4. Statement for Month/Year

11/16/98

- 5. If Amendment, Date of Original (Month/Year)
- Relationship of Reporting Person(s) to Issuer (Check all applicable)

 () Director () 10% Owner (X) Officer (give title below) () Other (specify below)

 Vice President - Human Resources

Table I -- Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned

7. Individual or Joint/Group Filing (Check Applicable Line)
(X) Form filed by One Reporting Person
() Form filed by More than One Reporting Person

1. Title of Security	2. 3. 4.Securities Transaction or Dispose Date Code V Amount					Acquired (A) d of (D) A/ D Price			S B 0	5.Amount of Securities Beneficially Owned at End of Month		6.Dir 7.Nature of Indirect ect Beneficial Ownership (D)or Indir ect(I)			
Common Stock	11 <i>/</i> 98	/16/ A 	V 	750			A 	27.188	3,1 	42* 		D 			
Table II Derivativ	e Securit	tites A	cquir	ed,	Disposed o	of, o	or Ben	eficial.	Ly Owned						
1.Title of Derivative Security		Trans 		on 	5.Number of rivative S rities Acc red(A) or posed of(I Amount	Secu qui Dis) A/ D	cisa Expi Date Day/ Date Exer	ble and ration (Month/ Year) Expir - ation - Date	of Un Secur Titl	derly ities	ing Number	of Deri vative Secu rity 	9.Number of Deriva tive Securities Benefi ficially Owned at End of Month	Dir ect	11.Nature of Indirect Beneficial Ownership
Employee Stock Option (Right to Buy)	 		 	 			** 	10/31 /04	Common	Stock	600 		600 	D 	
Employee Stock Option (Right to Buy)						 	** 	11/7/ 05	Common	Stock	1800 		1,800 	D	
Employee Stock Option (Right to Buy)							** 	10/27 /06	Common	Stock	1250 		1,250 	D 	
Employee Stock Option (Right to Buy)							** 	11/9/ 07	Common	Stock	6000 		6,000 	D 	
Employee Stock Option (Right to Buy)	\$27.188 	11/16 /98		V 4	1,500	A 	** 	11/16 /08		Stock	4,500 	\$27.188 	4,500 	D 	
								I	 		l	I	I		

Purchase Plan through payroll deduction and dividend

anniversary date of the grant; 60% upon the second anniversary of the grant; 100% upon the third anniversary of the

grant. SIGNATURE OF REPORTING PERSON

/s/ Vytenis P. Kuraitis

DATE

7/12/99

Explanation of Responses:
* Includes 492 shares of common stock acquired through Issuer's Employee Stock

reinvestment.
**These securities become exercisable as follows: 30% upon the first