

# AT&T Employees Failed To Show Up At Work



**AT&T Telecommuting Day:** AT&T Public Relations Director Marvin Wamble works from his home in Fort Washington, MD. Wamble telecommutes at least four times a week using a variety of AT&T products, including an AT&T laptop computer; AT&T 1545 digital telephone/answering machine; and an AT&T PPF-100 plain paper fax.

About 13 percent of AT&T's U.S. employees did not show up at the office last Tuesday -- and the company was glad.

Tuesday (Sept. 20) was "Telecommuting Day" at AT&T. More than 30,000 employees from three dozen states, including nearly 500 workers in the Washington D.C./Baltimore area, participated as AT&T marked its first massive work-at-home workday.

Telecommuting is a work ar-

angement where selected employees perform their normal job duties away from their traditional work location by substituting computer and telecommunications technology for the job related daily commute. AT&T believes telecommuting will allow employees to balance work and personal life; help the company comply with Clean Air Act laws and attract and retain a diverse and talented workforce.

There are other advantages. "I

find that I am more productive simply because I don't have to brave the rush hour traffic to Downtown D.C.," says Marvin Wamble, an African American public relations executive for AT&T. Wamble of Fort Washington, MD telecommutes at least four days a week. "My commute to the District can take from 30 to 90 minutes, depending on what's happening on the highway. When I work from home the commute is cut to milliseconds."

AT&T believes employees who work at home have reduced stress levels, balanced their work demands and personal obligations and increased both their morale and loyalty to the company. A number of teleworkers also say they are more productive because of fewer time-wasters such as long-winded meetings and water cooler gossiping. Some AT&T managers say "teleworkers" spend more time with customers and are absent less often than traditional employees.

Phyllis Mayo, Ph.D. a Washington D.C. clinical psychologist, says telecommuting can also heighten creativity. "For many people who don't perform well in the mornings, and 8 to 5 workday restricts creativity," says Mayo, a consultant at Howard University, where she received her graduate and undergraduate degrees. "But if you have the option to work from home, you might do your best work from seven to midnight. That will make you more productive and you will feel better about your job."

Mayo also says that telecommuting can "enhance the family situation" because even if the parent is working, he or she will be at home when the child returns from school. That helps reduce latch-key kid guilt many parents feel in their current working environment. Mayo says the telecommuting concept could be advantageous in African American homes because of the high number of single parent households.

On Tuesday, some 8,000 AT&T managers were on the road, many equipped with "virtual offices" -- six-pound attache' cases that often contain cellular phones, portable

computers, modems and scanners -- connected to customized communications systems. Other participants, like Wamble, were at home, using an array of telephones, answering machines, PCs, fax machines, modems and printers.

AT&T estimates that for every dollar a company spends on virtual-office technology, it can avoid \$2 in real estate taxes, maintenance and operating costs. Productivity, in some cases, can be boosted by 40-45 percent a year.

"The drive toward telecommuting is the opportunity to improve production, improve customer service and cut real estate costs," says Larry Barrett, executive director of the National Telecommuting and Telework Association in McLean, VA. "To reap these benefits, companies need to start making the cultural change from a centralized controlled environment to a mobile, decentralized environment. It is not surprising that a company like AT&T is a leader in this type of workplace re-engineering."

Barrett estimates that by the turn of the century 50 percent of all workers will be involved in some kind of work at home of mobile work concept. AT&T expects about half of its 12,000 U.S. managers to telework regularly by the end of the century.

From 1992-1993, the number of AT&T people working with formal virtual offices or telecommuting arrangements increased 50 percent to 22,000.

AT&T has 247,000 people worldwide, including 53,000 outside the United States.

## Ballot Measure 15 Alternatives

On Sunday, September 25th at 7:00 PM, a public forum will be held to discuss the topic: Winning Tax Payer Support for Public Education and Human Services: Alternatives to Ballot Measure 15. The forum will take place at the Lutheran Inner-City Ministries Community Center, 4219 NE M.L.K. Jr. Blvd. in Portland and will open with brief statements by the following speakers:

Jan Haaken, P.S.U. professor and member of Portland Solidarity Cecil Prescod, Pastor of Highland United Church of Christ, Ivonne Rivero, Editor of El Hispanico News, DyLynn Robertson, member of the Portland Metro Worthy Wage Campaign, Joel Shapiro, Portland school teacher and member of Organizing for Education.

The purpose of this forum will be to discuss the importance of developing long-term stable funding for human resources, public education, and public safety in the state of Oregon. The discussion will not be limited to the merits and shortcomings of Ballot Measure 15. We will focus on coalition building among all state-funded programs for the purpose of working together toward lasting solutions.

For more information, please contact John Grueschow at 282-4115 or Jan Haaken at 284-4414.

## Trainings Offered To Enable Childcare Providers To Serve Disabled Children

The Arc of Multnomah has announced that it has been joined by Oregon Health Sciences University in offering their innovative KICS training to childcare providers throughout the state of Oregon. As part of this unique partnership and for a limited time, the trainings will be offered at no charge, with the cost to participants absorbed by OHSU.

KICS, or Kids in Community Settings, is a comprehensive training which enables childcare providers to acquire skills needed to include children with developmental disabilities in childcare programs already in place. The training, which was developed by The Arc of Multnomah under a grant from the Oregon Developmental Disabilities Council, is equally adaptable for childcare cen-

ter staff including those in work-site facilities, and family childcare providers.

Presented in two half-day sessions, the eight hours of training offer valuable, comprehensive information addressing types of disabilities and general child development, and provide ideas for adapting activities to include all children. The training also assists childcare providers in complying with the ADA (Americans with Disabilities Act).

Noting that 600,000 families nationally have young children with developmental disabilities, OHSU has incorporated KICS to enhance its "Raccoon Project" which is also a training program on how to include children with special needs in childcare programs. With the guid-

ance of OHSU professionals, additional emphasis will be placed on creating teamwork between the provider, schools and other professionals involved in a child's life, and on updating training materials. The "Raccoon Project" is part of a comprehensive interdisciplinary program funded by the federal government which was started by OHSU in 1992.

The KICS trainings are offered in a variety of sites throughout the tri-county area, and in other communities upon request. A nominal charge for the training manual will be asked of those participants who live outside of Multnomah County.

Providers interested in taking the trainings are asked to call Mary Magee, KICS Coordinator, at The Arc office, 223-7279.

## Cellular Phones Used For Crime Watch

People in and around Lloyd Center will have another number to call in the fight against crime.

But instead of getting the police on the other end, phoners will be connected to a private security officer.

It's a crime prevention tool called 70 W-A-T-C-H or 709-2824, a phone hotline number being hailed by the Lloyd District Community Association as the latest innovation of community policing.

The program is the first of its kind in Portland and is being introduced in conjunction with the Multnomah County District Attorney's Office, the Portland Police and Cellular One.

The hotline is not intended to serve as an alternative to 9-1-1 emergency calls. It's designed to report any unusual activity and add to an existing public safety network in the Lloyd District.

"Every resident, employee and shopper in the Lloyd District has a genuine interest in maintaining the livability and viability of the district," said Virgil Ovall, association chair.

According to Bruce Prunk, commander of the Northeast Portland Police Precinct, the number would be useful for reporting activity that is not crime-related, but seems slightly unusual or out of place.

"We applaud the community for their spirit and innovation and we are pleased to play any

role we can," Prunk said.

The 70 W-A-T-C-H calls are answered 24 hours-a-day by a Lloyd District private security officer carrying a cellular phone donated by Cellular One.

The information is then distributed to a private security provider, or in some cases a business owner for follow-up. If the information is deemed a crime in progress, Portland Police will be called immediately.

Any activity requiring immediate police, fire or medical assistance should be reported to 9-1-1. Unusual activity, such as someone peering into parked cars, can be reported to 70 W-A-T-C-H.

# Safeway Low Prices



Prices effective Oct. 5 through October 11, 1994 at Safeway.

Snow Star Half Gallon Ice Cream

- Assorted varieties
- FIRST 1
- SAVE UP TO 91¢, additional at regular price

99¢ Each

Fancy Golden Ripe Bananas

28¢ Lb.

Quality Lucerne Yogurt 6 to 8-Ounce. • SAVE UP TO 33¢ ON 4 4\$1

Look In The This Week Magazine for your Safeway Shopping Guide for a complete list of specials on sale this week at Safeway!

This Week MAGAZINE

Enjoy Extra Savings With The New 'In-Store' Safeway Shopping Guide Available at your Safeway store.