



**Global Days of Caring**  
(see page 4)



# Valley Voice

September/October 1998



## Valley Voice

September/October 1998

A publication for active and retired employees of Lucent Technologies Merrimack Valley the Heart of *Photon Valley*

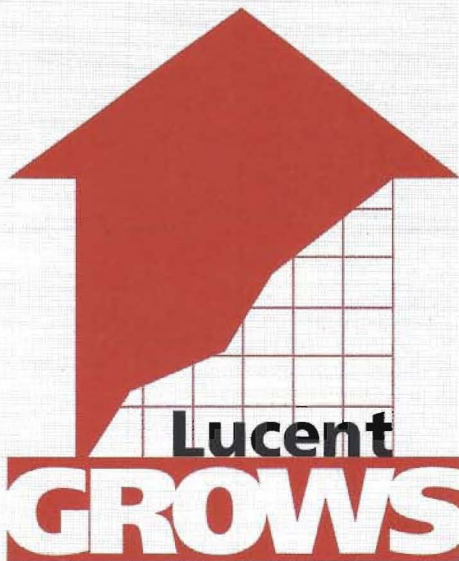
E. F. Newland, Jr.  
Product Realization Vice President — Merrimack Valley

**Valley Voice editor:**  
Dianne Coppola, x3553

Please send address changes, inquiries, or comments to:

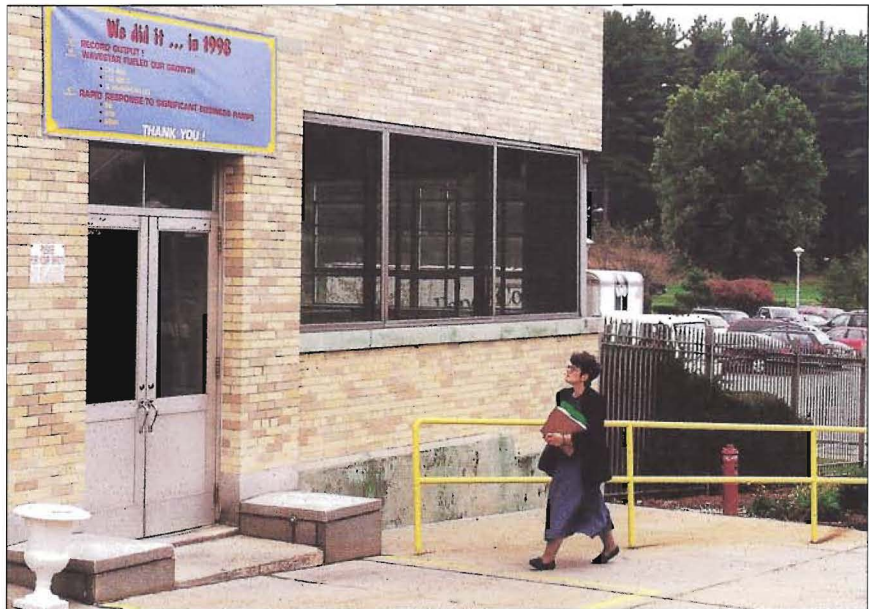
Lucent Technologies  
Public Relations 20-2X74  
1600 Osgood Street  
North Andover, MA 01845  
or call (978) 960-3553

This publication is printed on recycled paper



Global growth mindset   Results-focused   Obsessed with customers and about competitors   Workplace that's open, supportive and diverse   Speed

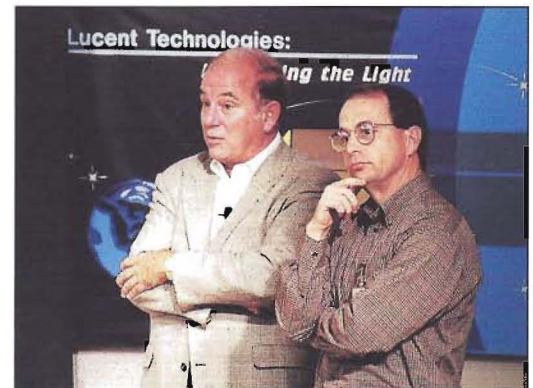
## We did it . . . in 1998



Employees arriving to work on Oct. 1, the first day of our new fiscal year, saw banners like this proclaiming our major accomplishments for 1998. We have much to be proud of! Record output; growth fueled by WaveStar — success stories in OLS 40G, OLS 400G and 16 wavelength OLS (see page 3); Rapid response to significant business ramps in DIF, XTSI and NGLN. We couldn't have done it without the hard work and dedication of each and every one of you. Thank you for an exceptional year, and let's keep it going in 1999!

## Town Meeting

ONG President Jerry Butters, COO Harry Bosco and members of the Optical Networking Board of Directors held their September meeting at Merrimack Valley. They also hosted a "Town Meeting" where employees got to hear first hand about the state of the business. "It has been a very exciting year," said JR Newland. "We have introduced more new products in the past six months than in the last seven years." Harry added that "this is just the beginning! Our new products are getting amazing reception, but customers are asking 'Can you really do it?' We have to!" He encouraged everyone to get into the frame of mind that we are entrepreneurs. "Right now, growth is number one," said Harry. "We need to expand our customer base, then go after reducing costs." So take a deep breath and get ready for 1999.



**Harry Bosco and JR Newland** answered questions at the recent ONG town meeting.

# Growth in 1998 fueled by WaveStar

## WaveStar OLS 40G, Release 3 certified for deployment in AT&T's long distance network —

Release 3 is the first 16 wave-length system for AT&T. It doubles the capacity of their existing equipment, and gives them the ability to add or drop wavelengths to better utilize capacity. In order to provide all this, we had to introduce 20 new circuit packs in just 11 months! "One of AT&T's selling points is the integrity of its long distance network," says Project Manager Tom Tulley. "Quality is a key issue. The fact that Lucent met their quality requirements says a lot about our products and people."



## WaveStar OLS 400G first shipments to customer —

The first shipments of the WaveStar 400G equipment to an end user customer occurred on Sept. 14 and 15, 1998. The customers were AT&T and Sprint. The bays will be installed in the AT&T DSL-I lab and the Sprint ICLE lab for evaluation and ongoing circuit pack shipments. This is in line with the anticipated December 1998 product General Availability.

## First production circuit pack for BandWidth Manager —

In September, the first production circuit pack for WaveStar BandWidth Manager (BWM) rolled off the Future Quest Line. The first two systems are scheduled to ship in late December for an Initial Customer Laboratory Evaluation (ICLE). BWM replaces the combination of a DACS III-2000 Digital Access and Cross Connect System and a Lightwave Carrier Terminal with significant cost and space savings. "BandWidth Manager is a very exciting new product offering with a host of new customers, both domestic and international," says Arnie Ziemian, BWM Test Engineering Manager. "This project brought together the resources of several Bell Laboratory locations throughout the world and several manufacturing and engineering groups here at Merrimack Valley."



# 1998 Global Days of Caring

*Notice the "s"? That's because this project has grown so much, it couldn't all be done in just one day! This year, we had 20 projects for volunteers to choose from. Though the final totals are not in yet, it is clear that we exceeded last year's numbers for volunteers and for hours worked. Thank you to all!*

**ABC House** — ABC (A Better Chance) House serves as living quarters for underprivileged, minority teens while they attend Andover High School. Our volunteers did interior painting.

**Back-to-School Backpacks** — Groups got together to fill backpacks with back to school supplies for children in the foster care system.

**Car Wash** — Car wash held in front of the plant raised funds for Pioneer projects.

**Catholic Charities and Strongest Link AIDS Services** — Personal care and new household items were collected and delivered to a former homeless person who just moved into an apartment.

**Creative Living, Inc.** — Our volunteers did exterior painting and yardwork, and built new barn doors at this residential setting in Andover for mentally challenged adults.

**Crohn's & Colitis Foundation Benefit Walk** — A walk-a-thon along Boston's Freedom Trail to benefit CCFA. Lucent walkers raised \$1,300 for the cause.

**Disaster Kits** — 181 kits containing essential personal care items for men, women, children and infants were assembled containing items collected at drives held at MV. The kits were delivered to Florida to aid victims of Hurricane Georges.

**Elderly Home Fixups, Cleanups** — 65 volunteers from the Quality organization did yard work and maintenance on two homes in Haverhill occupied by elderly people unable to do the work themselves and/or who had no family or neighbors able to assist them.

**Food & Clothing Drives** — Articles of clothing and nonperishable food collected during drives at MV were sorted, packed and delivered to shelters around MV and Boston.

**'Food for the Poor' Housing Program** — This program builds small homes for poor families in Third World countries. The MV IT group constructed a 12' x 12' room with a concrete floor, three windows and a small porch. The completed unit will be used as a display model at a "Food for the Poor" fund-raiser in Boston next March.

**Good Shepherd House** — Volunteers began to put together Thanksgiving food baskets for this soup kitchen in Lawrence, MA.

**Harold Parker State Forest** — Volunteers worked in partnership with "Outdoor Explorations" to construct a wheelchair accessible trail through the forest.

**Haverhill Pregnancy Center** — A drive was held to collect baby items to help the Center in their efforts to assist pregnant teens.

**Map Paintings** — United States maps were painted on the playgrounds of elementary schools in Boxford, MA and Fremont, NH.

**Net Day** — Volunteers stripped wires, drilled holes through firewalls and pulled cable through ceilings in order to wire Central Catholic High School in Lawrence for Internet access.

**Northeast Chapter for Independent Living** — Volunteers did interior painting at the center which offers services and programs that help improve the quality of life for people with disabilities.

**Northeast Family Institute** — Located on the grounds of the former Danvers State Hospital, NFI is a temporary home for troubled boys. Volunteers helped with repairs and general maintenance and provided items outlined on their wish list.

**Nursing Home Visits** — 18 volunteers visited one-on-one with residents of six local nursing homes who were identified as having no visitors

**Rockingham County Nursing Home** — PEC personnel collected personal care items for residents. They also raised funds to buy a new keyboard for the home and plants to replant their atrium area.

**Spicket River Cleanup** — Volunteers joined in the ongoing effort in Salem, NH to clear fallen trees and debris from the river and help make it more accessible for canoes.

# Way to go, Merrimack Valley!

*Keeping our customers happy is nothing new at MV*



**Lucent installer Mike Cavaliere** was so pleased with the help he got from Merrimack Valley that he decided to tell the whole company about it. Mike sent a letter of thanks to Lucent Technologies Today. He is shown here at left, with Mark Patnaude and Kathy Latawicz, two of the MV people who helped him to complete an installation job on time.

If you read Lucent Today regularly, you may have seen a small item in the Aug. 28 issue under Letters to the Editor called "Way to go, Merrimack Valley." The author, Michael Cavaliere, a Lucent Installer, wrote in to thank some MV people for "going above and beyond to get the job done."

It seems that Mike was installing an Optical Translator for AT&T in Lawrence when he found he was missing a few cables. Having dealt with Mark Patnaude in the past, he decided to call him and see if he could do anything to help expedite the order.

Mark, an engineer who works out of MV for Eastern RTAC - the Regional Technical Assistance Center, happened to be at home that day, recovering from shoulder surgery. But when he checked his messages and got Mike's call, he went into action.

"First, I called Dick Hohmann, an engineer I knew was familiar with the Cable Shop," said Mark. "Dick, put me in touch with Cable Coordinator Dave Gordon. When I explained the situation to him, he said he would be glad to help, but the order had to go through Customer Service. After a few more calls, I reached Kathy Latawicz, and she took it from there."

"Mark gave me Mike's number at the installation site," says Kathy. "I got some specifics from him and conveyed the information back to Dave. He had the shop build the cables, walked them through packing and shipping, had everything stamped, and turned them over to me. I delivered them to Mike at the gate. It all took just three hours."

"I figured it was worth a shot to ask, seeing how I was just five miles down the road," says

Mike. "Their actions saved two weeks for the customer, so I just wanted to say thanks."

Mark says that "We're no different from a lot of people, someone just decided to thank us publicly. There's thousands of people here who do the same thing every day." Kathy agrees and adds that "we have come a long way for shipping material in a crisis. The shops really react well whenever we call."

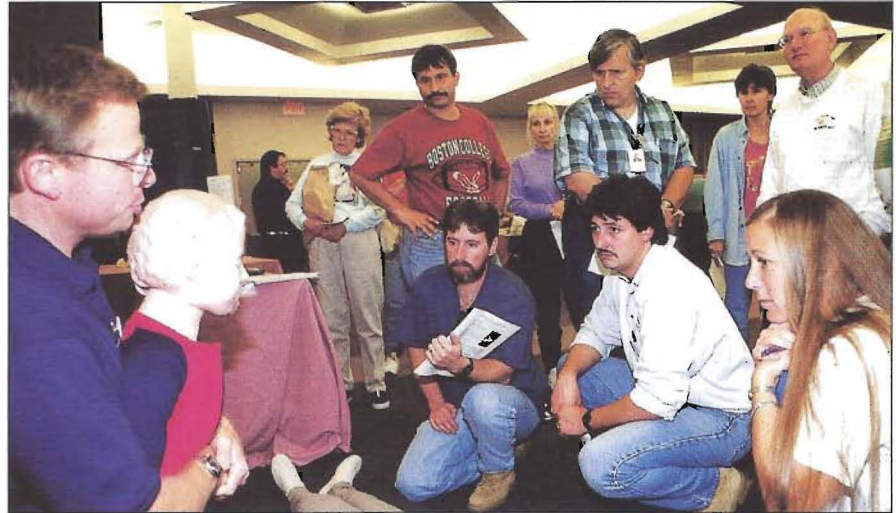
## Around the Valley

### Emergency Response Fair

September's Emergency Response Fair gave employees an opportunity to learn about MV's efforts in that area, and to pick up information on many health-related subjects.

Displays were prepared by our Emergency and Medical Emergency Response Teams, the Medical organization, the Red Cross, the American Heart Association, and others.

The Emergency Response Team (ERT) is a group of highly trained volunteers, who provide 24-hour coverage for emergencies ranging from fires to chemical spills. The Medical Emergency Response Team (MERT) answers all medical calls. Many members are cross



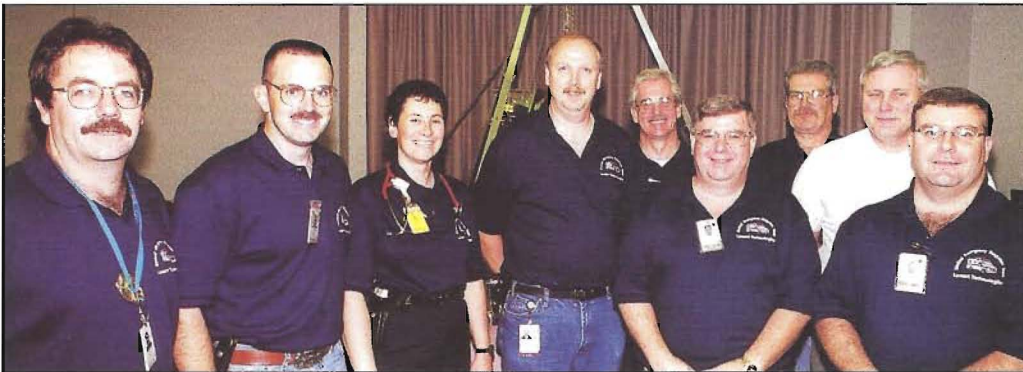
**ERT member Brett Greenlaw** demonstrates the Heimlich Maneuver on a child sized mannequin at the Emergency Response Fair.

trained and ready to respond to any type of emergency.

The MERT is currently seeking new volunteers, especially EMTs

and First Responders on second and third shifts, and in Bldg. 88 in Haverhill. For more information, please call Kevin

Major on x2873, Dennis Gauvin on x5721, or Shelley Rosenbaum-Lipman on x2297.



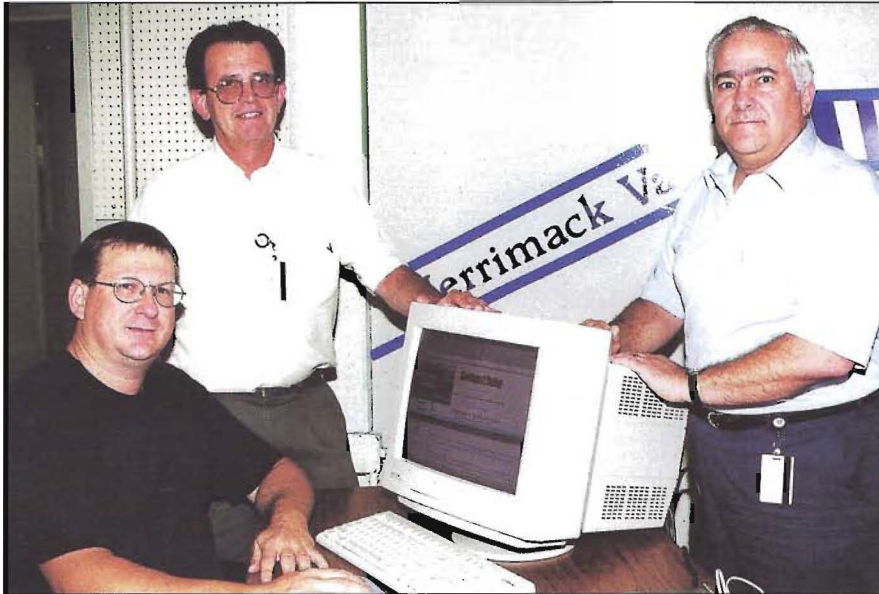
**MERT seeks new volunteers** — If you are a trained EMT or First Responder, you could join these MERT volunteers to help provide emergency medical assistance at Merrimack Valley and in Bldg. 88 in Haverhill.

### Softball Champs

Congratulations to the A's, Merrimack Valley's 1998 Softball Champions! The team went undefeated in the playoff season, first beating the Mud Hens in the semifinals, and then the CASTL Knights in the championship series.

Shown seated, from left, are Jack Myers, Bud Wood, Henry Maldonado, Kelvin Torres and Don Anderson. Standing, from left, Alex Camejo, Mark Barson, Ken Wolenski, Ken Peters, Bob Maggiacomo, Fran Forgit, and Ray Perez. Not present, Brian Denney, Dennis Fontaine and Ben Scovotti.





## Making communication work for everyone

Have you heard about all the information available on Lucent's intranet, but don't have a way to access it? Well, you do now!

A computer has been set up to give intranet access to employees who do not have terminals at their desks. This is the first of many planned throughout the factory. It is located at 30-2E18, and is tuned into the Merrimack Valley home page. From there, you can visit hundreds of other Lucent web sites. You can read

publications like Lucent Technologies Today, today@lucent, Spectrum, and Bell Labs electronic news. You can also find information on many MV organizations and projects, company policies, news on other business units, and more.

This computer is the result of a suggestion made by Wayne Warren at one of JR Newland's Communication meetings. Wayne, a pipe fitter in Works Services, is shown seated at the new computer with Al Baker, PC Hardware Support supervisor, and Dale Dallon of the Information Technology group.

## Deb Govostes submits top idea GCM's 'Quest for the Best' program, saving Lucent a projected \$1.25M

Deb Govostes, a customer team member for Global Commercial Markets (GCM), recently received a Quest for the Best Award for her idea on streamlining the trade show lead follow-up process.

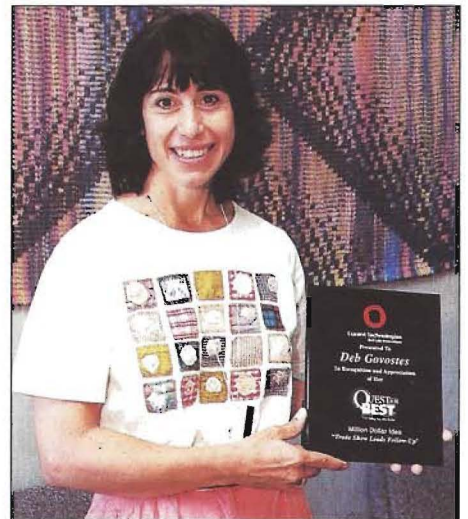
Quest for the Best is a program that looks for cost saving ideas from employees in the GCM business unit. Deb identified a software system that will help to better qualify

customers visiting Lucent booths at trade shows. This will make the process more efficient, and because customers can input their own information, it will reduce the number of people needed to man the booths. Due to the amount of trade shows per year, this will add up to a significant savings. Her idea is projected to save nearly \$1.25 million, making it the program's top idea this year. She received the maximum award, the cash equivalent of \$2,500 which she can redeem for the prize of her choice out of their gift catalog.

## Import/Export Freight Forwarding Group

The Import/Export Freight Forwarding Group at MV was established one year ago to strengthen compliance with government regulations and maximize duty savings. The group consists of Luan Giannone, Import/Export and Freight Forwarding Manager; Kyle Crouch, Import Operations Specialist; Scott Bruce, Export Compliance Specialist; and Richard Csernelabics, who has recently joined the group as Export Compliance Supervisor. They have been able to realize significant cost reductions and savings for MV for 1998 by recovering \$558,693 through duty recovery and savings. Also, \$270,396 will be returned to MV from duty drawback claims in 1998.

The Import/Export Freight Forwarding Group is an aid to MV's growing international presence. Should you have any questions or concerns in regard to importing or exporting material, please give any of the members a call.



**Deb Govostes** shows the Quest for the Best award she received for her cost saving idea.

## Diversity at work

### Two receive awards at National WILL conference



**Colleen Latour and Paula Fines** were honored with individual awards at the 1997 WILL conference.

(ECAP) at MV. In 1985, she received a Tribute to Women in Industry Award and currently serves on the YWCA TWIN Steering & Selection committees.

Colleen Latour, ISO Compliance Supervisor for Customer Service, received the Community and Civic Award which is given to an individual who has demonstrated strong commitment to the community as a representative of WILL in 1997. Colleen has shown she is committed to providing opportunities for young people in our area to live up to their potential. She has organized a career day for eighth grade and high school girls, and workshops for girls at the Lawrence YWCA. She is also deeply involved in Take Our Daughters to Work Day and a strong supporter of programs at the Domestic Violence Women's Resource Center.

Two WIL-MV members were recognized with awards at the international WILL Conference held this past July in Washington, DC.

Paula Fines, technical manager in the WaveStar development team, won the Individual Award which is given to an individual who best demonstrates outstanding

achievements and is considered a valuable and integral member of WILL in 1997. For many years, Paula has been a leader and a role model for other women in both Lucent and in the community. She was a founding member of the Women in AT&T - MV Chapter, and is active in the Employee Career Advisory Program

### Hispanic Heritage Month celebrated in September

Special events for Hispanic Heritage Month included a trivia contest, a Latin American Arts & Crafts display, a Hike-a-thon, and several music and dance performances.

Jessica Maria Santos returned to MV performing several folkloric dance numbers. Jessica is a highly accomplished dancer and the daughter of Vision secretary Vicki Rodriguez.

Musical performances by Inca Son and Grupo Gitano included traditional Andean music and flamenco guitar music.



**Clara Centeno-Calero and Eric Dejesus-Rentas** are shown at one of the exhibits at the Latin American Arts & Crafts display.



## Merrimack Valley People



**Schwarz**



**Adams**



**Bean**



**Berube**



**Brockelbank**



**Browning**



**Cooney**



**Csernelabics**



**Dang**



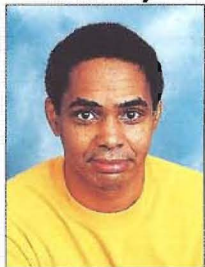
**Francisco**



**Grady**



**Grelle**



**Hamlett**



**Hochmuth**



**Kamberalis**



**Kasila**



**Lynch**

### SCHWARZ ACCEPTS AWARD FOR ONG

The International Engineering Consortium honored the WaveStar™ BandWidth Manager with its 1998 InfoVision Award for outstanding products and services. **Bill Schwarz**, SNET and Platform R&D vice president, accepted the award on behalf of Optical Networking Group. The award was presented at the 1998 National Communications Forum on Oct. 5 in Chicago.

Products and services are judged in the categories of innovation, uniqueness, market impact, customer benefits and value to society.

### PROMOTIONS

**Diane Adams** — Administrative Operations Supervisor

**Mark Bean** — Business Systems Specialist

**Mary Berube** — Quality Administration, Data Networking

**Jacqueline Brockelbank** — Case Manager for Product Change

**Joanne Browning** — Production Scheduling Analyst

**Leo Clarke, Jr.** — STA in Customer Technical Support, DACS IV, WaveStar BWM

**Patricia Cooney** — Business Manager Planner, Access Products

**Richard Csernelabics** — Export Compliance Supervisor

**Minh Ha Dang** — Business Performance Manager, ONG CFO

**Phil Francisco** — Director, IXC Market Development & Applications Planning

**Lynne Grady** — Delivery Performance Metrics Specialist

**Patrick Grelle** — Order Realization Technical Manager

**Leslie Hamlett** — Business Systems Specialist

**Peter Hayden** — GSP Product Unit Interface Technical Manager

**Sharon Hochmuth** — Project Specialist

**Theresa Kamberalis** — Information Manager, GSP Process Engineering

**Christine Kasila** — Senior Human Resources Specialist

**Patricia Linehan** — Project Management Specialist

**Randall Lynch** — SLC Carrier Product Management Technical Manager

*continued . . .*



**P. Martin**



**Maxwell**



**Mazalauski**



**Pineault**



**Proulx**



**Quatrala**



**Tymann**



**Wilkes**



**Young**



**Bradley**



**Noonan**



**Ingham**

**Judith Martin** — Senior Accounting Specialist

**Patricia Martin** — Business Systems Specialist, SONET & Next Generation SONET

**Virginia Maxwell** — Manager, EMEA/CALA Applications Engineering

**David Mazalauski** — BUC/Communication Specialist for ONG

**Catherine O'Dea** — Business Systems Specialist supporting Optical Products Process Engineering.

**Gerard Pineault** — Business Systems Specialist

**Marjorie Proulx** — Case Manager for Product Change

**Lisa Quatrala** — Senior Product Planner

**Nathan Tymann** — Global Purchasing Specialist, Optics

**Donald Wilkes** — Technical Manager, Product Change Management

**Linda Young** — Project Management Specialist

## GRADUATES

### *Advanced Degree*

**Diane Adams**, SONET & Platform R & D— MBA, New Hampshire College (*photo on page 9*)

**Jon Bradley**, FT-2000 Software Development — Masters of Science, Telecommunications, University of Colorado, Boulder

### *Bachelors Degree*

**Marylou Noonan**, NetMux TSVS Resource Planning — Bachelors of Art in Business Administration, Boston College

### *Associate Degree*

**Susan Ingham**, Workforce Relations — Associates of Science in Business Management, Northern Essex Community College

**Daniel Poirier**, FastLine 1 & 2 — Associates of Science in Business Transfer, Northern Essex Community College

**Ted Tobey**, Powerhouse — Associates of Science in Operations Management, Northeastern University

## RETIREES

Years of Service

### August

36 William L. Briggs  
32 Evon B. Danus  
17 Natalie E. Evans  
42 Lorraine M. Kozdras  
18 Kevin X. Mangin  
39 Sheila K. Mansfield  
38 Nancy G. Merritt  
15 Madeline G. Poore  
36 Everett S. Robar

### September

36 Frederick Coppeta  
27 Delwyn Cummings  
20 John B. Hoare  
32 Edward A. McCusker  
28 James T. Stormont  
28 Lillie J. Torrence  
37 Alexander J. Zaccardi

## 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 of the *Valley Voice*!



**Balmelli**



**Benham**



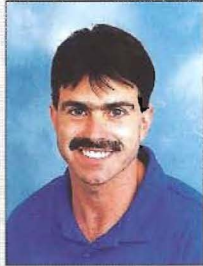
**Chau**



**Damon**



**DeMarco**



**Dumont**



**Foster**



**Hill**



**Stylianopoulos**

## RECLASSIFICATIONS

**Edward Balmelli** —  
Information Technology, MTS-I  
to MTS

**Wayne Benham** —  
DDM 1000 & 2000 Circuit Pack  
Product Engineering, MTS-I to  
MTS

**Vi Chau** — Optical Products  
Test Engineering, STA to MTS-I

**David Damon** — FT-2000  
Software Development, MTS-I  
to MTS

**James DeMarco** —  
WaveStar Bandwidth Manager,  
MTS-I to MTS

**Michael Dumont** — DACS II  
Current Engineering, MTS-I to  
MTS

**Robert Foster** — DACS VI  
and WaveStar DACS TSO,  
MTS-I to MTS

**Lawrence Hill** — AT&T  
CBU Customer Operations,  
MTS-I to MTS

**Mark Patnaude** — Eastern  
Regional Technical Assistance  
Center, STA to MTS-I

**David Stylianopoulos** —  
In-Circuit Test Engineering,  
STA to MTS-I

## SERVICE ANNIVERSARIES

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

### SEPTEMBER

Monica Burch (25)  
Helen T. Danilecki (25)  
Daniel H. Dennehy (25)  
John J. Forte (25)  
Connie-Jean S. Horning (25)  
Rae B. Kochakian (25)  
Richard A. Lapierre (25)  
Bernd O. Abele (30)  
Carolyn M. Bargoot (30)  
Helen P. Barnes (30)  
Barry W. Hartmann (30)  
Carmen Johnson (30)  
D. E. Sanford (30)  
Christine T. Tuccolo (30)  
Robert W. Waardenburg (30)  
Carolyn J. Gagnon (35)  
Donald E. Guerin (35)  
John D. Randone (35)

### OCTOBER

Paul W. Andrus (25)  
Raul A. Avellan (25)  
Marylou G. Noonan (25)  
Ernest R. Picard (25)  
Michael J. Riley (25)  
Berj Chekijian (30)  
Beverly M. Dagostino (30)  
Frank J. Dibenedetto (30)  
Judith E. Gagnon (30)  
William A. Houde (30)  
Carol C. Riley (30)  
James R. Salyards (30)  
Robert R. Boudreau (35)  
Jean M. Moses (35)  
Joyce A. Kneeland (40)

## IN MEMORIAM

Nagindas Soni,  
engineer, October 23,  
1998

Patricia Spada, test  
administrator, September 6,  
1998

Alexander J. Zaccardi,  
supervisor, September 22,  
1998

## Brian Martin runs for a purpose

*Brian Martin always knew that his running was for a purpose. He just didn't know how meaningful a purpose it would be.*

"I like to run road races, especially those in Methuen where I live. So I signed up for the Sports for Life road race," said Brian, who works as a MST (Machine Systems Technician), "but the race took on added significance because of Richie Davis."

Richie was a Lucent employee who succumbed to cancer. "Richie and I were very close so it really meant a lot to me to get involved and make the race a success." Brian, also a cancer survivor, is now the Race Director. He is in charge of making sure that the race day goes smoothly.

So what exactly is Sports for Life? It is a program run by the Holy Family Hospital Foundation. The Foundation uses this event as a fund-raiser to improve its Cancer Management Center, a site where local cancer patients can receive expert care. The fourteenth annual Sports for Life Day was held this past June 7 at Holy Family Hospital. The event has plenty of action for all involved. There is a 25-mile bike race, a 5K run and a 5K walk. This year Sports for Life raised over \$180,000.

One road race and one good cause wasn't enough for Brian. He decided to organize and run his own road race, which is now known as Country Club 5K Classic. Ironically half of the proceeds from this race were being donated to the Cancer Management Center before

Brian was diagnosed with cancer. "I thought that a road race would be a great way to benefit both the Cancer Center and the Town of Methuen," said Brian of the Country Club 5K Classic, which will be run on November 1<sup>st</sup> this year.

The race, which is run on the fairways of Merrimack Golf Course in Methuen, has annually raised nearly \$5,000. While half of the proceeds are earmarked for the Cancer Center, the other half is given to organizations for the needy and at risk families in Methuen. Proceeds from 1997 went to the J.D. Daniels Reward Fund set up to find the driver in a hit and run fatality in Methuen, to a cystic fibrosis foundation, and to needy families throughout the town.

Brian explained his commitment to helping others "Everyone is touched by cancer in some way. It's good to get involved. A lot of good can be done in a couple of hours."



**Brian Martin** organizes and runs in road races to benefit many causes.

If you would like to know more about the Country Club Classic or Sports for Life you can contact Brian Martin at x5851. If you would like to get involved in Sports for Life or the Cancer Management Center you can call the Dedicated Sports Line at (978) 557-0390.

*by David Fabrizio  
Contributing Reporter*

**If you know of any employee who deserves recognition for community volunteerism, please call the Valley Voice office on x3553.**

## Pioneers

### Chapter 131 receives People Who Care Award for Mansion project

Members of Chapter 131 received the coveted People Who Care Award at the Annual Meeting held in October in San Antonio, Texas.

The award is the highest form of honor a chapter can receive for its community service activities. It was accepted by President Lynda Hansen.

The award was presented in the Health and Human Services category for providing a vital service through the Mansion project. The Mansion project began in 1997 as a Global Day of



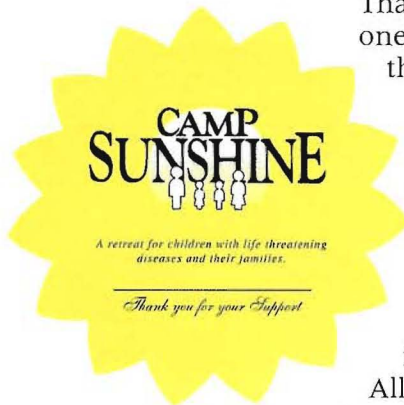
*Lynda Hansen accepted the People Who Care Award on behalf of Chapter 131 for the Mansion project. She is shown here with the award and some of her coworkers in Fastline 1 & 2*

Caring event and went on to become a regular Pioneer project. Efforts to furnish and decorate the shelter for homeless veterans have continued through out the year with food and clothing drives to benefit the residents, and the Chapter has helped to provide holiday meals. Now that some of the residents are moving out

of the shelter and into their own apartments, volunteers are helping them to learn basic skills needed to make the transition to independent living.

Lynda has coordinated the Mansion project from the start, but she gives all the credit to the Lucent people involved, particularly her co-workers in Fastline 1 & 2.

### Sunnies for Camp Sunshine



Thank you to everyone who supported the Camp Sunshine Sunnies Program! Over \$1,200 was collected through the sale of the Sunnies — did you see them covering the wall in the cafeteria?

All funds raised from the sale of Sunnies will help to build a permanent, year round facility at the Casco, Maine camp, a retreat for families with critically ill children. In late September, a group from Chapter 131 helped to run a one day event at the camp for 50 children and their families. With the proceeds from the Sunnies, a \$1,000 donation from the Pioneers, and additional donations, project coordinator Lucia Amenta was able to present the Camp with a check for \$3,000.



*JR Newland was among those who stopped in to see the display of Design A Bears. He is shown here with project coordinator Elena Bonaventura and one of over 300 bears designed by employees. Bears were distributed to young patients at the Children's Hospital Boston in late October. Learn more about this in our next issue.*

## For your information

### MV Tutoring group presents Lucent Cares Grant to Lawrence schools



**Joseph Patterson** (third from left) and **Mike Giammusso** (second from right) presented Lucent Cares Grants totaling \$5,500 to the principals of four Lawrence elementary schools. The grants were for volunteer hours by members of the MV Tutoring Program.

The MV Tutoring Program groups at four Lawrence elementary schools presented their schools with \$5,500 in Lucent Cares Grants. One Haverhill school received \$1,500.

Since 1989, members of the MV Tutoring Program have volunteered their time in many local schools. They currently have over 50 tutors working with children in Lawrence at the Leahy, Bruce, Henry K. Oliver and South Lawrence East schools, and in Haverhill at the Fox, St. James, Golden Hill, Tilton, and Haverhill High schools.

In addition to tutoring, MV volunteers work with students in Chess and Computer Clubs at two schools. Several are also

working on Project Charlie, a program that helps third graders learn how to deal with people who push drugs.

When the Lucent Cares Grant program started in 1996, the tutors were able to turn their volunteer hours into dollars for the schools they work with. Here are a few examples of how the funds have been used:

In Lawrence, the Bruce School purchased library books in the name of the Lucent tutors, the South Lawrence East School bought a PC for their Library. In Haverhill, the Tilton School used theirs to wire the teachers room and the library for internet access.

The Lucent Foundation

provides funds for employee volunteerism in nonprofit organizations by rewarding \$500 for each 100 hours of volunteer time. "This money is not regulated by the school department," says Joseph Patterson, coordinator of the Tutoring program, "the schools get to choose how they will spend it, and they have come up with some wonderful ideas. For instance, the Leahy School in Lawrence bought books, tapes and walkmen that children coming out of bilingual classes can check out and take home. There they can read the book while listening to the accompanying tape, which really helps them with their English."

### JAM Session

In early September, a group of 140 people from across the ONG business unit got together for a three-day JAM Session. Nearly 80 of them were from Merrimack Valley.

The purpose of the JAM (short for Joint Action Meeting) was to look at how we can create an operating environment that will help us to double the size of our business by the year 2000.

Over the three days, the group made a list of critical issues, proposed solutions, then broke up into teams to develop action plans. They came up with four priorities.

- Communicate the ONG strategy to all employees so that we all work toward the same ambitious goals.
- Develop new, different and exciting rewards and recognition programs.
- Become an agile

organization made up of cross functional teams who can respond faster to customer needs.

- Work on customer innovation teams to come up with new ideas. We have to develop the market, not follow the market.

Two more JAM Sessions are planned for 1999. One will be in Europe in January or February, and one in Asia in April or May.

## Winners of VIP Survey drawings

Want to know what time it is? Just ask one of these folks, because each of them won a snappy new Lucent watch! The lucky winners are: **Lyne Blanchette, Carol Cohen, Denise Demers, Ed Driscoll, Nicolas Gonzalez, Rudolph Knapp, Don Manning, Phoung Nguyen, Hector Ortolaga, Joyce Perillo, Roland Raymond, Isabel Rodriguez, Wayne Warren, and Bill Worrall.** Everyone who turned in a completed VIP Survey at one of the group sessions had an opportunity to enter the drawings. Watch for survey results in our next issue.



**More new employees!** These are MV's newest office workers. New production associates are shown on the back cover.

## Safety Fair

*Safety — It's Everybody's Responsibility* was the theme of the Safety Fair held in October. Nearly 2,000 employees visited the fair which was held for all three shifts. There were interesting displays and information on a wide range of subjects including VPP,

ergonomics, home safety, fire and burn prevention, safe driving, bicycle safety, and more. Bicycle helmets, fire extinguishers, smoke detectors, and carbon monoxide detectors were on sale at discount prices. Everyone who attended had a chance to win one of several Camping First Aid Kits.

## Union hosts picnic for retired members

In late August, the Communication Workers of America Local 1365 hosted its annual picnic for retired members. Over 500 retirees from Western Electric/AT&T/Lucent Technologies attended the event, held at Cedardale in Groveland.

Guests had a chance to visit with old friends, play cards, spend a pleasant day outside, and enjoy a delicious meal of burgers, hot dogs, ribs, chicken, salads and fruit.

Betty Levasseur, President of Local 1365 said "this picnic is our gift to the retirees." The local has over 3,200 members and another 3,000 or so retired workers.

## Like to write?

Would you be interested in writing an article for the *Valley Voice*? Please call Dianne Coppola on x3553 if you would like to submit a story, or if you have any story leads or ideas.



**Nearly 2,000 employees** stopped at the Safety Fair to see displays and gather information on many safety related subjects

# More new employees!



**The good news continues —** Merrimack Valley is pleased to announce that we have hired more new production associates. A total of 91 new employees attended orientation sessions, and they have been assigned to shops on the second and third shifts. New second shift employees are shown above, third shift are shown at left. See page 15 for newly hired office workers!

**Lucent Technologies**  
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