

# the microphone

 Western Electric

HAWTHORNE WORKS

APRIL '73

## Works to give \$15 'checks' for attendance

Beginning May 1, all employees who have perfect attendance for 12 consecutive months will receive a \$15 certificate for dinner at any one of several Chicago area restaurants.

In making the announcement, Ray Laux, Manager of Personnel Relations, said, "The decision to award certificates reemphasizes the importance Hawthorne places on good attendance. The dinner checks represent a special type of recognition the Works would like to give employees who have outstanding attendance records.

"This applies to all people located at Hawthorne and outlying locations, with the exception of department chief levels and up," he added.

An estimated 2-3,000 employees who have had perfect attendance from April 30, 1972 to May 1, 1973 will be first to receive the certificates from their immediate supervisors:

Other employees will become eligible for the dinner checks as they achieve 12 consecutive months of perfect attendance from the date of their last absence. However, the award will be made at the beginning of the

month following the date the employee became eligible.

Each employee who is awarded a dinner check will receive a list of restaurants which have agreed to honor the certificate. Those include: **Sharko's**, 7840 S. Western Ave., Chicago; **Su Casa**, 49 E. Ontario St., Chicago; **Driftwood Steak House**, 4330 S. Pulaski, Chicago; **The Flame**, 17W362 Roosevelt Road, Villa Park; **Lilac Lodge**, 2135 S. Wolf Road, Hillside; **Richards**, 3243 S. Harlem Ave., Berwyn. It is expected that even more restaurants will be added in the future.

The introduction of the certificate comes at a time when Hawthorne's overall attendance picture is in need of improvement. Absences this year are already running at an averaged rate of 14.1 days lost per employee, projected on an annual basis.

In 1972, Hawthorne averaged 12.4 days lost per employee as compared to the Western Electric Company average of 10.2. Reducing the Works total to 11.0 days lost per employee in 1973 would mean a savings of over \$500-thousand for Hawthorne.

## Pitchin' in for Hawthorne



They're "Pitchin' in for Hawthorne" to make it a clean, neat place to be proud of. Hamming it up in their enthusiasm to observe the Works' "Clean-up Week," April 16-20, are (left to right): Joe Scialabba (8111); June Jender (8116); Junior Smith (8111); and Bea Babcia (8111).



Participating with Mr. Rheingrover in the signing of the new Works-wide blood bank program are (seated) Mrs. Ruth Rothstein, Executive Director of Mount Sinai Hospital Medical Center, and Dr. Chang Ling Lee, Director of the Charles Hyman Blood Center at Mt. Sinai. Also taking part in the signing (standing left to right) are: union local presidents Ray Emmons (I.P.E.U.), Chester Lasko (1864), Leo Becker (1859) and Larry Bending (1806).

## Blood bank approved; expect first bloodmobile visit in May

The Company and the four local labor unions representing Hawthorne employees have established a joint blood bank program with the Charles Hymen Blood Center of Mount Sinai Medical Center.

The program, which begins in May, covers all employees at Hawthorne, including Merchandise and Service, resident organizations, outlying locations and Hawthorne pensioners. In addition to employees, the program covers members of their immediate families and all financial dependents.

"The establishment of the blood bank reflects the concern both management and the unions have for the health and welfare of our employees," said Blood Bank Committee member Chuck Zettek (4740). "Through our joint efforts we feel we've given Hawthorneans one of the finest programs of its type in the country.

"Mount Sinai is one of the country's leading blood research institutions."

Zettek went on to point out that while many programs exclude persons with afflictions such as hemophilia, sickle cell or anemia from receiving blood, Hawthorne's would not. "All requests for blood will be honored," he emphasized.

Hawthorne's new program is patterned after the blood bank established for its members in 1959 by Local 1859 of the IBEW. Other locals participating in 1859's program include 1806 IBEW and 1864 IBEW.

According to Art Glinka, executive board chairman of Local 1859 and a member of Hawthorne's blood bank committee, the union's program proved successful over the years.

"In our 14 year period nearly 5,000 pints of blood has been donated for use by union members and their families in times of need," said Glinka. "We're confident that the response to the new joint program will be just as great."

In order to maintain Hawthorne's blood program, a minimum of 20 per cent of active employees will have to give blood at least once a year. This means approximately 3,000 pints of blood must be donated during each 12-month period.

Once the program gets underway, Mount Sinai's Bloodmobile will begin visiting Hawthorne (and outlying locations) once a month for blood drawings. Blood volunteers will be scheduled during regular shifts from pledge cards submitted to the Works Medical organization. Following blood drawings, donors will be allowed a brief rest before returning to work.

(continued on page 2)

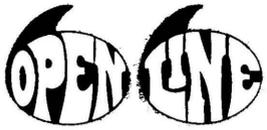
*Why, all of a sudden, is there a blood shortage?*

*The primary reason is that hospitals, in the past, depended heavily on purchased blood to supplement supplies of volunteered blood. However, it has been found that patients are much more likely to contract a transfusion-related disease if the blood they receive is purchased rather than volunteered.*

*As a result, Illinois last year passed "The Blood Labeling Act" which requires all human blood to be labeled as either "PURCHASED BLOOD" or "BLOOD FROM A VOLUNTEER DONOR."*

*Works Medical Director Dr. A. H. Moviuis explains that doctors and hospitals are now reluctant to use purchased blood due to the higher degree of risk involved and, consequently, Chicago's blood supply is at an all-time low.*

*"In the light of this critical shortage," he explains, "we could have chosen no better time to establish an employee blood bank. Hawthorne families will be assured a continuous supply of blood if and when they need it."*



**ANSWERS TO YOUR QUESTIONS  
ABOUT YOUR COMPANY...**

"Open-Line," Hawthorne's direct response question and answer program is designed to supplement rather than circumvent the informational role of your first-line supervisor. Each month, the Microphone will publish questions and answers of general interest to employees. Of course, the names of employees who submitted the questions will not be published.

**Q. Does Western Electric sponsor any programs on WTTW, the educational television station in Chicago?**

A. We do not at this time sponsor any programs on WTTW, though in the past we did give them a grant to help launch one of the early programs about the Black community called "Our People" with Jim Tilman. At this time, we feel that our limited advertising budget can better be spent on programs which carry a commercial message. As you know, educational television has no commercials.

Our Company foundation in New York did make a \$1,000 grant for WTTW this year (and every year since 1965) because of the importance of the station to the educational and cultural life of Chicago.

**PHILIP B. HAFF**  
Manager, Chicago Area  
Public Relations

**Q. Are there any surveys in motivation and attitude and job enrichment taking place at Hawthorne at the present time?**

A. Job Enrichment, which encompasses motivation and attitude is a very live subject at Hawthorne. To approach this subject on a scientific basis, a Job Enrichment Committee was formed with representatives from each branch at the Hawthorne Works.

This committee has been working with the Headquarters Corporate Staff Behavioral Science Research people and the interested line organizations to initiate and conduct the job enrichment projects for the Memory Unit Job in Department 8524, the Switch Assembly Conveyor Job in Department 5682 and the Reproduction Service and Stationery Storeroom in Department 5971.

Presently, a member of the Works' Training Organization has been assigned the task of Job Enrichment Administrator to provide the necessary guidance for all future projects.

**RAYMOND J. LAUX**  
Manager, Personnel and  
Labor Relations

**Q. Does the company pay three days upon the death of a stepfather and grandmother?**

A. In the event of the death of either of the relatives you mention, stepfather and grandmother, payment for three days would be made only if the employee has at least one year's service and the relative lives in the same household with the employee.

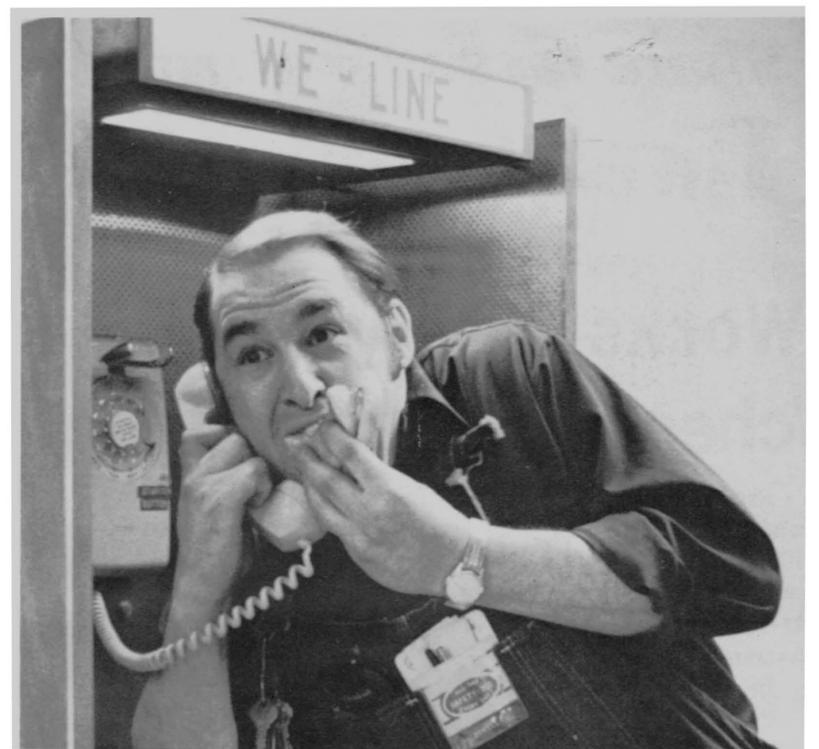
Company policy provides such pay for employees of one or more year's service when death occurs in the "immediate family" and C.I. 13.100 defines immediate family as "husband, wife, son, daughter, mother, father, mother-in-law, father-in-law, sister, brother; also, any relative residing with the employee."

I hope this answers your questions and that you will feel free to use Open Line again.

**RAYMOND J. LAUX**  
Manager, Personnel and  
Labor Relations

## What in the Bell is going on?

**WHAT IN THE BELL!!!** Andy Bonelli (8833) gets his bites of Hawthorne and Bell System news on one of the cafeteria WE-LINE phones. Eleven special WE-LINE phones that let you plug in instantly to what's going on are located in each of the Hawthorne cafeterias, including 26th Street.



## WE Annual Report: '72 sales up

In the annual report released in March, Western Electric showed sales of \$6.5 billion, up \$506 million from 1971. Included in this figure were sales to Bell Telephone Companies of \$5.5 billion. Hawthorne's 1972 sales totaled \$636 million.

The Company set an impressive record in cost reductions in 1972. First year savings came to \$96.6 million, more than \$22 million above 1971's record level. Hawthorne exceeded its cost reduction goal by \$3 million, totaling \$11 million for the year.

**Steps taken in 1972 to improve service and supply to Telcos**

Construction last year of the first two in a series of Material

Management Centers was one step toward improving service to Telcos. The Centers will maintain stocks on an "across all product lines" basis and will speed re-supply of working stock for our own installation forces in the field.

A second step involved the establishment of service consulting organizations located within the seven Service Regions.

Commenting on this in his first annual report as Western Electric's chief executive officer, Donald E. Procknow, WE president, explained, "We intensified our training of service consultants who work in direct contact with the telephone companies to make certain that all of our products and

services continue to meet their everchanging needs."

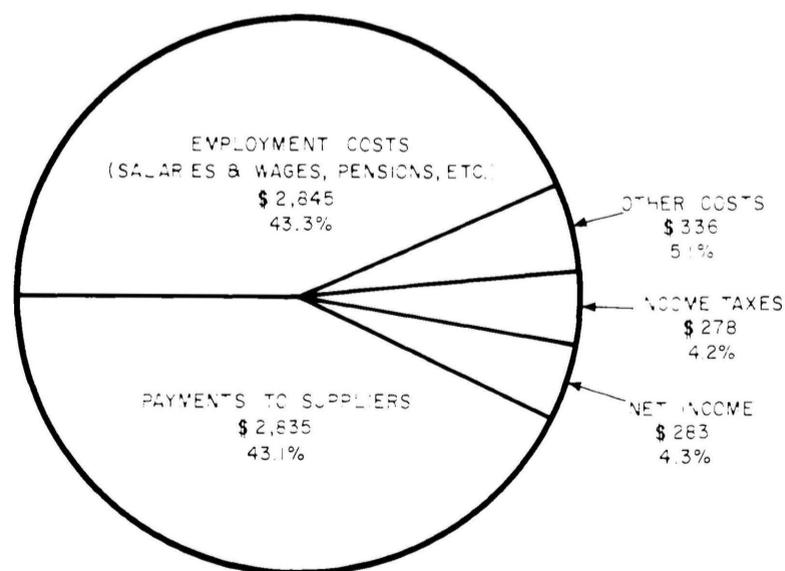
In 1972, WE purchased materials and services from 50,000 suppliers amounting to \$2.8 billion. In the course of the year, the number of minority-owned companies supplying the Company grew from 291 to 486; in addition the Company increased substantially the amount of money spent for products and services provided by these firms. At Hawthorne the number of minority suppliers increased from 27 in 1971 to 51 last year.

Western Electric's average number of employees during 1972 was 207,000 down from 214,000 the previous year. About 14 percent were members of minority groups. The number of employees at Hawthorne was 16,500 compared with 17,760 in 1971. Minority employees made up 27% of the work force here.

In the area of employment, Mr. Procknow said, "We continue to be concerned with making the most effective use possible of the human resources that are available to us. While much has been done, much remains to be done and the matter of equal opportunity for all of our employees will continue as a high priority in the years ahead."

### DISTRIBUTION OF 1972 INCOME\*

(FIGURES IN MILLIONS OF DOLLARS)



\* BASED ON SALES AND MISCELLANEOUS INCOME OF \$6,577 MILLION

## Blood bank program

(continued from page 1)

In the event the employee or family member requires a blood transfusion, the amount will be credited to the hospital by merely filling out a "Request for Blood." This request will be honored at all

hospitals, including those in other states and foreign countries.

A fully detailed explanation regarding the new blood program will be made available through supervisors.

## Personal Problems?

- legal
  - financial
  - family
- call 4797

**Employee Referral Service**

## the MICROPHONE

Western Electric

Published monthly for the employees of the Hawthorne Works, Chicago, Illinois 60623. Outside callers should dial 494 plus any one of the phones listed. Please notify your supervisor of changes in name and address which will affect distribution of the MICROPHONE.

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Share lessons learned . . .

# Three employees tell of off-the-job accidents



Now an expert on the proper method of charging a car battery, Charlie Matousek offers his knowledge to a pair of Hawthorneans who had their own off-the-job accidents, Wayne Melton and Eileen Preucil.

"Gee, that was sure a stupid thing to do."

Three Hawthorneans agree these were the first words out of their mouths following recent off-the-job accidents. In two instances the victims were aware of the safe method but failed to follow it. In the third, misinformation was the villain.

Eileen Preucil, a secretary in purchasing, was using her hand to steady a roast she was slicing when the knife slipped, cutting her thumb.

"I'm usually careful," states Eileen, "but I was hungry and the roast was small and . . . well, I learned my lesson. These were the first stitches I've ever had," she says, pointing to her smallest digit, "and I'm going to make sure they're my last."

Plant engineer Wayne Melton (8841) suffered a similar type of mishap. When the piece of wood he was cutting on his home power

saw "flipped up," Wayne attempted to push it down — with his hand. Unfortunately, his estimate of the distance to the blade was off — 11 stitches worth.

"You know," he explains, "I've been using that saw for nearly 30 years and never did anything like that. I must have been daydreaming."

The last of the trio, Charlie Matousek (5645), was involved in sort of a freak incident. An investigator in the step-by-step shops, Charlie was "jumping" the battery of a stalled car when a positive to negative connection caused his battery to explode. Charlie was cut with flying plastic and splattered with acid. Luckily, he was wearing safety glasses.

"I always thought that if the connections were wrong it would just spark," says Charlie. "Since the accident I've read up on how to properly charge a battery and realize the danger involved. Next

time I'll know better."

Off-the-job accidents. Sometimes the result of being in the wrong place at the wrong time, but usually caused by carelessness or lack of knowledge.

Three people with good safety records. Three off-the-job accidents. But we're not singling out Eileen, Wayne or Charlie. They volunteered to tell their stories because they wanted everyone to know what can happen when you let your guard down — even for a moment.

The fact is that last year more than 600 Hawthorneans were injured in off-the-job accidents, resulting in some 16,000 working days lost — not to mention the amount of human suffering endured.

The solution? Be careful. Think about what you're doing. Follow instructions. And if in doubt, please, PLAY IT SAFE!

# ANI-D: a promising new product for Hawthorne

It's nice to own a big luxury car, unless your parking space is barely big enough to squeeze a compact model into. The same holds true for Hawthorne's ANI-C, a "Cadillac" version of the automatic number identification systems (ANI). It works great, except it just doesn't fit in some of the telephone company's smaller central offices — or their pocketbooks. So Hawthorne engineers have gone to the drawing board and come up with a new addition to the ANI family — the more compact and less expensive "D."

"The ANI-D is one example of how Hawthorne is expanding its product lines to meet the specific needs of the customer," says project manager Jim Fletcher (5117). "In fact, the future of many of our products may depend on how quickly we can respond in similar situations."

The ANI-D performs nearly the same function — automatic identification of telephone numbers for billing purposes — as its big brother, the "C." However, because of certain modifications, it can be offered to smaller central offices at significant cost and space savings.

Jim points out that for many years small offices had the choice of installing the ANI-C or maintaining their manual method of identifying numbers.

"However," he continues, "the telephone companies recently let us know they were looking for ANI-systems that were better suited to the needs of these small offices. And in many instances,"

he adds, "they were talking to other manufacturers as well."

"During this period, our Step-by-Step Development organization (5150) was working on cost reducing the "C." But we decided to go even a few steps further and design something compact — the ANI-D."

Only five months after actual development work got underway, the first model of the ANI-D, made by the Common Systems shops, was shipped to Wisconsin Telephone Company for field trial. To date, 43 systems have been ordered with the initial production system scheduled for installation in West Virginia this June.

According to Joe Werth, manager of Hawthorne's Common Systems shops (5800), the future of ANI-D now depends on how well we can meet commitment dates.

"If we can get these systems out on time, it'll probably mean a big boost to business," he explains. "Word spreads fast among the operating companies."

Mr. Werth says that based on present forecasts, ANI-D production levels could reach between 10 and 15 systems per week by the end of the year adding that any upsurge in requests will create additional jobs in the Common Systems shops.

"But we're not going to put the cart before the horse," he cautions. "We've got a big job to do now. And if we can meet present orders, the future of ANI-D will take care of itself."



"WE MADE IT," says Jim Compton to General Manager Wyllys Rheingrover. The "it" Jim was talking about is the first prototype of the ANI-D and the "we" refers to the members of department 5831 who built the model. They are (left to right) Barbara Williams, Ron Ferguson, George Joseph, Jean Legg, Olga Boscotch, Mel Mattison, Peggy Grimmett, Frankie Hill and Charlene Sobi. This initial production model of the ANI-D has been shipped to Wisconsin for field trial.

May 22-24 . . .

# Health fair planned at Albright

The Hawthorne Pioneers is one of four organizations sponsoring a three-day health fair to acquaint the public with the human-care services available in the Chicago Metropolitan area.

The first "Health-o-rama West" will be held May 22-24 at Hawthorne's Albright Gym. From 8 a.m. to 10 p.m. visitors will be able to talk to representatives from more than 40 health service agencies and, in some instances,

receive basic health tests. The event, open to the general public, is free.

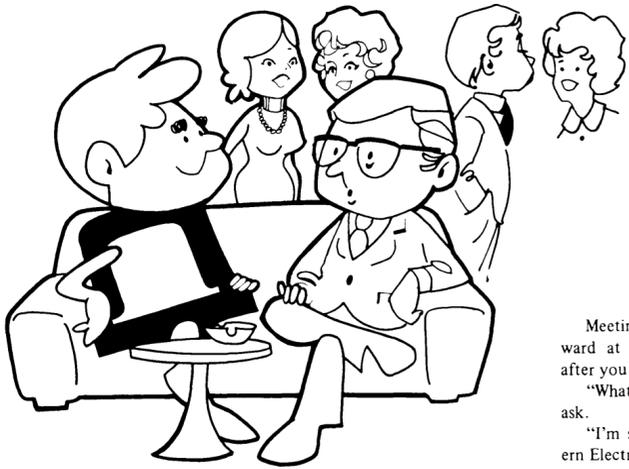
According to Harry Grace (813), Pioneer representative on the executive committee of Health-o-rama West, the fair is aimed at serving the needs of all citizens, regardless of age.

"In many instances it's not only the elderly and financially deprived who are unaware of what medical assistance is available in

the Chicago area," says Harry, "but the everyday citizen as well. We hope everyone will take advantage of this opportunity to discover what services are being offered."

Along with the Pioneers, co-sponsoring Health-o-rama West are the Chicago Lung Association, MacNeal Hospital and Operation Tomorrow, a local civic improvement organization.

# "WHAT DO YOU SAY . . . after you tell them your name?"



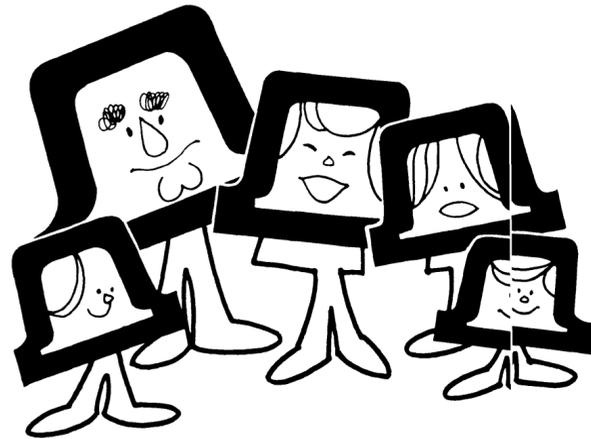
Meeting new people can be awkward at times. What do you say after you tell them your name?

"What do you do?" they usually ask.

"I'm such and such - at Western Electric," you say.

"But what is Western Electric?"

If you can answer the following questions about the Company you identify yourself with, you should be able to sail through the rest of the conversation. The answers appear on page 6.



## which came first? (or the Bell Family Tree)

- Western Electric is owned by:
  - the public;
  - AT&T;
  - Bell Laboratories;
  - International Telephone and Telegraph (ITT)
- The Teletype Corporation is Western Electric's
  - sister company;
  - fully-owned subsidiary;
  - parent corporation;
  - competitor
- Who owns Bell Labs?
  - Western Electric;
  - AT&T;
  - the telephone companies;
  - answers "a" and "b"

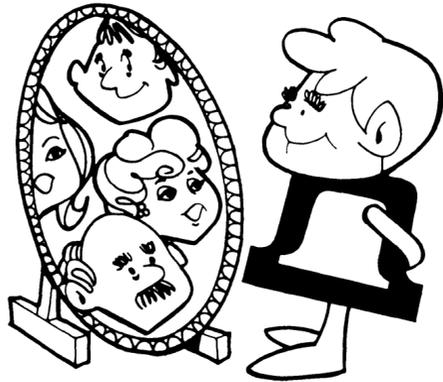
## isn't there a better way?

- The Bell System has played a leading role in many discoveries and inventions throughout the years including:
  - the transistor
  - the laser
  - television
  - sound motion pictures
  - all of the above
  - except "c"
- How new are the products Western Electric makes? That is, what percentage of the products we make today are less than 15 years old?
  - about 30%
  - about 40%
  - about 55%
  - about 65%
  - about 80%



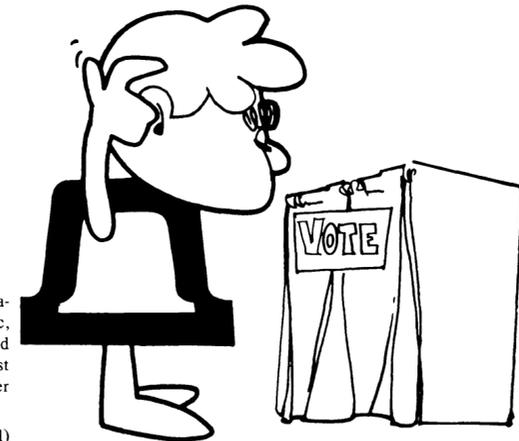
## what do we look like, anyhow?

- What is the average age of Hawthorne employees?
  - 25-28;
  - 32-35;
  - 40-42;
  - 45 or over
- What is the average number of years of service Hawthorne employees have?
  - under 5;
  - 10;
  - 17;
  - 19;
  - 25 or over
- How many of us are there at Hawthorne (including outlying locations and resident organizations such as Merchandise)?
  - 16,500;
  - 8,000;
  - 10,300;
  - 13,200;
  - 19,000
- What was the amount of Hawthorne's payroll for 1972?
  - about \$75-million;
  - about \$185-million;
  - about \$900-million;
  - about \$850-thousand
- How many manufacturing locations does WE have across the country?
  - 23;
  - 12;
  - 7;
  - 31;
  - 9
- How many people are employed by WE in the Chicago area?
  - about 16,500;
  - about 13,200;
  - about 24,500;
  - about 8,000



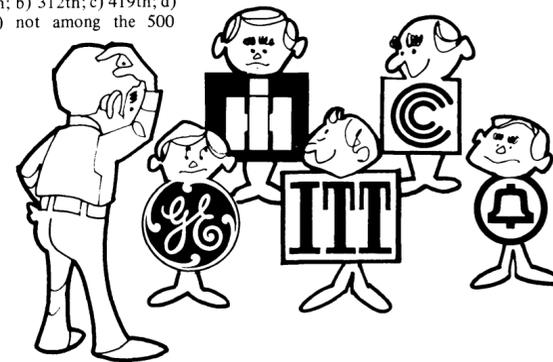
## where do we fit in the market?

- Western Electric makes and supplies materials
  - only for the Bell System;
  - only for the Bell System and the Federal Government;
  - primarily for the Bell System and the Government but, in special cases, for non-Bell telephone companies too
- For every dollar in sales in 1972, Western Electric earned:
  - 50¢;
  - 67¢;
  - 11.7¢;
  - 4.3¢;
  - 26.2¢
- In terms of sales, where did Western Electric rank on Fortune magazine's 1972 list of the 500 largest U.S. industrial firms?
  - 3rd;
  - 117th;
  - 10th;
  - 7th;
  - not among the 500 largest
- In terms of number of employees, where did WE rank on the same list?
  - 225th;
  - 312th;
  - 419th;
  - 7th;
  - not among the 500 largest
- If Hawthorne were listed separately from Western Electric, where would it have appeared on the list of the 500 largest U.S. firms in terms of number of employees?
  - 225th;
  - 312th;
  - 419th;
  - 25th;
  - not among the 500 largest



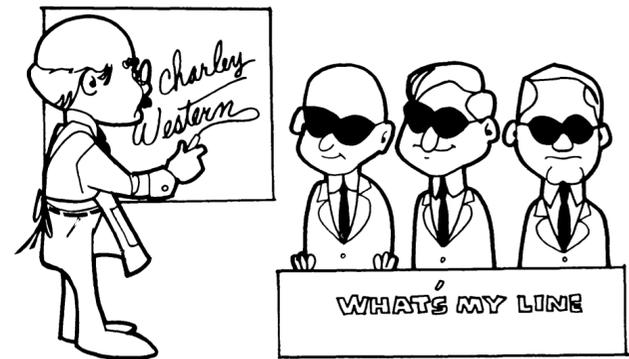
## as a company WE can't vote; so how can WE be a good citizen?

- This year, 46 employees have volunteered their time to teach high school students how to run their own mini-businesses. The program they are involved in is:
  - Junior Chamber of Commerce
  - Junior Achievement
  - Hawthorne Tutoring Program
  - Jaycees
- In 1968, Hawthorne sponsored the first Supplier's Opportunity Day at Albright Gym bringing together minority businessmen and purchasers from large Chicago-area firms for the purpose of doing business together. The concept has since gained the support of other large companies which, together with the Chicago Minority Purchasing Council, annually sponsor the:
  - Chicago Business Opportunity Fair
  - Chicago Minority Business Day
  - Operation PUSH
  - Chicago Economic Development Corporation
- Hawthorne was instrumental in establishing an organization to assist Chicago area Spanish-speaking people in areas where juvenile delinquency, unemployment, sub-standard education and housing pose serious problems to them. The organization is known as:
  - Ayuda (Spanish translation for "help")
  - Community Relevance Organization for the Spanish Speaking (CROSS)
  - League of United Latin American Citizens
- Working with the Chicago board of Education, Hawthorne was the first Chicago-area industry to establish a workshop in a unique work-study program for high school dropouts on Chicago's West side. It is known as:
  - The Industrial Skill Center
  - Classroom Without Walls
  - Vocational Training Center of Chicago
  - Double "E" (Education and Employment) Program
- This year, 30 employees are given time from their jobs to help Chicago-area students who are having difficulty keeping up with their school work. These employees are members of the:
  - Teachers' Aide Program
  - Career Guidance Team
  - Hawthorne Tutoring Program



## what's our line (of business, that is)?

- Check all the following products which are made at Hawthorne:
  - loading coils;
  - Picturephone®;
  - Cap-Paks;
  - thin film circuits;
  - Line Status Verifier;
  - all except "b"
- Check two of Hawthorne's newest products:
  - loading coils;
  - Picturephone®;
  - Cap-Paks;
  - thin film circuits;
  - Line Status Verifier
- Step-by-Step switching equipment is one of Hawthorne's biggest products. How long have we been making it?
  - 10 years;
  - 30 years;
  - 15 years;
  - 50 years.
- How many telephones did Hawthorne manufacture in 1972?
  - about 18,500;
  - about 14,000;
  - over 25,000;
  - None
- Which of the following products are made at other WE locations?
  - Picturephone®;
  - Microwave equipment;
  - hearing aids;
  - all except "c"



# Know your benefits

*This is the third in a series of articles on Western Electric's benefit program.*

## The Extraordinary Medical Expense Plan (EME)

EME supplements the Company's basic health insurance plans by reimbursing 80% of most medical expenses not covered by HSM after you have spent on out-of-pocket amount.

EME coverage is provided at no cost to active employees when they attain 6 months of service and to retirees under age 65. Active and retired employees' dependents who are eligible for EME coverage include the following Class I relatives:

- spouses (under age 65)
- unmarried children under 19 (or under 23 if they are full-time students)

The following Class II relatives under age 65 may be enrolled in EME, provided they are dependent on you for support, have lived in your home or in a home provided by you within your vicinity for at least 6 months, and have individual incomes (other than the income provided by the employee) of less than \$2400 a year from all sources, including social security:

- unmarried children other than Class I relatives
- parents and grandparents
- unmarried grandchildren
- brothers and sisters

You should report all changes regarding enrollment of your Class I and II relatives to the benefit office as soon as they occur.

Retirees over age 65 and active and retired employees' qualified dependents over age 65 are eligible to coverage under the Company's WE-65 plan, which combined with Medicare, provides coverage at least equal to that provided by the HSM and EME plans.

The EME deductible must be applied to the medical expenses of each person for whom a claim is submitted, except:

- no employee must pay more than 3 deductibles in any 12-month period, no matter how many dependents have EME claims, and
- no employee must pay more than 1 deductible in a single medical expense period for multiple claims resulting from an accident in which more than one dependent is injured.

As of July 1, 1972, EME provides unlimited lifetime benefits for active employees and their eligible dependents. Retirees and their eligible dependents have a lifetime maximum benefit of \$5,000 each; however, only payments above \$2,000 in each medical expense period are charged against this \$5,000. And after the \$5,000 maximum has been reached, the retiree and each eligible dependent may still claim up to \$2,000 in benefits during each medical expense period.

The following questions and answers provide most of the information you would need to file a claim:

### How do I know when I have an EME claim?

Whenever you or one of your qualified dependents has hospital expenses, physicians' charges, or other covered medical expenses in 12 consecutive months that amount to more than 2% of your annual salary or pension amount (up to a maximum of \$250) and are not payable under the Company's HSM plan, you have an EME claim.

You must submit evidence of a claim no later than 90 days after the end of a medical expense period. The medical expense period starts with the date of the first medical expense submitted for reimbursement.

### How do I file a claim?

Your benefit representative will give you a Statement of Claim and a Summary of Expense form to complete. Retirees can obtain these forms from their Benefit Branch Offices.

### What do I need to substantiate a claim?

When you return the completed Statement of Claim and Summary of Expense form to the benefit representative attach original copies of all hospital bills, physicians' statements, prescribed drug receipts, and other medical bills for which you are claiming reimbursement, along with statements showing the amounts paid by HSM.

Barring complications, you should receive a check for the reimbursed amount within a month or so.

We've covered just the major points of the EME plan here. If you don't have a copy of the latest issue of the EME booklet (June, 1972), you can obtain one from the Benefit Department. The booklet provides more detailed information and probably covers any questions you might still have about EME.



## Vicente makes 'a bundle'

When technology makes products smaller, it's time to make the shipping package bigger — at least in the suggestion award case which earned Vicente Espinosa \$1,400 for his idea. Here, Merchandise Director Bill Carhart presents the award.

A checker-loader in 9844, Vicente suggested that new, compact mini-dial units should be packed 10 to a box rather than individually. His idea saves on shipping, packing, material identification and addressing costs.

In addition, Vicente received the framed suggestion plaque in the foreground. The Works began issuing the plaques last month to serve as mementos for suggestors.

- Western Electric prices to the Bell Telephone companies for telecommunications products are substantially lower than the lowest prices of other suppliers.

This is according to a recently completed comparison of prices done each year by AT&T's Construction Plans Department. The comparative analyses provide the operating companies with a gauge of reasonableness of Western's prices.

The annual price comparisons show, on the whole, WE prices are about 65 to 70 percent of the lowest general trade prices. In a breakdown comparing 1971 prices, for instance, Western's cable prices were about 77 percent of the lowest prices charged by others for both polyethylene and pulp insulated types. In switching equipment, assembled central office switching or PBX equipment was priced at about 60 percent of prices for similar equipment purchased by independent telephone companies.

## Vi Popper — Cicero 'Woman of Year'

Vi Popper, (9123) Hawthorne's lady clown extraordinaire, was honored recently as "Woman of the Year" by the Cicero Business and Professional Women's Club.

The civic club presented a plaque to Vi, an engineering analyst at Canal Street, "in recognition of her notable civic contributions and the innumerable

hours spent so unselfishly for benefit functions of the Oop Alley = 15 Clowns of America."

Oop Alley is a club Vi and her husband, Frank, helped organize several years ago to entertain children, especially those in hospitals and schools for the mentally retarded.

Recently the group of Oop Alley merry makers "adopted" two mentally retarded eleven year old orphans from St. Colletta's School for the Mentally Retarded. The group purchased toys and other needed articles for the youngsters and visits them regularly.

Vi is also a past PTA president of the Joseph E. Gary Elementary School in Chicago and has done volunteer work for the Salvation Army.



At a dinner honoring her as "Woman of the Year," Vi Popper (second from right) receives a plaque from the Cicero Business and Professional Women's Club. Making the presentation were (from left) Mrs. Frances Anders, club president, and Mrs. Anna Svoboda and Mrs. Alice Darda, co-chairmen of the dinner event.

## How much did you know?

### Answers to quiz on pages 4 and 5

WHAT DO WE LOOK LIKE ANYHOW?

1. c) 40-42; 2. c) 17; 3. a) 16,500; 4. b) about \$185 million; 5. a) 23; 6. c) about 24,500

WHAT'S OUR LINE (OF BUSINESS, THAT IS)?

1. f) all except "B"; 2. c) Cap Paks; and e) Line Status Verifier; 3. d) 50 years; 4. d) None; 5. d) all except "c"

WHICH CAME FIRST? (OR, THE BELL FAMILY TREE)

1. b) AT&T; 2. b) fully-owned subsidiary; 3. d) answers "a" and "b"

WHERE DO WE FIT IN THE MARKET?

1. c) primarily for the Bell System and the Government but, in special cases, for non-Bell telephone companies too; 2. d) 4.3¢; 3. e) 10th; 4. d) 7th; 5. a) 225th

ISN'T THERE A BETTER WAY?

1. e) all of the above; 2. d) about 65%

AS A COMPANY, WE CAN'T VOTE; SO HOW CAN WE BE A GOOD CITIZEN?

1. b) Junior Achievement; 2. a) Chicago Business Opportunity Fair; 3. b) Community Relevance Organization for the Spanish-Speaking (CROSS); 4. a) the Industrial Skill Center; 5. c) Hawthorne Tutoring Program

**Archery Club** members are urged to set their sights on Saturday, May 19. That's the date of the club's annual awards picnic, and this year it's being held at the White Eagle Woods, 39th and Harlem. Refreshments, games and lots of fun are on tap. Bring the whole family. For more information call Don Mytys on Ext. 6702.

\* \* \*

The latest in trailers, tents, motor homes and fifth-wheelers will be on display May 11 at Albright Field as the **Camping Club** presents its spectacular Camp-o-Rama. The exhibition runs from 10 a.m. to 9 p.m. with club members on hand at noon and after 4:30 p.m. to answer your questions. Everyone's invited, so stop over at noon or bring the family later.

The club has also announced that its annual interworks outing with the campers at the Company's Indianapolis Works will be held May 26-28 at the Broken Arrow camp ground in Indiana. Members can get more information by calling Ray Nesladek on Ext. 3216.

All you'll need is "love" for the **Tennis Club's** traditional "Spring Opener" Sunday, May 20, in the Albright Gym. The activities, which get underway at noon, include a fashion show featuring the latest in tennis wear, an exhibition match, tennis lessons, door prizes and entertainment. The event is open to all employees. Contact Jean Michalowski on Ext. 3141 for details.

\* \* \*

It's horseshoe time again, so crank up the old arm and get ready for May 14. That's the day the **Horseshoe Tournament** opens and all employees are eligible.

Play will be held during lunch time daily at the courts located south of the bandshell. Participants will be assigned to one of three classes after qualifying tosses. If you're interested call Bill Kaczynski on Ext. 5339.

\* \* \*

The **Bicycle Club** extends an invitation to all Hawthorneans to "Come ride with us for a refreshing change of pace and discover the Illinois you haven't met." The cycling season is just getting into full swing and the bicyclers next outing is scheduled for April 29 when they'll ride for the handicapped in Grayslake. If you want to join call Ron Patula on Ext. 4268.

\* \* \*

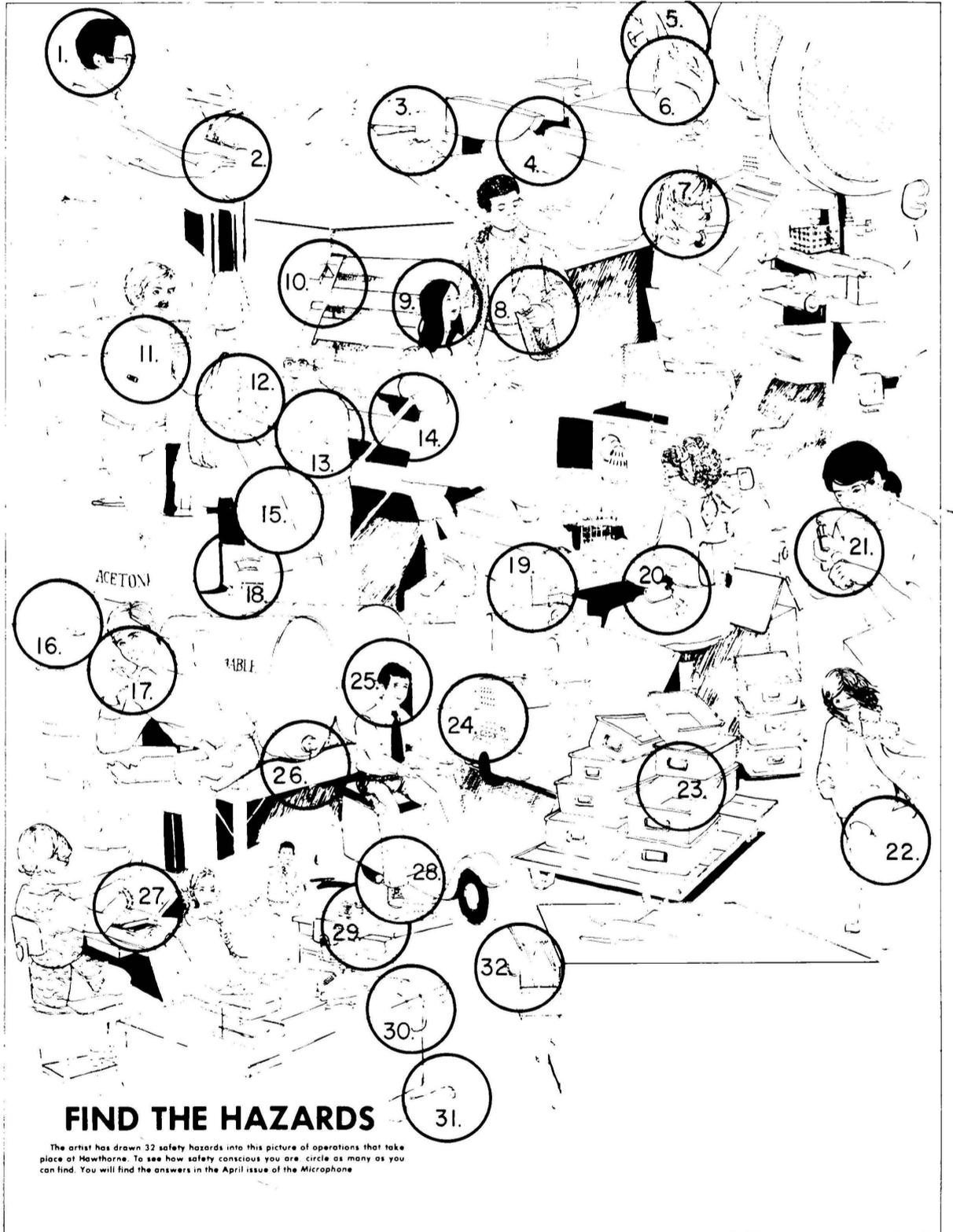
The 38th Annual Pioneer Women's Party will be held Sunday, June 3, at the Sheraton-Oakbrook Hotel. A social hour begins at noon and will be followed by dinner and entertainment. Music will be provided by the "Edwardians." For ticket information, call Martha Rehder on Ext. 2655. All Hawthorne active and retired women are invited.

Assistant manager **Chuck Lawson** (5960) will be honored by the Lawndale Chicago Boys Clubs at its "Men of Distinction" dinner April 29 at McCormick Place. Chuck has been a member of the club's board of managers since 1966 and chairman of the board since 1970. He is also on the board of directors of the Chicago Boys Clubs . . . Development Engineer **Epifano DeAvila, Jr.** (5984) participated in the Fourth Annual Conference of the National Alliance of Businessmen last month in Washington, D.C. Epifano, educational director of 10 Chicago Latin American Jaycees and Chairman of the Youth Motivation program at Chicago's Tuley High School, gave his views on the "Problems and Needs of America's Disadvantaged Youth." . . . Medical organization department chief **Russ Kempiners** (4633) recently monitored an all-day session on alcoholism attended by some of the nation's leading authorities on the subject. Russ is chairman of the board of the Chicago Metro Council on Alcoholism, which was one of the seminar's co-sponsors . . . And while we're on the subject, two members of Hawthorne's Plant Protection department (8819) were guest speakers at an Industrial-Commercial Security seminar at Moraine Valley College. Fire captain **Joe Steinhoff** talked about "Fire Protection and Identification of Hazards," while **A. W. Vander Linde**, captain of plant protection, described the "Principles and Techniques of Good Report Writing." . . . And from department 9818 comes this "You won't believe it but" story. **Eva Mundrich** recently called her boss to tell him she'd be a little late for work. It seems her clock was running backwards! Wonder why she didn't hear it going toc-tic toc-tic toc-tic . . .



**SHARING THEIR SECRET . . .** This group of Cap-Pak employees on the second shift (8234) consider themselves to be a closely knit team — so much so that they recently decided to share their secret with others. The operators

purchased matching orchid-colored smocks and identification badges so that people will know at a glance who they are and where they work. The girls are (l. to r.) Maria Bihun, Maria Bertosa, Joann Wojcieszak, Jessie Bly and Sandy Vardalos.



## Find The Hazards—answers

If you found last month's "Hazards" quiz tough, that's because it was meant to be. In real life, hazards are sometimes just as hard to notice — but a lot more important to find. Hopefully, seeing them in the quiz will help us recognize them a little more easily on the job.

**Legend:** 1) ear muffs required; 2) gloves required; 3) mushroom head hammer; 4) guard improperly adjusted; 5) ear muffs required; 6) hair net needed; 7) ear muffs required; 8) food outside designated eating area; 9) not watching step;

10) skid up on end; 11) smoking near acetone container; 12) hand on sling; 13) sleeves required; 14) hand off rail; 15) improper load; 16) no safety feet on ladder; 17) smoking near flammable liquid; 18) blocked fire extinguisher; 19) stacking too high; 20) ear muffs off; 21) using screwdriver as chisel; 22) running; 23) improper stacking; 24) too heavy a load; 25) no safety glasses; 26) oil leaking onto floor; 27) bracelet near moving machinery; 28) foot off scooter; 29) drawer left open; 30) phone cord dangling; 31) phone cord tripping hazard; and 32) drawer left open.

# 1973 HELLO CHARLEY FINALISTS



BARBARA BAEZ - 8525



SUE DEBARTOLO - 8843



SALLY LEAL - 3411



CLARITA IRVIN - 5141



LORI ROCHE - 9151



Year after year Hawthorne's Hello Charley Queen represents the Works with dignity. Among her queenly attributes are charm, grace, an outgoing personality, a desire to meet people and help others and a quick ability to express herself - not to mention good looks.

In June, one of these ten girls will step forward to receive the Hello Charley crown and begin her reign as Hawthorne's official representative.



SHARON GIBSON - 3158



CHERYL KOZISEK - 995



DIANE NICOLOPOULOS - 3244



NANCY STREMSKI - 4816



LINDA VELEK - 3252



**Western Electric**

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