working day. Merrimack Valley employees become quite impatient when their phones don't work.

The team is responsible for all telephone wiring in the buildings, office modernization projects, unusual and special services, the video conference room, and continuous cost improvements.

Got to go, the phone is ringing . . .

person to person

Engineering Excellence Society inducts new members

Eight MVW engineers join prestigious group

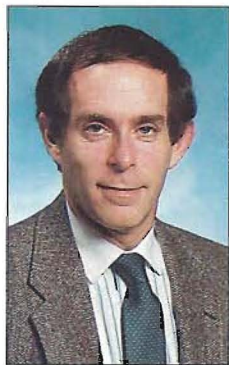
The engineering profession has changed dramatically since the first members were inducted into the newly founded Engineering Excellence Society in 1969.

The Society has changed with the times. When Jack McKinnon, Transmission Systems vice president, involved Merrimack Valley in the Adopt-A-School program, the Society challenged its members to become involved with the students at Lawrence High School. Not just future engineers, but future manufacturing workers are included in the programs administered through the Society.

Merrimack Valley volunteers are currently being trained to act as role models and advisors for students potentially at risk as part of a mentoring program organized by David Rudd, member of the Society.

The 1991 inductees into the Engineering Excellence Society include:

Richard Ferland



Richard (Dick) Ferland is a Member of the Technical Staff (MTS) who has served as a champion for the implementation of a pull manufacturing strategy in the Merrimack Valley equipment factory.

His sequencing simulation, conducted with Merrimack Valley, Columbus and Oklahoma City, demonstrated the differences between push and pull manufacturing environments and was also used for training sessions here and at Bell Labs in Holmdel.

He also served as project leader for the software development and implementation of the equipment sequencing system used at MVW and Columbus.

Dick is a graduate of the University of Maine with a Bachelor of Arts in Math.

Thomas Hallworth



Thomas (Tom) Hallworth is a senior technical associate in the AIM Line shop. His contributions include the implementation of low solids flux and the elimination of

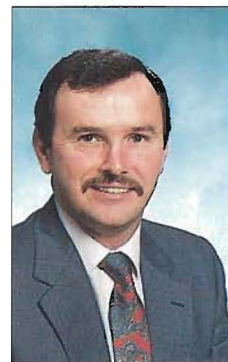
the use of Brulin detergent in that shop.

He also designed the prototype low solids flux spray system later patented by AT&T-ERC.

He is a member of, and MVW spokesman to, the AT&T Corporate Solder committee.

Tom holds an Associate degree in Mechanical Engineering Technology from NH Technical Institute.

Edward Mannion



Edward (Ed) Mannion is a senior technical associate with a long list of accomplishments in the area of SLC customer support. Over the past year he has been

involved in resolving field problems made particularly sensitive because of the large contracts involved.

Ed served eight years with the U.S. Air Force and is a disabled Vietnam era veteran. He holds a Meritorious Service Medal.

Ed will receive an Associate degree in Electronic Technology in May from Northern Essex Community College.

Ernest Deveres



Ernest (Ernie) Deveres is an MTS responsible for the design of the automatic lead prep machine for the GDx potted HIC.

He has also designed all the automatic lead attachment machines in the switching and Transmission HIC shops. His machine designs are innovative, precise, and have withstood the test of time.

Ernie holds a Bachelor of Science degree in Mechanical Engineering from the University of Lowell.

Fred Abyazi



Fred Abyazi is an MTS-1, responsible for systems testing DACS-IV-2000.

He provided leadership in thermal cycling and analysis, accelerated life testing, and early fault

detection on DACS-IV-2000.

Fred defined and documented all steps to combine generic software, factory system test software, system shutdown and Markovian theory on accelerated life testing of repairable systems.

He also provided detailed failure mode analysis on circuit packs that showed operational and/or reliability problems in the field and implemented permanent corrective actions.

Fred holds a Bachelor of Science degree in Electrical Engineering and a Master of Science degree in Digital Communication and Signal Processing from Northeastern University.

Naji Wakim



Naji Wakim is an MTS. He has been instrumental in the development and implementation of several hybrid automation and handling systems in the Transmission HIC shop.

The implementation of these systems has resulted in improved hot test accuracy and quality, the elimination of manual handling damage, minimization of test missorts and increased throughput.

Reduction of labor costs resulted in overall savings of over \$5 million.

Naji holds a Bachelor of Science degree in Mechanical Engineering and a Master of Science degree in Electrical Systems Engineering from the University of Lowell.

Peter St.Jean



Peter (Pete) St.Jean is an MTS responsible for the introduction of the KTR4 DQA circuit pack into production. The KTR4 was the first attempt to use extensive

surface mount technology at Merrimack Valley.

Because of its diverse component content (645 components), the developers of FOCUS-PRIME elected to use the KTR4 as a test model circuit pack. Pete became the product engineering consultant for new FOCUS-PRIME features.

He was the first product engineer to migrate a project onto the Vision Line.

Pete holds a Bachelor of Science degree in Mechanical Engineering from the University of Massachusetts.

Jeffrey Smith



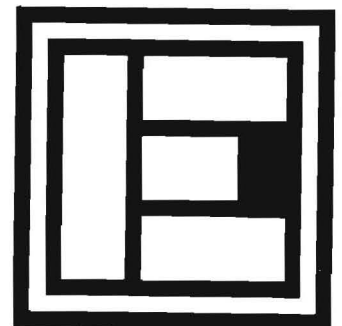
Jeffrey (Jeff) Smith is an MTS-1. He is a process engineer in the Laser Trim shop in the Component FIC area. His accomplishments include the development

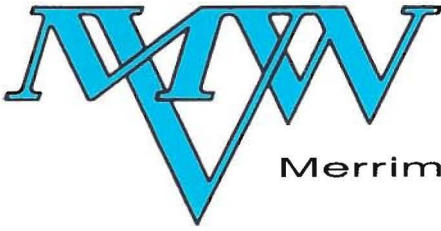
and implementation of the ESI motorized probe system.

He also developed a shop process for simultaneous test and laser tune of high frequency hybrid integrated circuits.

In 1989 he visited Korea and provided expatriate support to Goldstar integrated circuits as part of the 5ESS® technology transfer project.

Jeff holds Bachelor of Science degrees in Electrical Engineering and Engineering Physics from the University of Maine at Orono.





Merrimack Valley Works People

TWO HONORED FOR TUTORING PROGRAM

Two MV employees were honored for their leadership and commitment to the AT&T Tutoring Program.

Joseph Patterson, an MTS on the Hybrid IC development team and **David Rudd**, a senior staff engineer on the DACS manufacturing team, were recognized as the driving force in this important program which offers assistance to students of the Lawrence Public Schools.

The program currently has over 90 active volunteers whose activities include tutoring students in math, science, reading or language skills, training individual teachers in specific skills, and organizing an after school science club.

IN MEMORIAM

Alfred E. Barlow, retired utility operator, February 2, 1991

Louise I. Beal, operator, February 12, 1991

Leonard L. Bonagura, retired DES supervisor, February 13, 1991

Norman R. Clark, retired technical assistant, March 8, 1991

Nathan N. Ilsley, retired machine setter, January 6, 1991

Ralph W. Moses, retired sheet metal worker, March 8, 1991

Sylvia B. Nastasia, retired operator, February 13, 1991

Delores A Vela, retired tester, February 2, 1991

TEN BELL LABS EMPLOYEES APPOINTED DMTS

Ten Bell Labs employees have been appointed to the position of Distinguished Member of the Technical Staff (DMTS).

The appointments were made on the basis of proven technical achievements within the MTS population. These employees have demonstrated exceptional capabilities, provided technical leadership in research and development, and have shown a high level of initiative and judgment. They are:

David Anderson — Dave sets a fine example of Project Engineering work for many organizations. He has played a critical role in the success of SONET Devices, CATV, several DDM-1000 sub-projects and DDM-2000.

Richard Cavanaugh — Dick has been the lead software architect for the DACS Controller and his work has been key to its successful delivery.

Shirley Chen — Shirley has been recognized for her outstanding contributions to the success of state-of-the-art 5ESS® hybrid circuits.

Donald Duff — Don is an expert in all aspects of transmission and a much sought after consultant.

Mark Etzel — Mark has made many contributions to the secure terminals line of business and is the expert that many depend on in the area of secure telephone communications protocols.

Jay Fahey — As a member of the Laser Link Team, Jay has made contributions in product development and developed new processes that have radically shortened the development cycle.

Morgan Kiker — Morgan has an outstanding record of achievement and has most recently established himself as a highly rated software developer on the NTT Module A project.

Dean Killam — Dean is an experienced design engineer whose talents span many areas and levels. He has consistently utilized new PC design aids which have dramatically improved his productivity and that of the project community.

Willy Kremer — Willy has been a technical leader throughout his career. He has made many high impact contributions in reliability, lightweight and cross-product systems engineering and is a highly valued resource to the Transmission Business Unit.

Tom Wetmore — Tom has an outstanding record as a key contributor in the design, development and support of software tools that have increased productivity and quality while reducing intervals and cost.



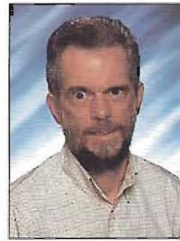
Patterson



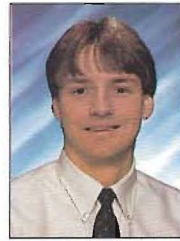
Rudd



Anderson



Cavanaugh



Fahey



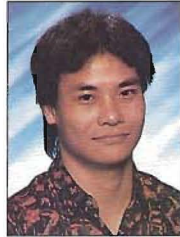
Kiker



Kremer



Gelinás



Truong



Williams



Abraham



Kinney



Jones

EMPLOYEE ARTWORK ON DISPLAY IN CCC

The works of two more talented MV artists have been added to the employee artwork display in the Customer Conference Center.

Several ceramic pieces by **Terri Gelinás** were designed specifically for the Center. Terri has been studying this craft for ten years, and her specialty is known as the "dry brush" technique.

Terry is a quality control auditor in the F80 Cable shop.

Five stunning watercolors by **Wa Truong** lend a touch of elegance to the Center's dining room. Wa attended art school in Vietnam where he studied original Chinese ancient watercolor. His works are done in the ancient Chinese tradition.

Wa is a machine operator in the C40 Lead Assembly shop.

INTERNSHIP

Dave Williams, a Customer Service Representative from Cockeysville, Maryland, is serving a three-month internship at Merrimack Valley, replacing Chery Cooney during her maternity leave of absence. As a customer service rep for an Eastern Region account, Dave constantly

interfaced with MV's Customer Service people when he needed something — "usually yesterday," says Dave. "I will take back to my own job an increased sense of what I can realistically promise my customers."

Gary Reiss, a Customer Service manager at MV, arranged the internship. "One day overviews and tours are good," says Gary. "But nothing beats this kind of rotational assignment for building better teamwork."

RETIREES

Years of Service

February

34 Jeanne C. Kelley

March

29 Robert J. Bell
30 Richard E. Chagnon
28 Eula C. Fultz
24 Muriel H. Gawrys
28 Irene W. Hogan
30 Gordon A. Melendy
30 Louis J. Sarto
30 Veronica P. Webster

April

13 Barbara M. Camire
20 Alfred A. Fraize
32 George E. Gebow
29 Eugene Gross
19 Lucille B. Hamel
43 Nellie M. LaFrance
9 Rita P. Spinelli

ON THE MOVE

Effective December 1, 1990 —

Brian Abraham, manager, Transmission Product Planning, located in Andover, transferred to Merrimack Valley to assume the position of Manager, Customer Technical Support Cross-Connect Systems.

Effective December 15, 1990 —

Larry Kinney, Manager of Process & Software Development engineering at the Denver Works, was appointed to the position of Operations Director at Merrimack Valley Works.

Larry was a key contributor in Denver's implementation of Just-In-Time manufacturing, and he has extensive experience in operations, engineering and materials management. His new responsibilities will include coordination of all components manufacturing operations.

Effective February 15, 1991 —

Jerrie Campagna, Payroll Services, AT&T New Jersey, became Component Factory Cost Accounting Manager at Merrimack Valley.

Effective March 1, 1991 —

William J. Jones (Jeff), Financial Manager assigned to the Order Realization Re-engineering Project at Southgate, in Morristown, NJ, became General Accounting and Systems Development Manager at Merrimack Valley.



Henderson



Hutchinson



LaFavors



McCoy



Brouillette



Kunysz

SERVICE ANNIVERSARIES

During March the following employees celebrated service anniversaries of 25 or more years (in increments of five years)

MARCH

- Donald M. Ayers (25)
- Charlotte A. George (25)
- Joseph K. Hyder (25)
- Ernestine P. Mills (25)
- Elizabeth W. Rowe (25)
- Glander H. Shannon (25)
- Richard F. Anastasi (30)
- Stephen Barna (30)
- Armand R. Bisson (30)
- Richard E. Chagnon (30)
- Lawrence E. Farrell (30)
- Elena S. Gauthier (30)
- Arthur E. Haley (30)
- Myron K. Pickard (30)
- Francis M. Santomassimo (30)
- Peter G. Voisine (30)
- Veronica P. Webster (30)
- Anthony M. Zmetrovich (30)
- Wilbert C. Beatty (35)
- Beatrice A. Benson (35)
- Richard Bradley (35)
- Frances S. Breen (35)
- Russell C. Bowman (35)
- Richard L. Daly (35)
- Donald G. Earnshaw (35)
- Anthony F. George (35)
- James M. Golias (35)
- Roger P. Jette (35)
- June F. Kennedy (35)
- Walter A. Martin (35)
- James Nikolopoulos (35)
- Sylvia A. Zalla (35)

FOUR RECEIVE BLACK ACHIEVEMENT AWARDS

The Black Achievers Program promotes the recognition of black employees for their professional achievement and supports the development of youth through exposure to them.

This year, four of our employees received Black Achievement Awards. The winners are:

Maurice Henderson — Maurice is responsible for engineering and manufacture of diversified products. He is a life member of the NAACP and is a certified member of the American Production and Inventory Control Society. He is a graduate of Tufts University.

Bill Hutchinson — Bill is responsible for evaluation, implementation and integration of computer based office automation/business tools at AT&T in North Andover. He is a member of the IEEE and the Association for Computing Machinery. He is a graduate of Princeton University and Georgia Institute of Technology.

Al LaFavors — Al is responsible for the nationwide implementation of sales of AT&T systems to all new market customers. He is affiliated with the Baltimore United Interfaith Leadership, Urban League and Black Executive Exchange Program. He is a graduate of the University of Maryland.

Bill McCoy — Bill manages the manufacturing operations of Transmission hybrid Integrated Circuits for the Component Business protion

of MVW. Bill is a member of the AT&T Alliance of Telecommunication employees and the International Society of Hybrid Manufacturers. He is a graduate of North Carolina State University.

PROMOTIONS

Effective February 15, 1991 —

Wayne Brouillette, Manager, Lightwave and Radio Systems Engineering and Operating, was promoted to Engineering Manufacturing Director. Wayne will be responsible for the Lightwave and Radio Products focused factories.

MANAGER BOWLS FOR JUNIORS

Greg Kunysz, MV Manager of Customer Service, had a bowling pin sitting on his desk.

“What’s the bowling pin for?”

Curious passersby asking this question contributed \$442 in pledges to send Greg to a March 23 Woburn bowl-a-thon.

New England Telephone sponsored the event to raise funds for Junior Achievement programs in Massachusetts. Greg was part of a Network Systems account team who bowled.

Greg agreed to answer questions on all facets of the program *except* how many pins he knocked down.



“Answering the call of those in need”

A BLAST FROM THE PAST

More than 125 retirees got together this past January in Kissimmee, Florida, to renew old friendships.

Frank O'Donnell, former WEValley Club coordinator, spearheaded the action as retirees gathered for three full days of cocktail parties, barbecues, golf, trivia contests (Merrimack what?), shopping, Disney World and just good old-fashioned fun.

Next year's get-together has already been booked, starting January 13, 1992. If you are retired and would like to get some info on the event, give Larry Farrell a call on 508-960-2312.

As they say in the society pages, “seen were:” M/M Raymond Allen,

Gus & Pauline Barcellona, M/M Bill Barlow, Roland & Helen Beauregard, M/M Al Becotte, Ken & Thelma Belmer, M/M Ed Biron, Minnie Bousquet, Bill & Irene Brandy, Irene Burns, Margaret Burns, M/M Jim Comeau, M/M Frank Coughlin, Helen Connolly, M/M James Connor, Cis Cote, Wendell & Helen Quinney, M/M Ed Dickinson, Edith Doucette, Harold & Arlene Evans, Paul & Pauline Fallon, Andy & June Giard, Bus & Sandy Giard, Earle & Shirley Gifford, Lud & Millie Gosselin, M/M Dick Haskell, Frank & Lillian Holbrook, M/M Jack Holbrook, Viola Hughes, M/M Charlie Huntley, Stan & Jennie Jancewicz, George & Kathleen Johnston, Steve & Jackie Kardos, Joe & Barbara Kenny, Gerry & Ruth Lambert, M/M Albert Labbe, Al & Lois Lacroix, Joe & Marge Lacroix,

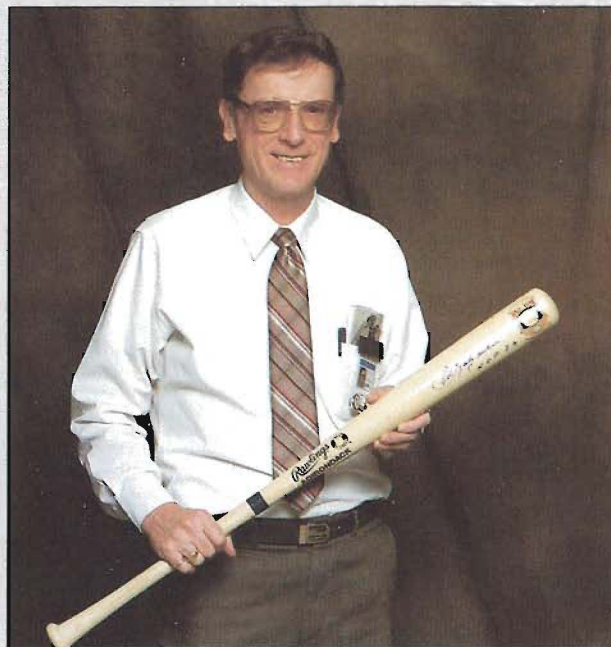
Betty Lewis, M/M Bob Liversidge, Dan & Connie Masessa, Herm & Rose McGauley, Al & Marie Marzioli, Agnes McCullough, Al & Aggie Melanson, Ed & Edie Mills, Bernie & Jo Mooers, Armand & Lucille Morin, Harry & Julia Moushegian, M/M David Murphy, Frank & Peg O'Donnell, M/M Frank Piazza, Bob Neil, Betty Perreault, Lucille Rand, Julie Reitano, Phyllis Regan, M/M Herbert Remick, M/M Harold Sawyer, M/M Al Shattler, Jim & Peggy Smith, M/M Donald Smith, Isabell Stephenson, Jeannie Stott, M/M Peter Sturk, M/M Alexander Taylor, Evelyn Taylor, Norm & Gert Trottier, Ed & Margaret Watson, Madeline Woodman, George & Alice Ziady, Tom & Anne Quinlan, Terry Remillard and M/M Dennis O'Connell.

YAZ BAT

It looks like an ordinary baseball bat. . . except for the Baseball Hall of Fame designation on the top . . . except for the Carl Yastrzemski signature scrawled on the barrel.

When Tom Yameen of the local Butcher Boy heard about the upcoming Special Field Games, he wanted to help. He donated the prized possession to the Pioneers, who will raffle it at the Telephone Pioneer General Assembly to be held in Boston this year. All funds raised will be used to support the Special Field Games and other Pioneer charities.

Special thanks to Tom Yameen of Butcher Boy.



Larry Farrell, MV chapter administrator, displays the baseball bat signed by Carl Yastrzemski.

SALUTE TO HOSPITALIZED VETERANS

The MV Pioneers held their fourth annual Salute to Hospitalized Veterans at the Manchester, NH, and Bedford, MA, facilities.

Volunteers hosted parties, complete with refreshments; entertainment by the Pioneer Clowns and Strummers, and a female barbershop quartet, the Nonpareils; and distributed gifts to patients.

Up and coming at Merrimack Valley

Earth Day kickoff of recycling planned

Fitness Trail opening now

Earth Day 1991 — A program of paper recycling, the first of several environmental projects, is ready and set for launching, appropriately, on April 22 at Merrimack Valley.

"It's a great way to start," says Patty O'Connell, one of Merrimack Valley's environmental engineers.

"People are just beginning to get used to the idea of recycling. Local area communities have stepped up their programs, so our employees will be continuing recycling habits they are trying to form at home."

The first step in the program addresses the mountains of white paper used throughout the office and manufacturing areas.

Locked blue receptacles located throughout the buildings will enable employees to discard all white paper, including proprietary paper.

White paper is described as including used copy, laser printer, letterhead, blue-lined pads, and computer paper.

At this time it does *not* include newspapers, magazines, glossy brochures (including the *Valley Voice*), fax paper, vugraphs, anything with adhesive (post-it notes, etc.), and fully colored paper (small color areas such as logos on letterheads are ok).

Assuming MVW disposes of more than 44 tons of trash (all kinds) per week, Patty says it is a conservative estimate that they should be able to pull out at least 5 tons per week of white paper trash.

"Of course," adds Patty, "the success of this program depends entirely on the willingness of employees to change some of their longstanding habits of dealing with waste paper."

"Based on 5 tons of white paper trash, the savings relates to 85 fewer trees fallen for paper production; 35,000 gallons of water and 13 barrels of oil saved as recycled paper production uses less of these than virgin paper; and production of the same amounts of recycled paper generates 74 per-cent less air pollution and 35 percent less water pollution," says Patty.

Not bad for a slight change of habit, so . . .

Bring on the bands — and celebrate Earth Day 1991 with a vow to participate in this first of many programs which will ensure that we will be able to celebrate Earth Day forever.

Fitness Trail — Walk, jog, trot or run your way to fitness.

QWL Team 2 is responsible for the installation of a Fitness Trail, surrounding the four softball fields, scheduled for April completion.

Twenty fitness stations complete the track, designed to give workouts requiring minimal physical stress.

Made of weather treated wood, the sturdy stations each include a billboard type sign with instructions for use.

Exercises range from warmup types at the beginning stops to more rigorous workouts as one moves down the trail.

The team members worked closely with Dr. Don Waugh, MV medical director, to ensure that proper safety standards were met by the equipment the team selected. All employees are invited to try out the trail and develop their own routines, stopping at the fitness stations of their choice.

QWL Team 2 members include Wayne Gove, Gail Palmer, Ramona Valeri, Lew Parham, Kathy Boucher, Darlene Syvinski, Bob Ball, John Lahiff, Eve Luele, and QWL facilitators Ruth Halpin and Betty McCusker.

**May is
Employee
Suggestion
Month**

Employee Suggestion Program

Two share \$10,000 award



Machine System Technicians Bill Welch and Glenn Smith suggested switching to carbide cutters in the radial insertion machines used in the Patriot shop. In this photo, from left, engineer Jim Connors, Glenn and Bill discuss some of the benefits of the new cutters.

December, 1990 awards

\$5000
Glenn S. Smith
William J. Welch
\$2760
Charles W. Senter III
\$2205
Manuel H. Feliciano
\$1822.50
Fannie L. Latham
Peter A. Beauregard
\$1495
Jules R. Bauters
\$1090
Jeffrey Page
\$600
Joan L. Goyette
\$550
John J. Leone
\$395
Michael R. Gomez

\$300
Doris G. Theriault
M.M. Lukaszewski
James A. Craig
\$200
Andrew S. Hamel (2)
\$160
John J. Forte
William Zinck
\$140
Roger W. Lachapelle
\$100
Nancy S. Stanley
Vincent J. Damico
Marian J. Perry
Lois F. Horning
Diane M. Reid
Frank J. Mistal, Jr.
Jean A. Montibello
Debra J. Goodwin
Cathy A. Harrington

January, 1991 awards

\$1780
Donald J. Descoteaux
\$715
Michael R. Raymond
J. Peter W. Ruby
\$490
John H. Hintze
\$430
Donald F. Dodier
\$405
Timothy R. Parkhurst
\$300
James A. Craig
\$150
Emilia M. Costa
\$130
Edward J. Timmons
\$125
Antonio M. Rizzotti
Gail M. Roy

\$100
Roy J. Cunningham
Joan G. Ellis
Carlene R. Tarasuk
Michael A. Angeloni
Debra A. Hamel

February, 1991 awards

\$3330
Robert D. Rennie (2)
\$1310
Stephen F. Yannalfo
\$1255
Peter A. Beauregard
\$1150
Leo A. Dubois
\$885
Lawrence R. Lajoie (2)
\$810
Robert A. Harris

\$490
John H. Hintze
\$393.33
Richard M. Jennings
Clifford G. Wentworth
James B. Billis
\$255
Daniel L. Casale
Lindsey P.
Cunningham, Jr.
\$235
Michael R. Vieweg
\$225
Carole L. Houston (2)
Luis G. Ramirez
Ida R. McCarthy
Cheryl R. Gonzalez
\$150
Robert D. Chase
Donald L. Bodwell
\$127.50
Concetto A. Contarino
Gloria A. Goodrich
\$125
Michael R. Raymond
Bruce E. Garrett
Daniel G. Cormier
\$100
Joseph L. Potter
David P. Naylor
Richard E. Wansker
Robert D. Rennie
Paul E. Dort
Geraldine M.
Vancoppenolle
Albina A. Beauregard
Paul Toufar
Sherri B. Todd
Stephen S. Radzwill
James P. O'Leary
Lucille L. Gauthier

For your information

MVW SPONSORS SCIENCE COMPETITION

Students competing in the science portion of the local Academic Olympics were treated to a guided tour of MVW as part of their visit to members of the Engineering Excellence Society, who are sponsoring the science part of the competition.

The program is for students of Central Catholic, St. Mary's and Lawrence High and is the result of a cooperative effort of people representing local businesses and agencies, education, parents and students. Eleven categories are each managed by volunteers.



MVW ENGINEER PREPARES FOR WOMEN'S HISTORY MONTH ART DISPLAY

For Vera Nemecek, engineering is just another talent. By the time she was eleven she had already accomplished the traditional 'female' activities of her native Czechoslovakia.

Multilingual, college educated in Europe, physically, mentally and spiritually always on the move, Vera stopped long enough to model the lovely hand tailored (not just sewn—there is a difference) wool suit she is wearing, left, and to explain the inspiration for the drawing of a friend's English springer spaniel. The medium

Vera used for this drawing is known as cepia, a brown colored pencil similar to charcoals and very popular in Europe.

Vera's work was included in a Women's History Month art display scheduled for March 22 as this issue was going to print.

Other activities for the month included films and a special appearance by Kasey Kaufman, anchor of the Weekend Edition of WBZ-TV's *Eyewitness News* and host of *Women Today*.

MVW HOSTS REGIONAL SAFETY MEETING

Members of MV's Industrial Hygiene and Safety organization, along with the Bell Labs Environmental Safety and Health group, hosted an important Northeast Regional Semiconductor Safety Association meeting. Environmental, safety and health professionals from Massachusetts corporations and universities met to discuss current issues.

GLOBAL CALL UNITES STUDENTS



Adozen Timberlane German language students spoke “face to face” with ten English language students in Germany with a little help from MV.

The local students sat in the third floor AT&T videoteleconference room, connected to their German partners via a communications satellite. They looked at two 35-inch monitors, one showing themselves and the other showing their friends in Germany.

The American students spoke in German, and the German students

spoke English.

During the one-hour call, the students quickly relaxed and discussed issues of universal teenage interest and recent world events including the Mideast crisis, reunification of Germany and events in the Soviet Union.

Roland DuBois, information automation engineering manager at MVW, arranged the conference. He says the students were very impressed. “They kept saying, ‘It felt like they were in the same room with us.’”

AT&T OFFERS HELP WITH SUMMER CHILD CARE

With just three months left of the school year, now is the time to begin thinking about the summer months. Whether you’re looking for a college student to help your child pass the days or a more structured summer program, the AT&T Child Care Resource and Referral Service can help.

Most camps begin registration in late March. Unless you already know what your children will be doing this summer, you will have some research to do.

The child care counselors at AT&T’s Child Care Resource and Referral Service are ready to assist you. They will let you know what services are available, help you to understand what to look for, how to evaluate a program and how to assess what will be right for your children.

For information call (508) 685-1542 (Lawrence).

BLACK HISTORY MONTH SEES RETURN OF MUSIC GROUP

Bell Labs musicians Larry Jones, front left, Rodney Lee, front right, and Robin Williams, rear left, are joined by fellow players Cynthia Felton and George Thomas. Their lunchtime performance was one of several successful events during Black History month.

Speaker Julianne Malveaux, a noted social commentator, chronicled the historical elements of the struggle for equal rights and recognition.

Films and ethnic cafeteria food rounded out the activities.



Jackie Killilea poster 'tells it all' . . .



Jackie Killilea, a second shift tester in the Transmission HIC shop, speaks in support of the troops in the Middle East. She has been corresponding with armed services members and has received many letters thanking her for caring. Many of the letters include thanks to AT&T for the free phone calls and FAX messages.



1600 Osgood Street
North Andover, MA 01845

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



This publication is
printed on recycled
paper.