



# interCOM

COMPOSED, EDITED, AND PRINTED BY AND FOR THE EMPLOYEES OF IEEE

## ADMINISTRATION MESSAGE

The IEEE is amending its Pension Plan to comply with the new Federal regulations promulgated under ERISA

There are several changes which everyone should be aware of.

1. New vesting regulations are 25% after 5 years, 50% after 10 years and 100% vested after 15 years. This is a big improvement over our old plan.

2. An employee is eligible for entry into the Pension Plan when he or she is 25 years of age and has completed one year of service. You are automatically in the plan if you meet these requirements. After your first calendar year in the plan, you will receive a statement indicating your estimated Pension and Social Security Benefits if you retire at age 65.

3. The Benefit you will receive will be 50% of your salary in the highest five years of your last ten years of employment, less 50% of your basic Social Security Benefit. This is based on 30 years of service, and your pension is pro-rated if you complete less than 30 years of service.

4. There is now a "Break in Service" rule, and temporary personnel may be able to participate if they work more than 1000 hours per year.

These are only highlights of the changes, and after the new plan is approved by the Internal Revenue, you will receive a booklet describing and explaining the new plan.

In the interim, if you have any questions, please call the Personnel office (Ext. 7775).

## INTERCOM INTEREST AROUSED

This issue marks the second edition of the new INTERCOM. In the first issue, there was a great flurry of activity on the part of all contributors to the extent of causing us to have to print it as a 6-page product. The employee comments on that issue contained the enthusiasm we had hoped to generate, and on a graduated scale from "loved it" to "did not like it," the scale was decidedly tipped to the positive side. We welcome your continued interest and criticism without which we could not hope to improve the quality of INTERCOM.

## FEATURE

### IEEE BENEFITS

You may have noticed that miniscule amount of money deducted from your paycheck, the one listed under "I." That "I" stands for insurance, and many people may not realize the extent of coverage given by IEEE for the few dollars they pay each week. Most of the cost of insurance is borne by IEEE.

Each employee of IEEE may receive Blue Cross/Blue Shield coverage, Major Medical coverage, accident insurance, workmen's compensation, disability coverage, employee pension, and life insurance. A brief description of each benefit follows. Literature on IEEE benefits may be obtained by contacting Mrs. Frances Weitz, Supervisor of Benefits, on extension 176. Any problems or inquiries should also be referred to her.

**Blue Cross/Blue Shield:** This plan covers a great many expenses related to illness, hospital stays, surgery and anesthesia expenses, etc. Claims must be filed with Blue Cross/Blue Shield before a claim may be filed with Major Medical, even if one knows that BC/BS will not cover that particular expense. NOTE: PLEASE FILE CLAIMS PROMPTLY.

**Major Medical:** This coverage basically takes care of most expenses not covered by BC/BS, or claims that are made after the BC/BS coverage is used up. Up to 80% of most expenses will be covered, and payments up to \$25000 may be paid. Included in covered expenses are injury and pregnancy. A detailed list of covered expenses is included in the group insurance plan handbook, which employees receive when they enroll.

**Life Insurance:** The amount of life insurance coverage given is determined by one's salary. For example, a person making over \$4000 yearly and under \$6000 has \$6000 worth of life insurance. In the event of one's death, the amount of life insurance is paid to a beneficiary named by the employee when coverage began. Life insurance is also paid in the event of total disability lasting nine months or more, for as long as the disability lasts.

**Accidental Death or Dismemberment coverage** is also determined by the employee's salary and the extent of injury. Coverage is not given in the event of injury. Coverage is not given in the event of suicide, self-inflicted injury, or any act of war.



Long Term Disability coverage applies to employees who have worked for IEEE for ten years or more, or who earn over \$6000 per year. The employee who suffers total, permanent disability is provided with an income until retirement age.

The IEEE pension plan is paid for in full by IEEE. Pension payments are also based on the employee's salary. A detailed explanation of this plan will also be made available to all employees.

Some additional benefits include voluntary personal accident insurance, which is paid in entirety by the employee, and a tuition refund program. Under the tuition refund program, an employee may take a course related to his position at IEEE with the approval of the Personnel Manager and Staff Director. IEEE will reimburse up to 2/3rds of the cost of the course after the course is successfully completed.

In the event that an employee is required to serve jury duty, he will be paid a regular salary during the course of that obligation.

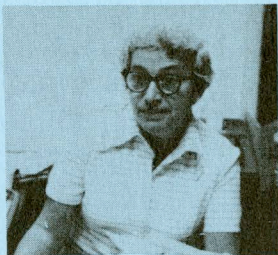
Again, Dee would like to stress the importance of contacting her with any problems or questions. Mistakes made in filing claims, etc., may be prevented by doing so, and thus will save both the employee and Dee needless work.

You may be wondering why an article on benefits after Gene Logan's excellent memo on said subject. Well, we can't stress the importance of knowing all about benefits, so we know you will keep your issues of INTERCOM forever, so ...

This reporter would like to express her appreciation to Dee, who gave much of her time to explain this plan, and to Mr. Logan, whose memo was a big help also!

Beverly Stagg

#### PROFILE - FRANCES WEITZ



Mrs. Frances "Dee" Weitz, Supervisor of our Benefits Program, has been with IEEE for 18 years. During her tenure here, she has been affiliated with almost every aspect of this company's functions. She became Supervisor of the General Services Department in New York in 1960, and continued in that capacity until 1967, when she became Supervisor of Coding. In April of 1969 she was again transferred, this time to the Membership Unit over which she was Supervisor until 1974, when she once again supervised the Coding Department. She remained there until February of this year, when she became "official expert" in charge of benefits.

At the time she took over benefits, Dee's job had remained open for nine months. It was Dee's job to update old files and procedures, a task which she has managed quite capably in the six months she has been Supervisor. She is in the process of recording all personnel benefit records on the computer, and is hopeful of achieving an entirely computerized file on the employees of IEEE.

In this writer's opinion, Dee is a prime example of the maxim, "Experience is the best teacher." She has gained through her work with various departments a thorough working knowledge of IEEE and its operations. This reporter learned a great deal about IEEE history in the time spent talking with her.

Since Dee is the source of information where benefits are concerned, it is important that all questions and problems be referred to her for clarification. She asks that anyone with a problem or inquiry please feel free to contact her for advice. Her extension is 176.

Before she began her career at IEEE, Dee attended photography school, which enabled her to qualify as an official U.S. army photographer when she enlisted in the service. She was given an honorable discharge after serving two and one half years. (during this part of the conversation, she informed this writer, who served briefly in the Navy, that I would probably regret leaving. She may be right ...)

Beverly Stagg

#### IEEE HISTORICAL INKLINGS

For some time after the birth of the AIEE (one of the two societies that became IEEE) in 1884, we were without a home of our own. The Institute was born in the house of the American Society of Civil Engineers, then a remodeled dwelling on East 23rd Street, New York City. In time, meetings began to be held in other larger accommodations, including a lecture theatre of CCNY. When we outgrew the available facilities, the American Society of Mechanical Engineers invited us to share as guests the accommodations of their new home at 12 West 31st Street, a remodeled fine old brownstone residence. Rapid growth in the number of members and size of meetings gradually put a strain on this arrangement. A place of our own was felt to be necessary, not only for reasons of physical accommodation, but also for reasons of prestige and society pride.

Luckily, at about this time, Mr. Andrew Carnegie was beginning his munificent gifts of library buildings throughout the country. The Institute had recently acquired an important electrical and scientific library, given with the condition that a suitable building be provided for it within five years. After long negotiations, Mr. Carnegie agreed to provide the money for a new building to house the Institute, its library, and several of its sister engineering and scientific societies. The Engineering Societies Building at 33 West 39th Street was dedicated in April 1907, and became the home of the AIEE

from that time until September 1961 when the Institute moved to the new United Engineering Center at 345 East 47th Street.

Veronica Lewis

#### INTER-OFFICE MEMO

##### CORPORATE SERVICES

The Corporate Services Department welcomed three new employees in August, bringing the department up to full strength: Lois Richwine, who will assist Una Lennon and Audrey van Dort in awards and intersociety activities; Marie de Pasquale, who will be the recording secretary and coordinator of arrangements for Executive Committee and Board of Directors meetings; and Ruth Calogero, who, as secretary to Senior Staff Director Charles F. Stewart, fills the vacancy left by Ruth Tabak's transfer to the Field Services Department.

##### CORPORATE OFFICE

Carol Gershowitz joined Dr. Schulke's secretarial staff on September 7. She is a graduate of Nassau Community College and a member of Phi Theta Kappa Honor Society.

##### DATA PROCESSING

Richard Schulz, our Senior Computer Operator known for his flair for dressing, does have in his collection a "quiet" shirt.

Sebastian Zacharias, the Manager of Programming, has become a citizen. What country, Zach ?????

Walter Last of the Programming Department gained recognition in his community for securing a petition to continue school bus service for residents of his town. His quest for immortality was squashed, however, because the newspaper misspelled his last name. To the Township of Mount Holly, he is known as Walter Lash.

Diane Patten, formerly of the Coding Department, recently made a lateral move to Key Processing. She was disappointed to find out she couldn't tune in on "All My Children" from the Inforex. She had been assured by Verna and Mario that if she switched she would be able to watch the soap operas in the afternoon.

##### MEMBER SERVICES

Member Services Department personnel took off in all directions during July and August. Linda Staples and Ann White took a 1-week cruise to 5 islands of the West Indies. They flew to Puerto Rico and boarded their ship, the Carla C., which took them to sunny Caracas, Martinique, St. Thomas, and Curaca. We all look forward to seeing the pictures that Linda snapped with her camera and its new zoom lens.

Kathy Venuto travelled north for her vacation. She fished and swam and took lovely photos of the beautiful scenery in Maine and Vermont.

Another traveler south was Mary Ann Savage, whose Bermuda trip was both vacation and honeymoon.

Sue Jacobson spent 2 exciting weeks touring Israel. The high point of her trip was the view of Jerusalem which could be seen as the plane landed in Israel.

##### SPSU, SSU, MARKETING

SPSU and SSU would like to extend an official welcome to Francis X. Timmons, who is the new Senior Marketing Manager. Mr. Timmons has been Vice President of Healy, Dixcy, and Forbes in New Jersey, and was Advertising Sales Promotion Director of the Wall Street Journal and Dow Jones publications. As Marketing Manager, he is involved in operations of membership, publication, and education services. He may be reached on extension 127.

Mr. Timmons' Administrative Assistant is Patricia Wojnas, who was formerly Supervisor of Subscriptions. The new Supervisor of SSU is Gina Giardina, formerly of Accounts Payable.

##### FIELD SERVICES

Welcome to Judy Rundle, who has joined the Field Services staff as Student Coordinator.

On July 15th Millie Smith became the grandmother of a 5 lb., 3 oz. baby girl, Gayle Denise, through the courtesy of her daughter and son-in-law, Eileen and Neil Roth. Eileen is a former IEEE employee.

##### GENERAL ACCOUNTING

Thomas Filocco, a member of the General Accounting Staff, is to be Married on Sunday, October 10, 1976, to Miss Elaine Enrico of Elmwood Park, N.J. The ceremony will take place at St. Ann's Roman Catholic Church of Fairlawn at 5:00 P.M. We all wish Tom and Elaine much happiness.

##### SHIPPING AND WAREHOUSE

Rochelle (Shelly) M. Lubetkin, our Manager of Publication Inventory, was married to Ami Tennenbaum on September 8, 1976. Shelly's husband is an estimator with Pilot Woodworking Company in Carlstadt, N. J., and was educated at Tel Aviv University, Israel. The Newlyweds honeymooned in Acapulco and plan to reside in Irvington, N. J.

##### WEDDING BELLS IN TAB

Diana Marie Rao, one of TAB's noted "Citizens", was married to James Romano on Sunday, August 22nd. They will spend 12 days of their honeymoon in Hawaii and 2 days in Las Vegas. They will reside in Bensonhurst, Brooklyn, one of the greatest places in all of the U.S.A.--ask anyone who lives there!

##### PUBLISHING SERVICES WELCOME TO STAFF

Scott Brier  
Michele Klarewicz

Joan Schlenker  
Susan Tischler



## JUST A REMINDER

The IEEE offices will be closed on the following days: October 11 - Columbus Day, November 2 - Election Day.

# Happy Birthday

### September

4 - Anita Schleider  
4 - Lillian Rosenburgh  
5 - Joanne O'Rourke  
8 - Ruth Jorgan  
8 - Ceil Toffel  
9 - Terri Arcati  
9 - Audrey Van Dort  
11 - Marie Hogan  
11 - Ellen Perry  
16 - Georgia Weiner  
19 - Ginger Bulfinch  
19 - Ray Mendolia  
21 - Linda Hecht  
21 - Joe Malazinski  
24 - Joseph King  
26 - Jean Green  
30 - Sal Ripisaldo

### October

13 - Jack Fraum  
15 - Ethel Gernandt  
15 - Helene Mostowski  
20 - Francie Kravetsky  
22 - Scott Brier  
22 - Elaine Lucas  
22 - Linda Rotolo  
26 - Herbert Bracey  
26 - Bill Stamper

You realize, of course, that some of the nicest people in the world work for the IEEE. If this is true, why is it that September and October seem to have a corner on the supply? Shouldn't that be against the law of averages?

It seems to me it MUST be against the law of SOMETHING!

Averages or no, please let us, your co-workers, wish all of you the happiest of birthdays possible.

The two months ahead carry the promise of such good times for both the signs represented this month, Virgo and Libra, that everyone will think I'm leaving the bad news out. I, an honest person, would never do that.

Virgos will have some indication of uneasiness at the beginning of September, but the end of that month should bring such happiness and contentment that small annoyances are negligible. October will bring, if you exercise a degree of patience, fun, surprises, and quite a few unexpected turns.

Libras will have such wonderful EVERYTHING in the next two months that they're going to have a hard time coming down. Socializing, entertainment, and an unbelievable amount of pleasant experiences are in store. Nothing, at least nothing to talk about, is going to go wrong for you --unless, of course, the rest of us get so jealous we group to attack!!

Please, all of you, enjoy both your birthdays AND the months ahead. Again, best wishes from all of us at IEEE.

Gina Giardina

### SPORTS ACTIVITIES AT THE IEEE PICNIC

When you hear "6 strikes, you're out!" at a softball game, there can be no doubt about it, you're at an IEEE picnic. Even with the humid weather, players of all ages engaged in numerous activities at Donaldson Park last August 14th. While some played horseshoes and volley ball continually throughout the day, others exercised their athletic abilities in frisbee throwing, softball, and babysitting the kids. Still, there were those who sought relaxation close to the refreshment tables which offered a selection of barbecued goodies, salads, and cold beverages.

The major event of the afternoon's softball game was the terrific charge towards first base on a hot ground ball to third made by Jim Carter of the Publishing Services Department. He took a fall and was safe, but left the field a bit sore.

It is reasonable to assume that IEEE can expect an even better turn out at the next picnic due to this year's outstanding success.

### FOR SALE

#### IEEE DECALS AND KEY CHAINS

Student Services is offering IEEE Decals and Key Chains at bargain basement prices! Only 35¢ each and you can decorate car or keep your keys in order while showing your affiliation with IEEE. This is a one-time only offer, so take advantage of it. During the week of September 27 -October 1, buy them from Patti Malazdra at the Piscataway Service Center or Anita Schleider at New York Headquarters (15th Floor).

Decal graphic      Key Chain graphic

#### 1972 DODGE COLT

w/automatic transmission, 4 cylinder, 40,000 miles, new carburetor, new flywheel & starter, new mufflers and tailpipe, 23 mpg highway, 19 city, FM tuner, needs body work on rt front fender, snow tires included, \$850.

Jane Post/Systems - N.J./ext. 156