

**Close to 5,000 employees, families and friends visited our Open House on June 1. Those who attended had a chance to see what their family members do at work and to visit over 40 displays and exhibits. Turn to pages 4-5 for more on the day.**

# Valley Voice

June/July 1996



June/July 1996  
**Valley Voice**

A publication for active and retired employees of

Lucent Technologies at  
Merrimack Valley  
1600 Osgood Street  
North Andover, MA 01845

ISO9001 certified  
Winner, 1992 Malcolm Baldrige  
National Quality Award  
Winner, 1992 Feigenbaum  
Massachusetts Quality Award

J. F. McKinnon  
Global Provisioning and  
Manufacturing Vice President

*Valley Voice* editor:  
Dianne Coppola, x3553

Lucent Technologies **MISSION:**

- To provide our customers with the world's best and most innovative communications systems, products, technologies and customer support.
- Powered by excellent people and technology, we will be a customer-driven, high performance company that delivers superior, sustained shareholder value.
- "We make the things that make communications work."

Lucent Technologies **VALUES:**

- An obsession with serving customers.
- A commitment to business excellence. *Speed. Innovation. Quality.*
- A deep respect for the contributions of each person to the success of the team. *Integrity and Candor. Mutual Respect and Teamwork. Personal Accountability.*
- A strong sense of social responsibility.

# DACS III-IV team wins Pacific Bell Customer Award

**Victor Stashewsky gets the handshake, George Herman holds the plaque, but Pacific Bell customer representative Steve Neyhouse came to give thanks to everyone who makes the DACS III & IV line a great product.**



**C**lose to forty people gathered around a DACS bay in Andy Abrahamson's area to hear the customer team from Pacific Bell tell them that their quality work earned the attention of *their* customers.

Pacific Bell is a major customer of Lucent Technologies at Merrimack Valley. More than 275 DACS III and DACS IV bays are deployed throughout the Pacific Region, thanks to a contract signed in 1988.

As Merrimack Valley does with the vendors who supply parts to our

products, Pacific Bell acknowledges its quality partners each year with an award. For the fourth straight year, Merrimack Valley earned that coveted partnership award.

"Thanks to the quality work that each of you put into this great product," says Dave Nowoswiat, MV market developer, to the gathered production workers.

According to Dave, Merrimack Valley works extra hard to beat the growing competition in the DACS product arena.

# MV people at (and on the way to) the Olympics

*In our last issue, we talked about how MV-made products were helping to bring the Olympics to the world. This time, we would like to tell you about some MV people and their roles in bringing the Olympics to the rest of us.*

## Bringing the Flame to Atlanta

Larry Fisher has been a runner for 20 years, but he never expected to be selected as an Olympic Torchbearer. On June 14, Larry carried the flame for 1 kilometer through Wilmington, VT. "The actual run only lasted for about five minutes, but then I was mobbed for about 30 minutes by people wanting autographs and photos!"

The Torch Relay began in Los Angeles on April 27 and traveled close to 15,000 miles to arrive in Atlanta for the Opening Ceremonies on July 19. Larry pointed out that relay members actually pass on the flame to each other and not the torch. "And the flame wasn't just carried by runners, it went by train, horseback, bicycle, motorcycle and paddleboat on its trip to Atlanta!"

Larry is a resident of Hampstead, NH, and works in Quality Engineering & Assurance.

*Larry Fisher gives a quick wave while carrying the Olympic torch through Wilmington, VT. He was accompanied by an escort and a motorcade of officials.*

## Getting everyone to their events — on time!

With over 15,000 athletes, 25,000 game officials, more than 2 million spectators going between 26 competition venues, how will everyone get where they want to be on time? With the help of AT&T volunteer transportation specialists like Karen Leonard.

At MV, Karen is an MTS in the Access PRC. In Atlanta, she will be part of an army of volunteers and staff working at the AT&T-sponsored Georgia World Congress Center to make sure that everyone gets to where they need to be on time!

Before the Games begin, Karen and others will make sure the athletes, their coaches and the press get on the right busses to make their practice sessions and events on time. Once the Games start, they will do the same for visitors. When her volunteer duties are complete, Karen plans to take a few days to see some events on her own time.



## Keeping the network running smoothly

MV is sending its own team to Atlanta, but don't look for these names in any sporting event programs. Shown above from left, Jim Roberts, Jason Woodbury, Bob Nolan and Mike Comei will be working behind the scenes, providing technical support for the telecommunications network Lucent designed and built for the Games.

Bob is Olympic technical support director for Lucent and will coordinate all technical support for the BellSouth network. As SONET Network engineers Mike, Bob and Jason will work 12-hour shifts as technical advisors to BellSouth. From their computer stations, they will assist in monitoring all 173 sites in the network.

Much of the high technology applied here will become the standard for future Olympic Games, and much of it was designed and built here at Merrimack Valley.

*We make the things that make communications work!*

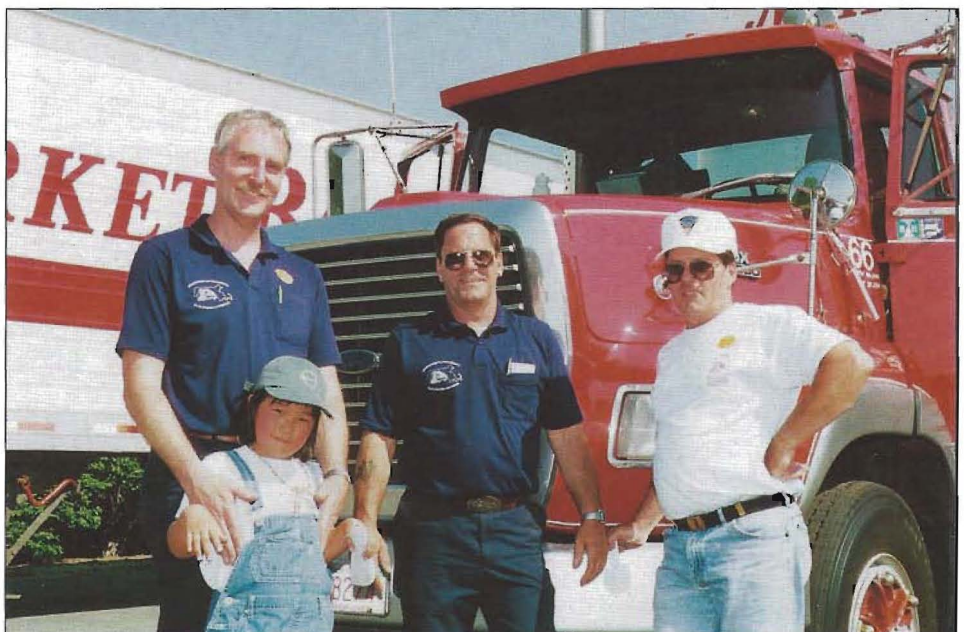


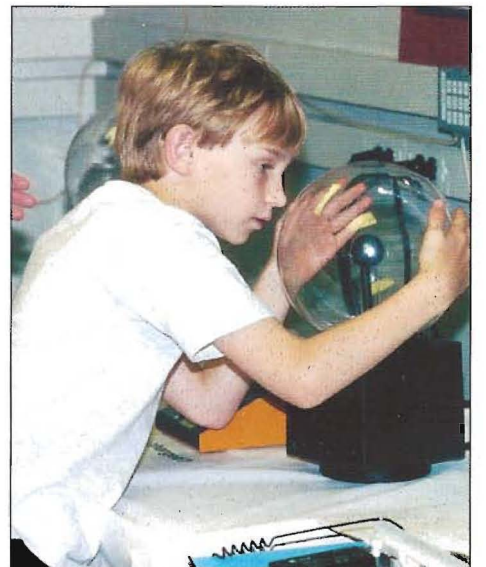
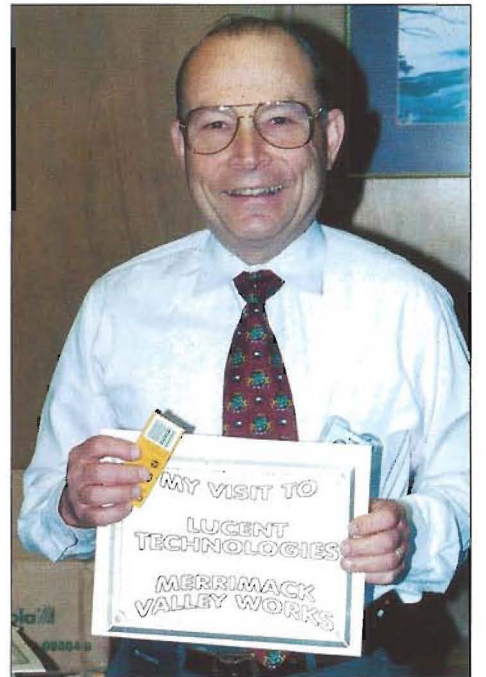
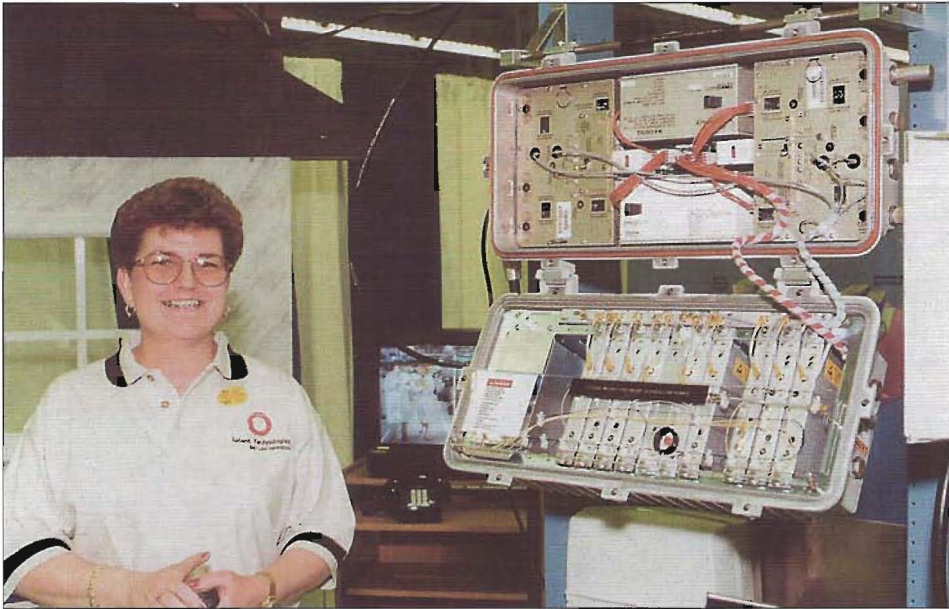
# Open House

There were shop and product exhibits. There were displays ranging from ESD to High Voltage, and Safe Driving to the Emergency Response Team. There were singers, dancers and musicians. There were Pioneer projects and clowns painting faces. There were coloring books, trinkets and snacks. In other words, there was something for everyone at our June 1 Open House! Nearly 5,000 employees, family members and friends attended.

**Door Prize Winners:** 1st prize - Dinner for Two Certificate: *Gloria Narinkevicius*. 2nd prize - Pair of Red Sox tickets: *Analisa Faro*. 3rd prize - Pair of Red Sox tickets: *Esther Marquez*. 4th prize - Lucent Grab Bag: *Suzan Kritzas*.

We would like to thank the 200 volunteers who helped to make this our best Open House yet!





## Focus on education ...

### Merrimack Valley employees stress the importance of education at home and through community activities.



**Zoila Irizarry** presents Sharon Thompson, Director of the Community Day Charter School in Lawrence, a \$20,000 check for development of a school age science program. Sons Michael and James, students at the school, get to watch. Zoila, a material management analyst at MV, applied for the funds through the Family Care Development Fund, created by AT&T/Lucent, the Commu-

nications Workers of America, and the International Brotherhood of Electrical Workers. The fund approves qualifying requests from AT&T and Lucent Technologies employees to increase the supply and improve the quality of child and elder care services available to employees in communities where they live and work.



#### What's new for volunteers for school year '96-'97

The Lucent Technologies/Lawrence High School "Partnership in Learning" is about to enter a third phase of cooperation. At first the Adopt-a-School program was limited to supplying much needed paper and other 'things.' Then MV moved to include mentoring and tutoring individual students.

Now in a bold, new program, MV employees will be given the opportunity to volunteer in a pilot "School to Career" initiative, intended to prepare students with workplace based skills.

A team of MV employees met with Lawrence High School educators and will develop a "history of work" course which will include time spent at the North Andover plant.

Watch for more details and **your** chance to participate.

#### Don't miss! — Family Child Care Quality Improvement Grant Program

The Family Care Development Fund is offering grants of up to \$350 for training and equipment for **your** family child care program.

When you sponsor a family child care program, you help the Fund identify a resource that directly benefits AT&T and Lucent Technologies families.

For guidelines and an application, visit MV's Employee Resource Center. (Mezzanine D, Bldg. 30)

**Donna Martin** is one of 40 Merrimack Valley management employees paired with Lawrence High School students. Donna helps her student partner, Glenda Medina, focus on school work. Glenda is one of several teenage mothers being mentored by MV employees. Here they take time to gather with other mentors and students at the annual year end family outing.



Learning about growing — students at the Golden Hill Elementary School in Haverhill learned all about growing seedlings, thanks to the help of the MV Garden Club and the local Pioneers. Here **Marilyn Woodside**, **Wayne Young** and **Topher Gayle** make sure everything goes well in the popular after school program.

Lawrence elementary school children sprout "Wings" when they team up with MV employees. This year's parent involvement initiative in four Lawrence schools ended with a celebration at the Lawrence Public Library, complete with a storyteller who captivated this young audience. Forty MV production associates lead teams of children and parents in weekly playgroups to demonstrate that learning is fun.



## AT&T/Lucent Technologies Academic Awards recipients announced.

**P**aying college expenses was made easier for the families of Nicole Boyko and Troy Lavallee, thanks to the AT&T/Lucent Technologies Academic Awards program. The two students displayed the academic talents, leadership abilities and community service initiatives necessary to beat out a large pool of applicants from around the country for two of the awards.

Nicole, daughter of second shift associate Greg Boyko, graduated from



Wishing Nicole Boyko and Troy Lavallee success in their academic careers are representatives of MV's management, union, and family members. Front, left to right, Karen Miller, John Proia, Nicole, Troy, Tyler Lavallee, Loreen Lavallee, Bob Pettirossi. Rear, Betty Ann Rowe, Carol and Greg Boyko, Neil Murray, Nelson and Fran Lavallee.

Salem High School and will attend Northeastern University on a new, six-year university program offering a combined Bachelor's and Master's degree in Physical Therapy, together with co-op work experience.

Troy, son of Nelson Lavallee (a member of MV's flexible workforce) graduated from St. John's Prep in Danvers and will join the Boston College Honors English department where he will prepare for an acting career. Troy's mother, Fran, and grandmother, Martha Low, are both former MV employees.

# Pioneer Happenings



## Golf Tournament

The fourth annual Pioneer Golf Tournament was held at

Crystal Springs Golf Course in Haverhill on Friday, June 7. A total of 120 players participated in this year's sold out event.

This year's winning score was twelve under par by the team of (from left) Ed Kinney, Jack Connelly, Don Fish, Barry Blood and John Sable.

The golfing was followed by a barbecue, raffles and team prizes. Dan Tymann was the lucky winner of a Carl Yastzremski autographed Hall of Fame baseball bat. Prizes were also awarded for Longest Drive, Woman - Judy Gagnon, Longest Drive, Man - Ben Staples and Closest to Pin at 16th Hole - Dick DeVincentis, 23 $\frac{1}{2}$ ".

The charity tournament was a huge success, raising \$3400. Organizers Betty Ann Rowe and Scott Angus would like to thank all who participated. "Chapter 78 and the people who will benefit from the proceeds appreciate your generosity," said Scott, "and we hope to see you at our 5th Tournament next year!"

## Environmental Committee

The Pioneer Environmental Committee is a group of volunteers with a commitment to educating and creating a public awareness on environmental issues. "We clean up trails and waterways and are always looking for volunteers," says Chairperson Carol Bowles. "You can page me on #0830 if you would like to help!" Committee members include, standing from left: Benny Cordischi, Doug Sanford, Mary DiMauro, Carol Bowles, Jeannine Cormier and Peter Theberge. Seated, from left: Marilyn Woodside, Lucia Amenta, John Hintze, Wayne Young and Topher Gayle. Not shown: Anne Reynolds.





## Trails we can use



Imagine a level, straight, smoothly paved trail, with no automobile traffic — safe for kids as well as adults — to walk, run or ride bikes, rollerblades, wheelchairs or skateboards. A trail patrolled by police to keep unpleasant incidents to a minimum. A trail heading like an arrow into the heart of Boston, allowing hundreds of

people to commute into the city every day.

This trail exists! It is the Minuteman Bike Trail, one of the most popular trails in the United States. It was created by recycling a long-unused railroad train bed, previously a litter-filled eyesore in people's backyards.

Imagine the benefits of such a trail to your neighborhood: by using your bike to commute, you free up a car for your spouse and kids, you save money on gas, you'll shed a few pounds and increase your fitness, and you'll be outdoors, feeling the wind in your hair and smelling the roses as you pedal by.

Some of us are lucky enough to live near such a trail. In Massachusetts, there are nine converted railbeds, for a total of 116 miles. Another 41 trails are proposed or under construction (336 miles). In New Hampshire, there are 35 converted railbeds (130 miles), with 17 in process (331 miles).

If you are interested in learning where these trails exist, contact the Rails-to-Trails Conservancy (1-800-888-7747) for a copy of their booklet *40 Great Rail-Trails in New York and New England* (about \$15). You should also be able to find trail information and tour books at area bicycle shops.

There are two other trail networks that pass through the local area, that are under development, and need volunteer participation. They are the Merrimack River Trail and the Bay Circuit Trail. The Merrimack River Trail is planned to connect from Plum Island to the Appalachian Trail in NH, closely following the river. One section of the trail would run directly behind the MV plant. The Pioneer Environmental Committee is investigating ways to coordinate with the Merrimack River Watershed Council to forward work on this trail.

The Bay Circuit Trail starts with the Merrimack River Trail at Plum Island and circumnavigates the Boston Metropolitan Area in an arc between Routes 128 and 495, from Plum Island to Duxbury. The trail traverses about 50 communities, and is over half completed at this time. It passes through Newbury, Rowley, Ipswich, Boxford, North Andover and Andover in the local area. All of these towns have active trail committees and welcome new members. Contact can be made through the Bay Circuit Alliance in Andover at 470-1982.

Helping to establish and maintain their trails is a wonderful way to get outdoors and serve your local community by providing recreational opportunities and aiding in conserving and protecting valuable natural resources.

submitted by  
Topher Gayle &  
Dennis Skillman

## Special Field Games

The 18th annual Special Field Games were held on May 19 at Northern Essex Community College in Haverhill. This year, we had 235 contestants who participated in a wide variety of events including 25, 50, 100 and 300 yard dashes, soccer ball kick, softball and frisbee tosses and more. These events are especially designed to fit the capabilities of the contestants.

About 200 volunteers helped out as cooks, referees and one-on-ones. All and all, close to 1,000 friends and family members and volunteers made up the audience.

Special Games Chairman Doreen Hovan would like to thank all who helped out. "We could never do this without our volunteers. They worked so hard to make it a great day for everyone." Doreen added that "we hope to see you all again next year, and bring a friend — we can always use more one-on-ones!"

We take lots of pictures at the Games, and it's always hard to pick just one for the *Valley Voice*. That's why we called former PR person Bob Gablosky out of retirement and asked him to make one of his famous photo collages of the event. It's been a while since we've worked with Bob, but if you turn to pages 10-11, you'll see that he hasn't lost his touch!

## Map project



The Pioneers need volunteers to help paint maps of the United States on playgrounds at local schools. This is an ongoing project and several are planned over the next few months. Please call the Pioneer office on x2307 if you would like more information or to volunteer.





Photos by Deb Venuti  
Collage by Bob Gablosky

# Merrimack Valley People



**Beech**



**Girnius**



**Landers**



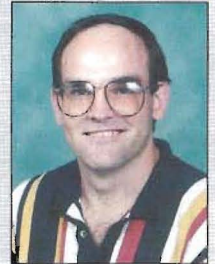
**Crouch**



**Foley-Layne**



**Goudreault**



**Major**

## THREE NOMINATED FOR TWIN AWARDS

Three Merrimack Valley women have been named as honorees in this year's TWIN (Tribute to Women in Industry) by the Greater Lawrence YWCA. They are:

**Karen Beech**, Manager, Customer Value Management. Karen has proven her effectiveness in difficult assignments, and her technical expertise and leadership abilities result in continuous improvements in the customers' perception of the value of the company's products and services.

**Jan Fertig**, Head, SONET Product Realization Center. Jan is the highest ranking woman in the Research and Development organization at MV and she is a recognized leader for her ability to manage large, complex projects.

**Mirga Girnius**, an MTS in Product Realization Management for NGLN, is also a recognized expert in inventory management. Mirga was also awarded a Certificate of Recognition for Outstanding Community Service by the TWIN Steering Committee for her involvement in the Lithuanian community.

## LEAGUE AWARDS SHEILA LANDERS

LEAGUE recently presented MV's Human Resources Manager **Sheila Landers** with an award for outstanding service to co-workers, LEAGUE and AT&T and for her support of diversity issues. Previous winners of the award were all AT&T executives. The award was presented at LEAGUE's annual conference in May, which was their last AT&T conference. MV's local chapter of LEAGUE will now be known as EQUAL.

## IN MEMORIAM

Raymond A. Flanders, March 18, 1996

Robert R. Maurias, March 30, 1996

Elizabeth Pagnottaro, June 30, 1996

Harold E. Stone, February 28, 1996

## LET US KNOW

If you (or one of your co-workers) have recently received a college degree, been honored by a civic organization, been recognized by your community, or have some other noteworthy event to report, please call Dianne Coppola on x3553 so we can include it in a future issue!

## GRADUATES

### *Advanced Degree*

**Kyle Crouch**, Plant Security — Masters of Arts in Economics, University of New Hampshire

**Susan Foley-Layne**, Access CBM — MBA in Marketing, Boston College

**Robert Goudreault**, DDM 2000 Software Development — Masters of Science in Telecommunications, Southern Methodist University

**Brian Major**, Product Change Management — Masters of Science in Industrial Engineering, Purdue University



**Alexandre**



**Burke**



**Saucier**



**Tracy**



**Abdunour**



**Cruz**



**De La Cruz**



**Duncan**



**Fitzmorris**



**Lai**



**Hairston**

**Bachelors Degree**

**Jean Y. Alexandre**, Future Quest — Bachelors of Science in Computer Information Science, Franklin Pierce College

**John Burke**, DACS II Systems Test — Bachelor of Science in Marketing, Franklin Pierce College

**Dick Saucier**, Test Strategy — Bachelors of Science in International Business, New Hampshire College

**Dana Tracy**, Surface Mount Storeroom engineering — Bachelors of Science in Electrical Engineering, Merrimack College

**Associates Degree**

**Peter Abdunour**, DACS Systems Test — Associates in Electronics Technology, Northern Essex Community College

**Roberto Cruz**, Vision — dual degrees, Associates of Science in Computer Information Science/Computer Specialist and Associates of Science in Computer Information Science/Computer Operation, Northern Essex Community College

**Eufemia De La Cruz**, Future Quest — Associates in Business Administration/Business Science, Hesser College

**Pat Duncan**, Network Multiplexers — Associates of Science in Business Management, North Shore Community College

**Dorothy Fitzmorris**, Local Merchandise Warehouse — dual degrees, Associates of Science in Business Administration and Associates of Science in Accounting, Hesser College

**Anh Lai**, Network Multiplexers — Associates of Science in Electronics Technology: Computer Systems Option and Associates in Science in Computer Maintenance, Northern Essex Community College, both with honors

**Lisha Trotochaud**, Storeroom — dual degrees, Associates of Science in Business Science and Associates of Science in Computer Information Systems, Hesser College (photo on page 15)

**Carol Tuttle**, Customer Conference Center — Associates of Science in Business, Northern Essex Community College

**Certificate**

**Louise Hairston**, Lightwave — Community Residence Manager Certificate, Northern Essex Community College. Louise completed the program with highest honors.



Birchall



Campagna



Campiglio



Swaminathan



Jop



Drabik



Gordon

## RETIREES

Years of Service

### May

- 27 B. B. Fortin
- 16 P. S. Gallant
- 18 L. G. Georgian
- 15 L. R. Gilbert
- 18 R. Harnett
- 20 L. A. Mahoney
- 27 J. M. McCusker
- 30 M. E. Murphy
- 15 B. L. Paplaskas
- 30 B. R. Peabody
- 33 S. R. Routhier

### June

- 19 K. J. Chapman
- 16 R. Cormier-Cote
- 30 J. R. Dipinto
- 34 W. F. Dorr, Jr.
- 16 K. D. Leach

### July

- 20 H. P. Hickey
- 18 J. L. Prescott
- 18 S. Saghini

## SWAMINATHAN NAMED ECS FELLOW

Venkatraman (Swami) Swaminathan has been elected to Fellow of the Electrochemical Society (ECS) in recognition of his professional contributions and service to the Society. Swami is a DMTS in Broadband Development.

The ECS is committed to advancing knowledge in electrochemical and solid state science.

## ELAINE JOP NAMED TO CROSSROADS 2000 BOARD

Elaine Jop, Material Management Specialist and President of Communication Workers of America Local 1366, has been named to the Board of Governors of the Crossroads 2000 School to Work initiative. This project brings together key people from large and small businesses to focus on improving job skills and career development of graduating students. Elaine will work with students from Haverhill, Pentucket Regional, Whittier Vocational Technical, and Georgetown High Schools

## APPOINTMENTS & PROMOTIONS

**Brian Birchall**, promoted to STA in I 2000 Systems Test Technical Support

**Barbara Black**, promoted to STA in DIF and XTSI product engineering

**Jerrie Campagna**, Manager - GPO was promoted to Global Provisioning Director. In this new position, Jerrie will be responsible for the implementation of whole order delivery for the entire Merrimack Valley product line.

**Ed Campiglio**, promoted to STA in Quality Engineering & Assurance

**William Drabik**, promoted to STA in DACS III product engineering

**Dave Gordon**, promoted to Kanban Process Manager in F83 Installer Cables



**Levinger**



**Little**



**Neddo**



**Neuman**



**Peterson**



**Smith**



**Trotochaud**



**Wagner**

**Doreen Kibildis**, promoted to Administrative Assistant

**Mike Levinger**, promoted to STA in Vision Quality Engineering

**Don Little**, DACS II Systems Test, MTS-I to MTS

**Arnold Neddo**, OC192 Hardware Design, STA to MTS

**Eric Neuman**, promoted to STA in Works Services

**Tom Peterson**, promoted to STA in Multi Circuit Pack process engineering

**Edward Smith**, Customer Technical Support, MTS-I to MTS

**Lisha Trotochaud**, promoted to Storeroom Specialist

## **MARILYN WAGNER RECEIVES LITERARY AWARD**

**Marilyn Wagner** has been presented with the Gabriel Brahm Literary Award from Northern Essex Community College. The award is given each year to a student who has excelled in literature. Marilyn, a Customer Service representative at MV, is a Liberal Arts major at Northern Essex.

## **SERVICE ANNIVERSARIES**

The following employees celebrated service anniversaries of 25 or more years (in increments of five years)

### **JUNE**

M. A. Berkey (25)  
Ronald L. Bolduc (25)  
Pamela L. Edmondson (25)  
Daniel F. Evans (25)  
Robert F. Faust (25)  
Judith C. Morrill (25)  
Oliver E. Neimi (25)  
Annetta W. Norris (25)  
William H. Nute (25)  
Catherine L. Petersen (25)  
Marilee Powell (25)  
Janet R. Stewart (25)  
Ronald W. Teal (25)  
Maurice J. Cassidy (30)  
Shirley A. Clemens (30)  
Peter R. Contarino (30)  
Richard B. Cotoia (30)  
William E. Devoir (30)  
Lawrence D. Fisher (30)  
J. P. Fitzsimmins (30)  
John H. Green (30)  
David S. Hollis (30)  
Richard J. Lesiczka (30)  
Robert E. Morton (30)  
R. P. Snicer (30)

Bernard Sullivan (35)  
Anna S. West (35)  
Robert J. Yurkavich (35)  
Robert Durgin (40)  
Lorraine L. Leduc (40)

### **JULY**

Peter Bouzianis (25)  
Elbin O. Cancel (25)  
Delwyn R. Cummings (25)  
Pamela P. Dadekian (25)  
Peter S. Danna (25)  
Joseph R. Freije (25)  
Douglas P. Gibson (25)  
Frank J. Mistal (25)  
Anthony J. Olender (25)  
Shirley D. Page (25)  
Cynthia S. Pehling (25)  
Lewis A. Porter (25)  
Roland R. Raymond (25)  
Barbara C. Shattler (25)  
Robert W. Cheek (30)  
T. J. Ciaccia (30)  
Shirley A. Fultz (30)  
J. E. Landry (30)  
Patricia B. Miller (30)  
Barbara L. Sargent (30)  
John C. Statom (30)  
Walter F. Dorr (35)  
Edward W. Hoffman (35)  
Theresa R. Staples (35)  
Lorraine M. Kozdras (40)

### What's happening ...

#### **EQUAL! at Lucent Technologies (formerly LEAGUE) sponsored two lunch hour presentations during Gay Awareness Month.**

PFLAG (Parents and Friends of Lesbians and Gays) returned for the second year. After viewing a film "Straight from the Heart," employees listened as parents shared their own families' experiences.

A new presentation by a guest author/lecturer informed listeners about the seven stages of "coming out" and how having access to the information helps create a more productive business environment.

#### **HISPA national receives Multicultural Network award**

The National Hispanic Association of AT&T/Lucent employees was recently recognized by The American Society for Training and Development (ASTD). The society gave HISPA the Multicultural Network Award for Outstanding Contribution to the Training and Development of Special Populations. HISPA was recognized as one of the leading-edge employee organizations among Fortune 500 companies. This year was the first year in ASTD's history that a Hispanic employee resource group was recognized.



#### **Asian American Heritage Month Activities included a chance to learn another folkdance of India.**

*Carmen Johnson, Chandra Sondhi and Tinu Oza keep up with guest dance instructor Jasmine Shah as they do the lively Bhangra folk dance.*

**A**n eager-to-learn group of MV employees gathered in the auditorium this year to learn another ethnic dance. This year's workshop offered a Bhangra folk dance from the Baisakhi region of India near Punjab. This year's dance turned out to be a very aerobic exercise.

#### **Lan Xiun Ke Chi deputs**

Like its English equivalent, the Chinese name for Lucent Technologies means glowing with light. With over 900 employees in 3 locations plus a joint venture, Lan Xiun Ke Chi manufactures, markets, engineers and maintains network infrastructure products and systems.

**Keep up with the Joneses, the Chens, the Garcias, the Kowalskis, the Abduls ...**

**The World**

**T**here's a totally new global news program on the air. This unique program navigates American listeners through a world of information and connects them with global trends and events relevant to their lives.

The daily (weekdays), one-hour news program is the most ambitious

public radio news program to be launched in over a decade and is the first daily radio co-production involving US public broadcasters and BBC World Service.

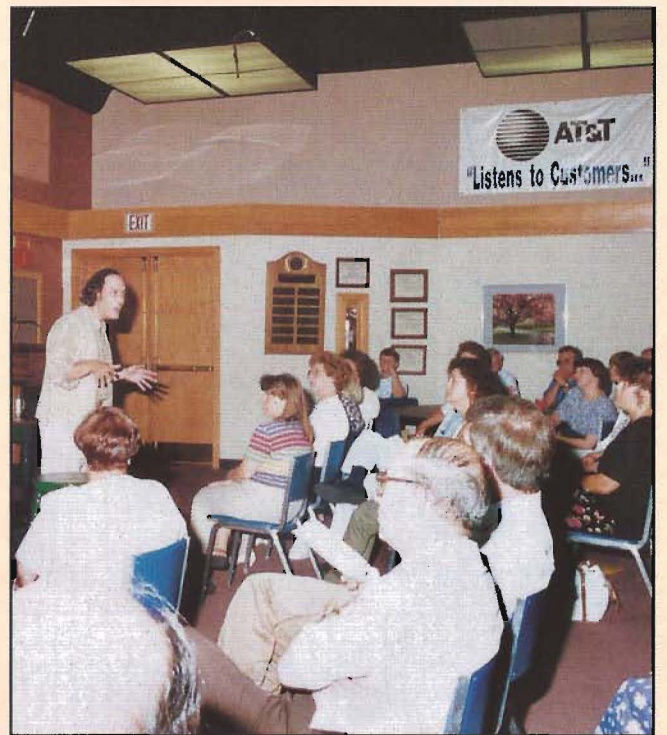
Unfortunately for many people working at the Valley, the broadcast airs at noon on Classic FM91.5 KUSC and at 3pm on KCRW FM89.9. If you're on your way home then, tune in. If not, ask a family member to check it out.

*The World* is a co-production of BBC World Service, Public Radio International and WGBH Boston. It is sponsored in part by a grant from the AT&T Foundation.

#### **July is "All American" Month**

**I**f your idea of "All American" is Red, White, Blue, lots of country music and pie baking contests, then July is your month. Activities started with a July 9 Red, White & Blue Outfit contest and ended on July 31 with a traditional Blueberry Pie Bake-off. In between those dates, the committee offered events to keep us informed about Henry Thoreau's exercise at Walden Pond, as well as to try some of the newest country line dances. The Valley Chorus, as well as the Jazz Band, took turns performing all time favorites. See opposite page for some pictures.





**All American Month activities** — Left, Mary Seamans, Louis Van Dieu and Gerald David, Jr., show off their 1st, 2nd and 3rd place patriotic outfits. Above, guest speaker Jeffrey Hyatt introduces his monodrama "Walden Pawned, Reflections of Henry David Thoreau." Below, Sandra Vano, right, goes over some country line dancing steps with Marcia Hamilton. Bottom left, Rich Seaman leads the Valley Chorus in a stirring rendition of "The Star Spangled Banner."



## Safety Week

The theme to this year's Safety Week was "Safety, it's a way of life," and special events held throughout the week brought the message to hundreds of employees.

**Safety Fair** — A Safety Fair was held on Tuesday, June 11 for all three shifts. Employees who visited saw displays on Home Fire Equipment, Boating and Recreational Vehicle Safety, Safety Shoes, Safety Eyeglasses, Power Tools, Drug Abuse Resistance Education (DARE) and more. Everyone who stopped in was treated to an ice cream, and many won VPP T-shirts, tire gauges or cookies for answering a few questions correctly.

**Guest Speakers** — Public Safety Officer Robert Cronin of the North Andover Police spoke on Monday. His topic was "Alcohol, You and the Law." Wednesday, it was Al Mazza, DARE Officer from the Haverhill

Police. He explained the Drug Abuse Resistance Program that he teaches to schoolchildren. Next up was Debra Hughes of the Haverhill "Saving Lives Program." She spoke on bicycle safety and had bicycle helmets available for employees to purchase at discount prices. Wrapping up the week was Chief William Dolan of the North Andover Fire Department. His subject was "Smoke Alarms and Home Sprinkler Systems."

**MV wins Safety Award** — The Massachusetts Safety Council recently presented Lucent Technologies Merrimack Valley with a Group Safety Award in the 1995 Statewide Occupational Safety Awards Program. The Group award is based on the type of business and the number of employees. MV had the lowest lost work day incidence rate in our group. In 9,829,671 hours worked, we had a rate of 0.49 where the national average is 3.4. Congratulations to everyone at MV!

**Poster Contest** — Winners and sponsors were:

### Age 4 - 6

Ryan Parisi - 1st prize  
Bob Parisi  
Jason Coppola - 2nd prize  
John Coppola

### Age 7 - 9

Lauren Fournier - 1st prize  
Fred Fournier  
Brian Sculley - 2nd prize  
Rich Sculley

### Age 10 - 12

Eliese Rankle - 1st prize  
Terry Rankle  
Laura Lamontagne - 2nd prize  
Donna Lamontagne

### Age 13 - 17

Nathan Rankle - 1st prize  
Terry Rankle  
Janel Fuller - 2nd prize  
Janice Fuller

First prize winners won \$100 U.S. Savings Bonds and second prize winners received \$50 Bonds.

## Labor/Management Health & Safety Committee



The joint Health & Safety Committee meets monthly to investigate and address the health and safety related concerns at MV. Committee members, from both labor and management, work together to recommend revisions to EH&S and line organization policies and procedures when necessary. Committee members include: seated from left, Eleanor McCourt, Dennis Fontaine, Sue Cummings, Mike Archambault. Standing from left, Benny Cordischi, Dave Tenney, Bill Houde, Dick Shaughnessy, Maddie Carrier, Tom Higgins, Betty McCusker, Kelly McVey, Ann Richard, Gail Twining, Joe Hyder, Jim Bourque and Norm Heinze. Not present: Tony Lazzaretti, Rich Grillo, Mike Commons, Ray Hannon, Bob Parisi, Pete Lavache, Bob Langan, Larry Rizzotti, Mike Noonan, Jane Fultz, Jim Main, Don Waugh, Dom Mazzocco and Gary Gatwood. If you have any concerns about Health or Safety, please contact any committee member or call your safety advisor.

## Team Trek

Have you noticed the tents set up in the ball field and beyond? . . . seen groups of people out there looking like they're having too much fun to be working? . . . wondered what's going on?

It's called Team Trek.

In 1992 bargaining, AT&T, CWA and IBEW agreed to cooperate in creating a Workplace of the Future (WPOF). Team Trek is part of the initial WPOF training process. It's a full day of outdoor experiential-based training made up of team-building exercises and activities.

Sessions are being led by facilitators Marylou Noonan (representing Local 1366), Larry Rizzotti (representing Local 1365) and Cathy Dallon-Archambault (representing the Company). They are spearheading the WPOF effort at MV, and a major part of this is implementing the Self Directed Work Team (SDWT) concept.

In very simple terms, a SDWT is a group of employees responsible for a whole product or process. They work together towards the common goal of satisfying customers by planning, performing, coordinating and improving their work.

The facilitators will work together to develop and support the teams and coaches by providing training, guidance and constructive feedback

*Facilitators Cathy Dallon-Archambault, Larry Rizzotti and Marylou Noonan stand on a tower that's used in team-building exercises in Team Trek.*

on the team developmental progress. Once in place, the teams will run their process as if it were their own business, developing an entrepreneurial spirit in the workplace.

Team Trek training is important in developing the SDWT process at MV. Completing the program gives employees a new understanding of what it means to be a team player.

Larry, Cathy and Marylou plan to take advantage of the good weather and do as many Team Trek sessions as possible this summer. So far, over 500 employees are scheduled. Later this year, employees will be scheduled for an orientation of WPOF concepts and other indoor classroom training.

There is still much to be done to



get WOPF going at MV, but success of this process will mean a more competitive company, greater customer satisfaction and a better trained and satisfied workforce.

If you have any questions on WPOF, SDWTs or Team Trek, please call Cathy on x3525, Larry on x4616, or Marylou on x2677. Interested organizations can register for Team Trek by calling the Workforce Relations office on x2381.

## Employee Suggestion Program

**Two share \$4,217 award** — As maintenance technicians in the Lightwave organization, a big part of Wally Brewer's and John McCormack's jobs is keeping the test sets running smoothly. One problem they often come across is damaged optical connectors. Until recently, these connectors were sent out for repairs or junked. Now, thanks to their suggestion, a machine has been purchased that allows the repairs to be made in-house. "This machine uses the same technology used for field repairs," says Wally. "It grinds and repairs the damaged optical connectors which saves us time and money." A good idea that brought them a \$4,217 award to share!

**Poster Contest** — Get out your markers, crayons and pencils - the ESP is holding a Poster Contest! Poster entries will be accepted through August 30, 1996. Entries should be approximately 8" by 11" and must be accompanied by a completed ESP form.

Family members and friends may help to create the poster, but any awards will go to the employee. There is a limit of one entry per employee. A meal ticket will be given to all employees who submit a poster that passes a preliminary screening.

Finalists' posters will be voted upon at the ESP Fall Festival. The employees who submitted the top three posters will receive \$100 awards and will have their posters displayed on the ESP boxes.

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