

Dyer Delivers State of the RTD Address

In three shifts of afternoon meetings held in the RTD Board Room February 4, General Manager John A. Dyer addressed all Non-Contract employees on the 1986 Federal \$973.7 billion budget, the state and local funding situation, and their implications for the RTD.

Dyer began with an overview of the Proposition A subsidy, ensuring 50-cent fares, which terminates July 1 as a result of mandated redistribution of the funds. "Currently we receive \$141 million in subsidies, this summer we will receive only \$98 million. This difference will leave us with a shortfall of \$43 million. This shortfall may force fare increases and service adjustments." (See related story on fare increase, page 1.)

"Most of the transit systems in the country went through this in 1982 following major federal cuts. Prop. A helped us avoid fare increases. While we are considering increasing the fares, it must be noted that Los Angeles fares are on the low side of average fares. For instance, Washington D.C. fares range from 70 cents to 90 cents, and New York and Chicago charge 90 cents."

Federal Budget

Turning to the 1986 national budget, Dyer commented that while the federal funding process is a much more complicated and



District General Manager John A. Dyer addressed RTD staff on mandated redistribution of Prop A funds, the 1986 federal budget, the state funding situation, and the financial outlook for the RTD in the new fiscal year.

less predictable one, it is clear that mass transit is targeted for massive cuts. Dyer referred to the 1986 UMTA/DOT Budget Passback document (an item review by OMB Director David Stockman sent back to Secretary of Transportation Elizabeth Dole) and detailed curtailments affecting two of the major funding sources for the RTD. The two funding sources which contrib-

ute revenue comprising over 10% of the RTD's operating budget are the Section 9 Formula Grant Program (capital purchase grants) and the Section 3 Discretionary Grant Program (spillover operational and new-start program funding). "Section 9 funds avails us of \$45 million a year to buy buses and needed equipment. Another \$48 million allows us to operate buses through

the Section 9 Operating Assistance Program. What the President's budget recommends is to eliminate every bit of it. The implication for us is that we stand to lose all of the \$48 million and at least half of the \$45 million. This means no money for Metro Rail."

According to the UMTA/DOT Passback document, it is clear that Stockman's objective is to get out of the new-start business (of which Metro Rail is one) by the end of 1985 and "not to leave any holes in the ground in the process of withdrawing." (Emphasis added by Stockman.) Stockman's cuts also include the programmatic reduction of staff in all UMTA regional offices. An imposed staffing ceiling will be sought over the next two years as well as a five percent pay reduction imposed on the remaining staff.

"This is a serious proposal. This is the first time in the last twenty years that a president, through the Office of Management and Budget, has recommended the elimination of mass transit."

The administration's budget was officially presented to Congress February 4. Congress will take final action on the 1986 budget only after months of debate. A final appropriation bill must be passed to put a budget in operation on its

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HEADWAY



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Prop. A Subsidy To End

District Forced to Raise Bus Fare to 85¢

Come July 1, when the Proposition A subsidy will end, and along with it 50 cent bus fares, the District basic bus fare will be raised to 85 cents. This decision followed the February 2 public hearing where over

400 people crowded into the District Administration Building to give testimony.

The hearing convened at 10 a.m. with RTD Board President Nick Patsouras clarifying the sali-

ent points of Proposition A. "July 1, 1985, signals the end of the Proposition A Reduced Fare Program, which kept fares at 50 cents for almost 3 years. In that time, ridership increased from 1.1 million on weekdays to 1.7 million," said Patsouras. He also noted that this substantial increase in ridership loudly proclaims the need for mass transit in Los Angeles.

General Manager John A. Dyer informed the audience in the Board Room and the overflow crowd housed in two other conference rooms and the cafeteria, who observed the hearings on closed-circuit television, that the RTD had a legal responsibility to maintain a balanced budget each year. "The reduction in Prop A subsidies this summer will produce a shortfall of up to \$43 million. The fare increases and service cuts will save the District millions in revenues and will hold the proposed fare structure stable until June 30, 1987," said Dyer. He further disclosed that if the Reagan administration's budget, which recommends that all transit operating budgets be significantly cut, is approved by Congress, even more

funding will be lost to the District by next year.

Board President Patsouras urged those in attendance to write to their Congressional representatives and senators, requesting that they reject Reagan's proposal to cut mass transit. "Or you may find transit fares will increase as much as \$1.25 by next year," he said, amid gasps from the audience.

Local Officials and Public Talk

State Senator Richard Alatorre told the Board that his constituents were transit-dependent and that he did not want to see their welfare jeopardized by a fare increase.

Los Angeles County Supervisor Kenneth Hahn, asserted in his remarks to the Board that a bus system which moved millions of people each day filled him with a sense of pride, especially as he is the author of Proposition A. "I just caution you not to forsake the bus riders," Hahn said. "I don't think anyone here today is from Beverly Hills, nor are they bankers, but they need the bus and they need the fare at 50 cents."

Hahn then outlined a proposal he claimed could avert the need for

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Assemblyman Richard Alatorre (left) and County Supervisor Kenneth Hahn (right) propose alternatives to RTD Board of Directors to subsidize bus fares and offset the District's expected budget deficit. Alatorre pledged to sponsor a unified resolution opposing any reduction in federal operating/capital subsidies to the District.

Your Reps—How To Find Them

Do you want to write your senator, representative, or assembly member, but don't know how to get in touch with them? Below you will find a listing of Southern California's representatives and where you may write them.

CALIFORNIA'S CONGRESSIONAL DELEGATION					
Senators					
California Offices*			Telephone		
Alan Cranston	5757 W. Century Blvd., #515, Los Angeles 90045		(213) 215-2186		
	45 Polk St., San Francisco 94102		(415) 556-8440		
Pete Wilson	880 Front St., 6-S-9, San Diego 92188		(619) 293-5257		
	11000 Wilshire Blvd. #11221, Los Angeles 90024		(213) 209-7543		
	450 Golden Gate Ave., San Francisco 94102		(415) 556-4307		
	1130 "O" St. #4015, Fresno 93721		(209) 487-5727		
Representatives					
Name	District	Counties	Main District Office**	Telephone	
Anderson, Glenn M.	32	Los Angeles	300 Long Beach Blvd., Long Beach 90801	(213) 548-2551	
Badham, Robert	40	Orange	180 Newport Center Dr., Newport Beach 92660	(714) 644-4040	
Beilenson, Anthony C.	23	Los Angeles	11000 Wilshire Blvd., Suite 14223, Los Angeles 90024	(213) 209-7801	
Berman, Howard	26	Los Angeles	14600 Roscoe Blvd., Panorama City 91402	(818) 891-0543	
Brown, George E. Jr.	36	San Bernardino, Riverside	657 N. La Cadena Dr., Colton 92324	(714) 825-2472	
Dannemeyer, William	39	Orange	1235 N. Harbor Blvd. #100, Fullerton 92632	(714) 992-0141	
Dixon, Julian	28	Los Angeles	111 N. La Brea, Suite 301, Inglewood 90301	(213) 678-5424	
Dorman, Robert	38	Orange, Los Angeles	12387 Lewis St., 2nd Floor	(714) 971-9292	
Dreier, David	33	Los Angeles	112 N. 2nd Ave., Covina 91723	(818) 339-9078	
Dymally, Mervyn	31	Los Angeles	322 W. Compton Blvd., Compton 90220	(213) 536-6930	
Fiedler, Bobbi	21	Los Angeles, Ventura	21053 Devonshire Blvd., Chatsworth 91311	(818) 341-2121	
Hawkins, Augustus	29	Los Angeles	4509 S. Broadway, Los Angeles 90037	(213) 750-0260	
Lagomarsino, Robert	19	Santa Barbara, Ventura	5740 Ralston St., Ventura 93003	(805) 642-2200	
Levine, Mel	27	Los Angeles	5250 W. Century Blvd., Los Angeles 90045	(213) 215-2035	
Lewis, Jerry	35	Los Angeles, San Bernardino	101 S. 6th, Redlands, 92373	(714) 792-5901	
Lungren, Dan	42	Los Angeles, Orange	555 E. Ocean Blvd., Long Beach 90802	(213) 436-9133	
Martinez, Matthew G.	30	Los Angeles	1712 W. Beverly Blvd., Montebello 90640	(213) 722-7731	
McCandless, Al	37	Riverside	6529 Riverside Ave., Riverside 92506	(714) 682-7127	
Moorhead, Carlos J.	22	Los Angeles	420 N. Brand Blvd., Glendale 91203	(818) 247-8445	
Packard, Ron	43	Orange, San Diego	2121 Palomar Airport Rd., #105, Carlsbad 92008	(619) 438-0443	
Roybal, Edward R.	25	Los Angeles	300 N. Los Angeles St., Los Angeles 90012	(213) 688-4870	
Torres, Esteban E.	34	Los Angeles	12440 E. Firestone #117, Norwalk 90650	(213) 929-2711	
Waxman, Henry A.	24	Los Angeles	8425 West 3rd St., Los Angeles 90048	(213) 651-1040	

* Mail for senators may be addressed to U.S. Senate, Washington, D.C. 20510, (202) 224-3121.
 ** Mail for members of the House may be addressed to House Office Building, Washington D.C. 20515, (202) 224-3121.

CALIFORNIA STATE SENATE					
Name	District	Counties	Main District Office*	Telephone	
				(District)	(Capitol)
Ayala, Ruben S.	34	Los Angeles, San Bernardino	515 N. Arrowhead Ave., San Bernardino 92401	(714) 884-3165	445-6868
Bergeson, Marian	37	Orange	140 Newport Center Dr. #120 Newport Beach 92660	(714) 640-1137	445-4961
Beverly, Robert G.	29	Los Angeles	1611 S. Pacific Coast Highway, Redondo Beach 90277	(213) 540-1611	445-6447
Campbell, William	31	Los Angeles, Orange	1661 Hanover Road, City of Industry 91748	(818) 964-1443	445-2848
Carpenter, Paul B.	33	Orange, Los Angeles	5400 Orange Ave., Cypress 90630	(714) 952-3201	445-5581
Davis, Ed	19	Los Angeles, Ventura, San Fernando, Santa Barbara	11145 Tampa Ave. #21 B Northridge 91326	(818) 368-1171	445-8873
Dills, Ralph C.	30	Los Angeles	16921 S. Western Ave., Gardena 90247	(213) 324-4969	445-5953
Green, Bill	27	Los Angeles	8514 S. Broadway, Los Angeles 90003-3387	(213) 620-5600	445-2104
Hart, Gary	18	Los Angeles, Santa Barbara, Ventura	1216 State St., #507, Santa Barbara 93101	(805) 966-1766	445-5405
Montoya, Joseph	26	Los Angeles	11001 Valley Mall, #204, El Monte 91731	(818) 575-6956	445-3386
Presley, Robert B.	36	Riverside	3600 Lime St., Riverside 92501	(714) 781-4111	445-9781
Richardson, H.L.	25	Inyo, Los Angeles, San Bernardino	211 S. Glendora Blvd., Glendora 91740	(818) 914-5855	445-3688
Robbins, Alan	20	Los Angeles	6320 Van Nuys Blvd., Van Nuys 91401	(818) 988-5894	445-3121
Roberti, David	23	Los Angeles	6671 Sunset Blvd., #1508, Hollywood 90028	(213) 464-1178	445-8390
Rosenthal, Herschel	22	Los Angeles	11340 W. Olympic Blvd., Los Angeles 90064	(213) 479-5588	445-7928
Royce, Edward R.	32	Orange	161 N. Raymond Ave., #211 Anaheim 92801	(714) 871-0270	445-5831
Russell, Newton R.	21	Los Angeles	401 N. Brand Blvd., Glendale 91203	(818) 247-7021	445-5976
Seymour, John	35	Orange	1360 S. Anaheim Blvd., Anaheim 92805	(714) 999-0963	454-4264
Stiern, Walter W.	16	Kern, Kings, Los Angeles, San Bernardino	1311 California Ave., #A, Bakersfield 93304	(805) 395-2797	445-6637
Torres, Art	24	Los Angeles	548 S. Spring St. #500, Los Angeles 90013	(213) 627-5333	445-3456
Watson, Diane E.	28	Los Angeles	4401 Crenshaw Blvd., Los Angeles 90043	(213) 295-6655	445-5215

* During session, mail for senators may be addressed to the State Capitol, Sacramento 95814.

CALIFORNIA STATE ASSEMBLY					
Name	District	Counties	Main District Office*	Telephone	
				(District)	(Capitol)
Alatorre, Richard	55	Los Angeles	5200 York Blvd., Los Angeles 90042	(213) 255-7111	445-7587
Allen, Doris	71	Orange	5911 Cerritos Ave., Cypress 90630	(714) 821-1500	445-6233
Bader, Charles W.	65	Los Angeles, San Bernardino	203 W. G St., Ontario 91762	(714) 983-6011	445-8490
Bane, Tom	40	Los Angeles	5430 Van Nuys Blvd., #206, Van Nuys 91401	(818) 986-8090	445-3134
Bradley, Bill	76	San Diego, Riverside	125 W. Mission Ave. #1201, Escondido 92025	(619) 489-8924	445-8211
Brown, Dennis	58	Los Angeles, Orange	1945 Palo Verde Ave. #203 Long Beach 90815	(213) 493-5514	445-8492
Calderon, Charles	59	Los Angeles	1712 W. Beverly Blvd., Montebello 90640	(213) 721-2904	445-0854
Clute, Steve	68	Riverside	3600 Lime St. #716, Riverside 92501	(714) 781-3222	445-5416
Davis, Gray	43	Los Angeles	18321 Ventura Blvd. #655, Tarzana 91356	(818) 783-9420	445-4956
Eaves, Gerald R.	66	San Bernardino	241 E. Baseline #D Rialto 92376	(714) 820-1902	445-4843
Elder, Dave	57	Los Angeles	245 Broadway, Long Beach 90802	(213) 590-5009	445-7454
Felando, Gerald	51	Los Angeles	1514 Cabrillo Ave., Torrance 90501	(213) 320-6262	445-7906

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Main St. To Get Facelift

RTD Headquarters staff soon will see a lot of metamorphosis of Main St. The Community Redevelopment Agency has begun a study on how to proceed with a massive redevelopment of Main St., which, when finished, will effect a complete revamping of Main from 4th St. to the Civic Center, and the construction of several new and rehabilitated office buildings along the southern portions of Main as far down as 8th St. According to Don Spivack, CRA Project Manager for the Central Business District, redevelopment of Main St. will include construction of a new office building at 6th and Main, rehabilitation of the County Engineer's Building at 2nd, and construction of a McDonald's office building at 1st and Main.

Reserve Fleet Bids Farewell

Two-and-a-half years ago, the Reserve Fleet was formed to serve as a coach supplier for the District's growing needs. Located in the evacuated site of what was once Division 3315 in Sun Valley, its crew was composed of only eleven mechanics and one service attendant, who soon became known as "The Dirty Dozen."

Ed Flynn, Equipment Maintenance Supervisor I of Division 3311, said, "Before the Olympics, we were able to produce 280 early model coaches, 100 6100 and 6200's, plus 220 Grumman Flexibles on the engine retrofit program." During this effort, another four mechanics and ten service attendants were added to the work force, but then dispersed shortly after the Games. Flynn feels very proud of the fact that during this time the rebuilding of 600 or more coaches (which included a large amount of engine overhauls, electrical and body work, transmissions, etc.) took place in such a short period of time and with such a small crew.

The District has made every effort to maintain the Reserve Fleet which has been instrumental in its on-going efforts for efficient public service. However, as Flynn also explains, "the District is given only a certain percentage of funds by the government in order to keep spare coaches. Therefore, it must sell off the equipment that is no longer cost-effective, and with the cutbacks in federal funds this has become inevitable. Nevertheless, the District will be able to deal with emergencies with the supply of coaches that will be left after the Reserve Fleet is sold."

The dispersment of personnel and equipment of Division 3311 Reserve Fleet will become effective June 1.

The District is making every effort to place the seventeen crew members of the Reserve Fleet in other divisions.

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State of RTD

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start date of October 1, 1985. "In the meantime," Dyer continued, Senate Majority Leader Dole of Kansas and the Senate Budget Chairman Domenici of New Mexico will develop a second budget which may not propose to eliminate mass transit funding." A third budget will be drawn up by Rep. Bill Gray from Philadelphia. "So, by the end of February, we'll have three budgets floating around the federal establishment."

Should the federal budget prevail, Dyer said it would put the District and its patrons in a bad position locally and hurt most Americans nationally. "I think a lot of people are going to be making a lot of noise about this budget. Maybe some of you will make some noise to your elected representatives."

Dyer predicted that, should Stockman's proposals be approved by the Congress, it could mean fare increases of up to \$1.25 to compensate for the loss of operating funds. "I don't think these cuts are realistic for a city the size of Los Angeles. Downtown Los Angeles is the largest growth center in North America with the Cal Plaza and Citicorp Plaza construction planned, we'll have buildings that will dwarf the Sears Tower in Chicago."

At this time, the District is the third largest transit system in the nation, transporting 1.7 million

people a day and deploying 670 buses an hour at peak hours. "We carry more people in a month with a fleet of 2,400 buses than Chicago does with its fleet of 3,000. We've got a demand now that will only increase in the future and we may not be able to meet it. That's why we need Metro Rail. Metro Rail is as important to this city in the eighties as the water system was to it in the twenties."

Still, Dyer is confident that the District will not lose funding for Metro Rail. "We should have a commitment from the federal government by July. Metro Rail is so close to being underway that if we got a go-ahead from the Feds, in 60 days we could have a lot of construction underway. That's how far along the project is. It's beyond belief that we are in the dispute we're having with the Feds now."

State Funding

Dyer switched to an examination of state-level funding, which now appears as unstable as federal funding. Current forecasts indicate a rapid decline in the next few years. The reason for this decline is tied to the formula by which these revenues are computed. This formula measures the rate of change in the price of gasoline relative to the price of all other taxable goods. Because the price of gasoline has dropped in the last few years and consumption has declined, the result has been a dramatic fall-off in revenue to fund the Transportation Planning and Development Account. (TP&D). TP&D is a spillover account col-

lected from the national gas tax that funds state transportation properties.

It has been estimated that the transit operating subsidies that are funded by the TP&D Account will decline from \$86.5 million in fiscal year 1985 to \$25.3 million in fiscal year 1989.

"Senator John Foran of South San Francisco has introduced a bill in Sacramento that hopes to address the state funding shortfalls," said Dyer. The measure was introduced on January 30 as Senate Bill 290. "Foran's bill proposes a tax on gasoline," he said. "Three cents will go for local streets and roads and two cents will go toward funding state highways." This tax would increase the total tax on gasoline to 23 cents per gallon (9 cents federal, 9 cents state, plus the five-cent increase), plus the 6 1/2 percent sales tax. This tax has the potential to generate \$590 million annually. "If this five-cent tax doesn't pass," said Dyer, "We will have an equally hard time at the state level as we may at the federal level. It will result in our inability to match state dollars with federal dollars and to match funds for Metro Rail construction."

RTD Operational Budget

This year's RTD budget of \$459 million then took center stage as Dyer admonished employees to stay within it. "If our expenditures were to go up \$10 million, I'm not sure where we could get the money. Next year there may be no source." Dyer told employees that

the District's three largest cost items included public liability insurance, Workers' Compensation and sick leave. "While we are very proud of our safety record, our insurance costs amount to about \$29 million a year."

Dyer stressed the critical need to reduce costs and avoid waste, urging employees to reduce accidents, lower workers' compensation claims, and bring sick leave down. He advised employees to consider next year's budget very seriously. "We're going to go through a rigorous budget exercise this year. We'll have to justify everything we do."

In conclusion, Dyer suggested that employees contact their federal and state representatives. "If you know your Congressional representative, let him or her know what you think. Tell your assemblyperson how important Foran's bill is. The more they hear how important this is, the more likely they are to do something about it."

Dyer cited a need for all employees to stay well informed on the issues affecting transportation, in general, and the RTD, specifically. "You will begin to see more discussion and debate in the press regarding the District than you've seen in the last five years. Please relate to the facts and relay only the facts."

Dyer pledged to meet with employees in meetings in three months' time. "At that time, I hope to come back and tell you that the picture is not as bad as I originally thought it was."

Bus fare increases

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a fare increase. "Mr. Dyer says the money is needed to make up the loss of subsidies. Well, the county and its 84 cities which receive a portion of Prop A money have not been spending most of an estimated \$69.3 million available for transit." Further, Hahn said that money could be used to keep the fare at 50 cents if the cities and the county were willing to commit the money to bus subsidies. "It's not difficult," said Hahn. "We just need Mayor Bradley to vote out the money. Go to the controlling authority, RTD, and get the funds to keep the fare down."

City Councilman John Ferraro agreed that the county controlled enough transit tax revenue to make up the shortfall the District expects next year. Ferraro also urged the board to either borrow the money or use funds set aside for the Metro Rail project, which he opposes.

Councilwoman Peggy Stevenson admonished the Board to monitor its administrative costs first, and then look to the new state lottery for additional funding. Board Member Marvin Holen countered Stevenson with the suggestion that perhaps she could introduce an ordinance in the City Council to roll back the cost of bus fares.

Los Angeles City Council President Pat Russell recommended that the board consider alternative approaches: 1) a limited passenger coupon system, 2) a user subsidy approach, and 3) fare zones. She told reporters that Hahn's proposal was "short-sighted and

unwise." She said that "to simply maintain current subsidies would remove the incentive for the RTD to eliminate inefficiencies or unproductive policies and services."

Following the elected officials, scores of college students, suburban commuters, senior citizens, handicapped and low-income riders took turns speaking in opposition to the fare increases. Each elaborated on the specific impact fare increases and service adjustments would have on their lives.

New Fare Structure

"What we have heard at the hearing (in response to the staff proposal) was that senior citizens and the handicapped as well as families with schoolchildren would be affected most," said Board Director Jan Hall.

The RTD Board of Directors rejected the original staff proposals of raising the basic fare to 75 cents and imposing 5.5% service adjustments.

Since the hearing, the Los Angeles City Council has agreed to Mayor Tom Bradley's request for a \$3 million subsidy from city funds to maintain present discounts for the elderly and handicapped city residents. No funds were requested for student discounts.

In an effort to keep fare increases to a minimum after a day-long debate, the 85-cent basic cash fare was adopted.

Under the new structure, regular monthly passes which cost \$20 will sell for \$32. Discounts for students paying cash fares, now set at 20 cents, will be eliminated. Their \$4 monthly pass will increase to \$12 for elementary and secondary



City Councilman John Ferraro voices his protest to RTD Board of Directors. Ferraro opposes the reallocation of Prop A funds to Metro Rail and feels the money should be used to support bus operations.

school students and \$15 for college students.

The cost of a transfer will remain 10 cents, but it can be used only once.

Senior citizens and handicapped cash fares will increase from 20 cents to 40 cents, and their monthly pass will increase from \$4 to \$7.

Express stamps used by riders traveling from one fare zone to another increased from \$7 to \$12. Thus, the maximum cost for the longest distance run (5 zones) on the freeway, now set at \$55, will increase to \$92.

The new fare structure now limits the number of service adjustments to a low 2.4% as opposed to the original proposed fare hike to 75 cents, which would have

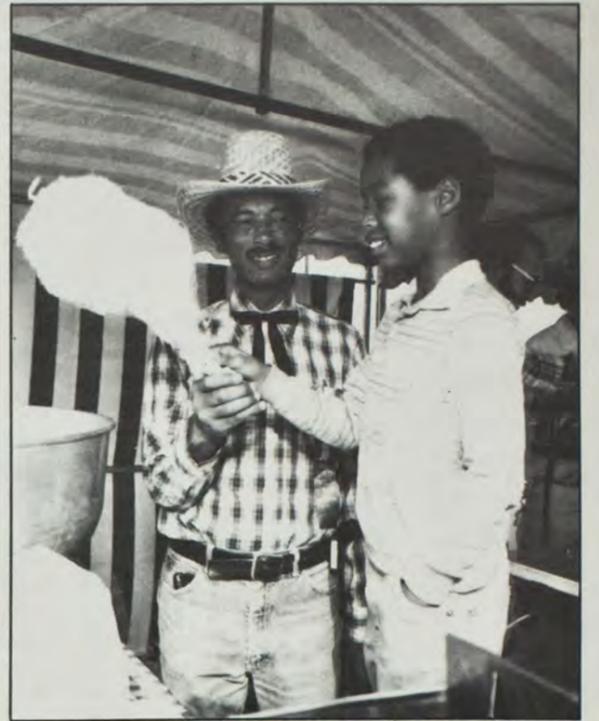
resulted in service adjustments of over 5%.

General Manager John A. Dyer told Board Members the resulting service adjustments would be minimal, basically amounting to changes in headway.

Perkins Named Operator of Month

Operator of the Month for December was Robert Perkins of Gardena, a 10-year employee who was commended for outstanding service to the District.

Perkins has a 10-year safe driving award and has accumulated 90 commendation merits from his supervisors.



Shining up the Building Dedication for Div. 18 are from left; Ed Nash, Director of Transportation, Jim Lukens, Assistant Manager of Div. 18; Gordana Swanson, RTD Board Member; John Adams, Div. 18 Manager; and Wes McCarns, Transportation Superintendent.

An old cowhand far from the Rio Grande, Community Relations Representative Wilbur Miller serves his first cotton candy stick to his son.

From a cloud of dust, with a Hi-Ho

Division 18—back in the saddle again and serving the South Bay-Harbor communities—celebrated the opening of its new facility in Carson on January 26. The Wild, Wild West was the theme of the Open House.

RTD employees and community residents mingled amid the Western atmosphere complete with a replica of an Overland Stage coach, the Silver Nickel Saloon, and Boot Hill. The Country Westerners band provided an authentic urban cowboy touch to the festivities. RTD cowhands from the Transportation Department, Community Relations Department, and Employee Activities Department served prairie dogs (hot dogs), sarsaparilla (soda), popcorn, and cotton candy. Beautiful dance hall girls lured some adults into the Sil-

ver Nickel Saloon to try their luck at games of chance while parents and their children took a hayride tour of the facility. Pony rides were offered for the younger and braver bronco-busters.

The facility, which provides maintenance for 250 buses, was officially opened by RTD Board Vice-President Gordana Swanson. "We look forward to years of productivity and service to the South Bay Community," Swanson told the crowd. Also in attendance were Albert Perdon, Assistant to the General Manager; Robert Korach, Assistant General Manager for Operations; and Phillip Meyers, Chief Engineer. The Junior ROTC Color Guard and Drill Team from Banning High School in Wilmington presented colors and a precision drill exercise in dedica-

tion of the facility. Inside the Transportation Building exhibits and videofilms were offered by the RTD Community Relations, Engineering, and Marketing Departments.

Outside, in the rear of the Transportation Building, in addition to the Wild, Wild West, were equipment displays of a Doubledecker bus, a Mini-bus, an Articulated bus, a Neoplan bus and a Transit Police car. This display encouraged hands-on experience, well, at least the chance to sit in the bus operator's seat, honk the horn and depress the air brakes. The Transit Police allowed visitors to use the siren and startle their parents by using the PA system.

The facility consists of a 46,300 square-foot Maintenance Building and a 13,800 square-foot Transportation Building. Supporting services include a washer and interior bus cleaning station, diesel fueling station, two repair shops, and two hot water and steam cleaning stations.



Chief Engineer Phillip Meyers gives the crowd concrete details on Div. 18 facilities.



Dance Hall Sweeties strut their stuff about the Wild, Wild, West at Div. 18. From left: Terry Solis, Rene Farley, Carol Taylor, and Leslie Partin.



Has the Personnel Department gone crazy? Aren't those bus operators a little young? Why, they are even out of uniform. No, no, no, it's just some visitors to the Openhouse trying the driver's seat for size.



Sheriff aka Transportation Superintendent Wes McCarns (far right) and the mysterious man in white (far left) keep a sharp eye on two culprits whose attempt to rob the Silver Nickel Saloon landed them in jail.

Silver, came the new Division 18



After busting the bronco, this little cowhand enjoys a safe ride at Div. 18.



Maintenance Instructor Richard Au shows two visitors the view patrons seldom see — the underbelly of the bus.



RTD Board Member Gordana Swanson is helping Asst. General Manager of Operations Robert Korach out of town on the stage. Or is it the other way around? Either way, Director of Transportation Ed Nash is the stagemaster.



The "Country Westerners" add authentic sounds to the Wild, Wild West theme.

COMMENDATIONS



Personnel Analyst Benjamin Marquez, Jr. was named Employee of the Quarter by the District's Personnel Department for Fall 1984.



December Employees of the Month. Front row (from left): Jack Landrum, Maintenance Employee of the Month; Robert Perkins, Operator of the Month; Kevin Tate, Information Operator of the Month; and RTD Director Carmen Estrada. Back row (from left) Div. 2 Manager Don Karlson, Div. 1 Manager John C. Adams, General Manager John A. Dyer, and Manager of Customer Relations Robert Williams.



Michael Scaiola receives an Employee Suggestion Award of \$1,000 for his design of a die that salvaged rear-engine doors and saves the District over \$25,000 a year. Standing with Michael are, from the left: Nick Patsouras, RTD Board President, Michael's wife, Theresa; rear left, General Manager John A. Dyer and right, Assistant Director of Personnel Al Rice.



General Manager John A. Dyer, left, and RTD Board Member Gordana Swanson present a Certificate of Appreciation to Robert W. Selig, President of the Theatre Association of California, Inc. for his contribution to the mass showing of Metro Rail trailers in California in 1984.

Brotherhood Crusade Ok'd for Donations



Brotherhood Crusade President Danny J. Bakewell (far left front) pledged his organization's support for the RTD following the RTD Board of Directors' vote to include the Brotherhood Crusade in the District's 1985 program for employee donations through payroll deductions.

"I can't speak highly enough of John Dyer and the RTD," beamed Brotherhood Crusade President Danny J. Bakewell, Sr. on hearing that the RTD's Board of Directors, during the January 24 Board Meeting, voted to include the Brotherhood Crusade in the District's 1985 program for employee donations through payroll deductions.

In quick response to Bakewell and to more than 200 of the Brotherhood Crusade supporters attending the Board Meeting, Board Member Jay B. Price asked, "Now that we've helped you, will you help us by sending letters to your Congressional representatives in Washington in support of Metro Rail? Is that a fair quid pro quo?"

The Brotherhood Crusade is a non-profit, tax-exempt funding institution dedicated to the health, social welfare, and educational needs of lower income and minority groups in Los Angeles. The Crusade is interested in funding

programs that offer an innovative approach to age-old problems. "Traditional funding sources have a tremendous criteria for eligibility," said Bakewell. "Our only criteria is that the agency be non-profit and tax exempt. We take risks and fund programs that are not sanctioned by traditional charities."

"Although the Brotherhood Crusade was born out of a need in the Black community that does not mean we are insensitive to other communities," said Bakewell. Brotherhood Crusade funds support drug prevention programs, battered women's shelters, gang violence intervention programs, the United High Blood Pressure Foundation, the Ocean Park Community Center, and the Chinatown and Koreatown Senior Citizens Programs among others.

Bakewell pledged that the Brotherhood Crusade would send at least 500 letters to Washington. "We help people who help us," he said.

IRAs—Government's Gift of Shelter

By Miriam, F. Penney

Editor's Note: Headway is pleased to present the first in a series of articles devoted to a variety of legal issues and concerns. This column is intended to provide general information only, not specific legal advice. For advice regarding specific legal matters, readers are advised to consult an attorney. The authors of this column welcome any comments or questions from readers. Send letters to: Headway, Second Floor, 425 S. Main St., Los Angeles, Ca. 90013.

ATTENTION, TAXPAYERS: The government will PAY YOU up to \$1,082.50 if you put away money for your retirement.

Yes, folks, it's true. The Federal and California governments want to encourage taxpayers to save money for their retirement years. To do this, these governments have passed laws that provide taxpayers who establish Individual Retirement Accounts (IRAs) with big tax breaks that amount to letting you use some of your dollars that you would otherwise pay in taxes to fund your IRA.

Here's how it works. If you place up to \$2,000 into an IRA, you can deduct this amount from your gross income, subject to these rules:

1. For Federal tax purposes, if you had at least \$2,000 in earned income (that is, wages and salaries, but not counting passive income such as rents, interest, and dividends), you can contribute any amount up to \$2,000 to your IRA each year and take a deduction for the amount of the contribution. Starting with IRA contributions made for 1985, Federal law allows alimony received by a taxpayer to count as "earned income" for purposes of calculating the allowable IRA contribution.
2. Under California law, the deduction is limited to the lesser of (1) \$1,500, or (2) 15% of your earned income (so you must have had at least \$10,000 in earned income in 1984 to get the maximum deduction of \$1,500 on your 1984 California tax return). Contrast this with Federal law which permits you to contribute and deduct 100% of your earnings, up to \$2,000.
3. To get a deduction on your 1984 tax returns, the IRA contribution for 1984 must be made by April 15, 1985. This is a change that is effective for the first time for 1984 IRA contributions; under prior law, you could make your

contribution up to the date your return was due, including extensions, and still take the deduction. Now, even if you get an extension of time to file your tax return, you cannot deduct the IRA contribution for the tax return year unless the contribution is made by the original April 15th deadline.

Suppose you don't have any extra cash now, but you expect to get a tax refund. Here's a tip: file your tax return early, claiming the IRA contribution deduction, get your tax refund and use the refund money to make the contribution in the amount you claimed. This is perfectly legal, provided you make the claimed contribution by April 15, whether or not you get the tax refund money by then.

4. You can claim the IRA contribution deduction on your Federal taxes even if your employer provides you with coverage under its own retirement plan. California law allows you to deduct the IRA contribution only if you are **not** a participant in your employer's qualified retirement plan.
5. For both Federal and California tax purposes, you cannot deduct IRA contributions made for any year in which you are age 70½ or older.
6. If you have a non-working spouse, you can contribute up to \$2,250 to IRA's for yourself and your spouse under Federal tax laws. California allows a maximum deduction of \$1,750 if you contribute to IRA's for yourself and an unemployed spouse. Of course, if both spouses are employed, each can contribute to his or her own IRA and take the full deductions under the rules discussed above.
7. The IRA contribution deduction can be taken even if you don't itemize your other deductions. That is, it is technically an "adjustment" to your gross income and not an "itemized deduction."

Remember that the funds in your IRA earn money for you and these earnings aren't taxed to you until you withdraw money from your IRA. This permits IRAs to grow more rapidly than the same funds in a non-IRA account which does not enjoy the benefit of tax deferral.

However, if you withdraw funds from your IRA before age 59½ (or on disability, if that occurs sooner), you will have to include the amount withdrawn as income and you will also pay a "penalty tax" in addition to your regular tax equal to 10% of the amount withdrawn. Borrowing against your IRA or pledging it as security for a loan is not allowed (the premature withdrawal penalty will be imposed), so don't make

IRA contributions with money that you can't reasonably expect to do without until at least age 59½.

How did we arrive at our government subsidy amount of up to \$1,082.50 at the beginning of this article? Assume that you are a taxpayer in the highest tax brackets (50% Federal, 11% California) and that you make the maximum \$2,000 contribution. The \$2,000 deduction reduces your Federal tax liability by 50%, or \$1,000. The \$1,500 deduction on your California return eliminates \$165 of California taxes (at the 11% tax rate). But your California taxes are an itemized deduction on your Federal return, so your California tax savings reduces that Federal tax deduction; the net effect is a savings of only 50% of the California

tax reduction, or \$82.50. The total maximum tax savings, Federal and California, is then \$1,082.50.

On the whole, it is well worthwhile to find some way to make an IRA contribution, even if you can't afford to make the maximum allowable contribution of \$2,000. IRAs are nothing short of government-subsidized retirement planning, since part of the contribution each year is made with money that you would pay out in tax dollars. An IRA account should be part of every qualified taxpayer's investment portfolio; it is government generosity at its greatest.

Miriam F. Penney is a tax attorney with the law offices of Glassman & Browning, Inc. in Beverly Hills. She has been practicing law for seven years.

To Your Health

How Not To Look Back in Anger

by Elia Hager
Visiting Nurse



There are positive and negative methods to control anger or the situations produced by anger. The positive ways are those that relax the situation and either cause no resentment or allow resentment to be resolved. We have all seen the destructive effects of negative anger resolution — quarrels and strained relationships at work or at home, interrupted lines of communication, terminated friendships, etc. The extreme form of anger between nations is war. A form of anger between co-workers is quarreling, bickering and name-calling. None of these resolves a negative situation.

My goal in writing this article is to help you intervene in the vicious cycle of anger and prevent the situation from escalating into warfare. Learning the following ten techniques and practicing them may help you put resentment in its proper place — resolution.

1. **Don't Get Personal:** Talk about the problem not the person. There is no room for name-calling; keep the focus on the discussion, on the problem and don't bring up the past.

2. **Be Polite:** Even the most petty anger can erupt into full attacks when faced with rudeness.
3. **Laugh At Yourself:** Don't take life so seriously; laugh at the foibles of human nature.
4. **Don't Make Excuses:** Accept the responsibility for your actions or omissions (what you did or what you didn't do).
5. **Don't Blame Others:** Again, accept responsibility and don't assume the "if-I-go-down-he/she-will-go-down-with-me" syndrome.
6. **Be Aware Of Your Surroundings And How You Affect Them:** Are you considerate of your fellow employees and their personal space?
7. **Don't Stew:** Don't save insults. They are like bacteria, save enough and you have an infection. The one injured is you and the one to suffer is you.
8. **Talk—Don't Dump:** Don't bring up the past, stay with the subject and keep the lid on the garbage can.
9. **Accept Your Inability To Control What People Think:** You may be able to control them while they work, and you may be able to control them physically but you cannot control another's philosophy—the how and why they react as they do.
10. **Alter Your Perception To Your Personal Stressors:** Remember, if you can't fight and you can't flee—you gotta flow.

Postscript: Love your enemies. Not only will it confuse them, it'll drive them crazy.

Vic Muniz Retires—A Minute

Just out of the Army where he was assigned to the Manhattan Project in Los Alamos, New Mexico, a 23-year old Victor Muniz came to Los Angeles, for R and R. He had time to kill while he waited to hear whether the City of Albuquerque, New Mexico wanted to hire him as a policeman or a fireman. Not one to waste time or pass up an opportunity, Muniz took a "temporary" job as a conductor with the Los Angeles Transit Lines, on July 7, 1947.

Thirty-seven and one-half years later, a now 61-year old Victor Muniz retired on January 31 from what was once called the Los Angeles Transit Lines, then in 1958 known as the Los Angeles Metropolitan Transit Authority, and, finally in 1964 as the RTD.

"I worked both as a conductor and a motorman on the old yellow cars or PCCs. Do you know what PCC stands for?" Muniz asks. "President's Conference Car." Most Angelenos who rode the Red and Yellow cars become sentimental or nostalgic in their reminiscing of that era. Muniz is no exception. "There was something romantic about those cars. Why, I met my wife on my streetcar," he said. "I met her before I was hired as a conductor. I was standing behind the conductor watching him operate the gears and then she stepped on the car. That was over 41 years

ago." For Muniz the "temporary" motorman job became a very steady job. He became a Bus and Street Car supervisor for the Los Angeles Transit Lines in 1956. "I was the first Hispanic promoted to supervisor within the Company. That was a dramatic change for me. I really felt I had to go out and prove myself. Remember in 1956 we didn't have any EEO or Affirmative Action. You had to get everything based on your own merit. And I had some very strict supervisors who didn't pull any punches."

As a supervisor Muniz found the greatest challenges and rewards in developing and guiding his staff. "You've got to give employees an opportunity to move up and to develop their potential. The supervisor has to encourage the employee to explore and enhance his ideas."

In 1970 Muniz was appointed Stops and Zones representative. On his philosophy of work, "I ran my section as if it were my own company. The interests of the company always came first." The most compelling aspect of Muniz' tenure as a Stops and Zones representative was its diversity. "No two days were alike. This has been a real education for me. I enjoyed fighting for the bus stops and red zones and I very seldom lost a case in the Traffic Commission or Public Safety hearings." For those hear-

ings, Muniz prepared himself beforehand just as a lawyer prepares for a trial. "It is just like a day in court. I state my case, they state their case. You have to know your business and the rest is just left to who's right and who's wrong."

Looking back over to his different work roles, he commented, "I think it's important to come up through the ranks. It may be the hard way, but it certainly gives you the broadest view possible of the whole operation."

Off duty Muniz' time is taken by his many commitments to his community of La Mirada. He is presently a Public Safety Commissioner for the City of La Mirada, and is a member of the St. Paul's Men's Club, Knights of Columbus, Friends of the Theater, and the Sister City Association.

Officially, Muniz retired on February 1, but he returned to RTD February 4 in the capacity of a consultant to the Stops and Zones Department. To the question of what about peace and relaxation after retirement, Muniz brushed that aside with, "Look, I'm only 61, I'm not even old enough for Social Security."

A shiny new, gold-faced watch glistens on Muniz' wrist. He holds it up, showing it off proudly. "Just what I always wanted — a watch with a logo."

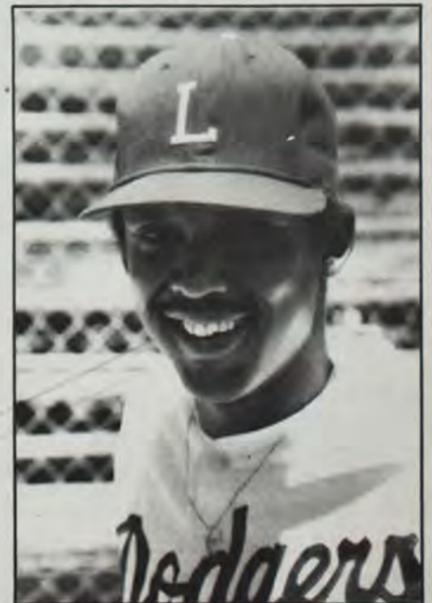


Vic Muniz, soldier, streetcar conductor, motorman, supervisor, Stops and Zones Representative, now retires to become a consultant.

Health Fair On Way

Everyone, plan to come and bring the family, friends, children. Have an ultra-sound arterial scan. See how high or low your blood pressure and pulse rate are reading. See your heart rate on an EKG machine. Learn about fast food nutrition, and compare all the facts about the various painkillers on the market. Watch the fascinating movements of our aerobics team as they show you how to move along with music toward better health. Pick up free, nutritious and easy recipes for delicious dishes. Take advantage of free health tests and free information that could cost you as much as \$280.00 in a clinic or hospital setting. The District wants all employees to have a chance to increase their health awareness while having a good time, so the fair will be held at one or more Divisions during the month of June, on a Sunday. There will be balloons, food, music, a free sportswear fashion show, and fun and free information for all. Watch for further announcements, posters, and articles in the Headway. Y'all plan to come and map your own route to health and remember — It's Free!

Luchus stresses that, "each of my children are high achievers in their own right." Son, Luchus Jr., was in the top four of his class at Loyola Marymount and is now a Vice President with a branch of Home Savings and Loan.



Greg Smith, 25, looks for a future in the major leagues.

Smith's Kids Make Good

Luchus Smith, Maintenance Division Manager at 3305, has every reason to be the proud father that he is. He and his wife Gracie have five children, two of whom are outstanding athletes.

Luchus began his career with the District when his daughter Lori, 23, was born. Lori is a former Long Beach and San Diego State track and field Most Valuable Player and Olympic contender. His son Greg, 25, is a minor league baseball player with the San Diego Padres organization. Both aspiring athletes are young, talented, spirited and have hopes of the major leagues for Greg and the 1988 Olympics for Lori.

Lori competed in this past summer's Olympic Trials where she was a semi-finalist in the 100 meter women's hurdles. She acknowledges the disappointment of not making the U.S. team and attributes that in part, to not being at the peak of her ability. However, the incentive to keep striving in the direction of the 1988 Olympics according to Lori "lies with my love of the sport, my desire to stay in condition by working out with weights, and the traveling which the sport affords me."

Greg, a 13th round draft choice of the Los Angeles Dodgers in his junior year of college at Southern University, earned MVP honors during his rookie season. He is now on a Triple A team which is the

last hurdle preceding the major leagues. This is Greg's second season with the Padres, and he is looking forward to spring training which starts this month in Yuma, Arizona. Once making the team, he would play the upcoming season in Las Vegas, Nevada.

The 6'2" infielder recognizing the fierce competition in the minor leagues, says that, "my faith in the Lord, a positive attitude, and my ability to stay healthy" distinguishes him from many of his teammates. Last season with the Padres, Greg hit 8 home runs, 40



Lori Smith, 23-year old daughter of Maintenance Div. 5 Manager Luchus Smith pins hopes on the 1988 heptathlon.

RBIs (runs batted in) and boasted a batting average of .352. He also had the opportunity to play against Japanese All-Star baseball players as the National League Champion Padres traveled to Japan for an exposition game.

Lori, an employee with the Unified School District, is currently in training with Coast Athletic Track Club. While her sights are most definitely set on the '88 Games, her preparation and training is taking on new heights. This time around, she is training to compete as a heptathlete, which is equivalent to the men's decathlon except the heptathlon has seven events and the decathlon has ten. Outside of track, Lori enjoys bowling, weight lifting, and jogging. She feels her most notable accomplishment to date has been competing in Madison Square Garden where she represented the United States in the U.S. Sports Festival.

In the off-season, Greg is most likely to be working as a painter or doing what he enjoys most, playing winterball in places such as Columbia, South America. Greg sees the highlight of his career to date when he played an exposition game which featured University of Southern California All-Stars and the Los Angeles Dodgers. "The game was played in Dodger Stadium and my family, all my friends and about 40,000 people were there. It was great!"

Your Reps—How To Find Them

Continued from page 2

Ferguson, Gil	70	Orange	4667 MacArthur Blvd. #305 Newport Beach 92660	(714) 756-0665	445-7222
Floyd, Richard E.	53	Los Angeles	16921 S. Western Ave., Gardena 90247	(213) 516-4037	445-0965
Frazer, Robert C.	74	San Diego, Orange	3088 Pio Pico Dr., Suite #200, Carlsbad 92008	(619) 434-1749	445-2390
Frizzelle, Nolan	69	Orange	17195 Newhope, #201 Fountain Valley 92708	(714) 662-5503	445-8377
Grisham, Wayne	63	Los Angeles	13710 Studebaker Rd. #202 Norwalk 90650	(213) 929-1797	445-6047
Hayden, Tom	44	Los Angeles	1337 Santa Monica Mall, Santa Monica 90401	(213) 393-2717	445-1676
Hill, Frank	52	Los Angeles	15111 E. Whittier Blvd. #385 Whittier 90603	(213) 945-7681	445-7550
Hughes, Teresa P.	47	Los Angeles	3253 S. Hoover St., Los Angeles 90007	(213) 747-7451	445-7498
Johnson, Ross	64	Orange	1501 N. Harbor Blvd., Fullerton 92635	(714) 738-5853	445-7448

CALIFORNIA STATE ASSEMBLY

Name	District	Counties	Main District Office*	Telephone (District)	Telephone (Capitol)
Katz, Richard	39	Los Angeles	9140 Van Nuys Blvd., #109 Panorama City 91402	(818) 894-3671	445-1616
Kelley, David	73	Riverside	41555 E. Florida, Hemet 92344	(714) 652-5023	445-7852
Lafollette, Marian W.	38	Los Angeles	11145 Tampa Ave. #17A, Northridge 91326	(818) 368-3835	445-8366
Lancaster, Bill	62	Los Angeles, San Bernardino	362 E. Rowland St., Covina 91723	(818) 332-6271	445-9234
Leonard, William	61	San Bernardino	1323 W. Colton Ave., #101, Redlands 92374	(714) 798-4242	445-7552
Lewis, John R.	67	Orange	626 E. Chapman Ave., Orange 92666	(714) 997-9270	445-2778
Margolin, Burt M.	45	Los Angeles	8425 W. 3rd St. #406 Los Angeles 90048	(213) 655-9750	445-7440
McClintock, Tom	36	Ventura	Paseo Camarillo, 350 N. Lantana Camarillo 93010	(805) 987-9797	445-7402
Molina, Gloria	56	Los Angeles	5261 E. Beverly Blvd., Los Angeles 90022	(213) 721-5557	445-1670
Moore, Gwen	49	Los Angeles	3731 Stocker St., Los Angeles 90008	(213) 292-0605	445-8800
Mountjoy, Richard	42	Los Angeles	406 S. 1st Ave., Arcadia 91006	(818) 446-3134	445-7234
Nolan, Patrick J.	41	Los Angeles	143 S. Glendale Ave., #208 Glendale 91205	(818) 240-6330	445-8364
Robinson, Richard	72	Orange	11400 Stanford Ave., Garden Grove 92640	(714) 530-7200	445-7333
Roos, Michael	46	Los Angeles	600 S. New Hampshire Ave., Los Angeles 90005	(213) 386-8042	445-7644
Tanner, Sally	60	Los Angeles	11100 Valley Blvd., Suite 106, El Monte 91731	(818) 442-9100	445-7783
Tucker, Curtis R.	50	Los Angeles	1 Manchester Blvd., Inglewood 90306	(213) 412-6400	445-7533
Vicencia, Frank	54	Los Angeles	16600 Civic Center Dr., #233 Bellflower 90706	(213) 804-1436	445-7486
Waters, Maxine	48	Los Angeles	7900 S. Central Ave., Los Angeles 90001	(213) 582-7371	445-2363
Wright, Cathie	37	Los Angeles, Santa Barbara, Ventura	250 E. Easy St., #7 Simi Valley 93065	(805) 522-2920	445-7676
Wyman, Phil	34	Inyo, Kern, Los Angeles	5405 Stockdale Hwy., #112, Bakersfield 93309	(805) 395-2673	445-3266

* During legislative session, mail for Assembly members may be addressed to the State Capitol, Sacramento 95814.

Neoplan Buses Not Recalled

RTD has experienced problems on one fifth of its rush hour fleet with the "A" frame unit of the rear suspension system cracking. The decision taken by RTD not to have the buses recalled was largely due to assurances from the buses' builder, Neoplan USA Corporation, that stated that the buses can be safely operated, provided the crack does not exceed 3 1/2 inches on the side of the A-frame beam.

The A-frame cracks were first discovered on District buses on December 14, 1984 and have increased in number since that time; all but one remain in service. The District together with the National Highway Traffic Safety Administration (NHTSA) has placed Neoplan on formal notice regarding these problems. Neoplan USA Corporation has initiated a temporary repair retrofit program intended to enable the buses to remain in service until a fully proven repair program can be designed and incorporated into all 415 buses. Meanwhile, the District's Maintenance Department has taken precautionary measures and have stepped up its monitoring of the structural failures in the A-frame to ensure a safe and efficient run for all its patrons.

EAP Offers Money Class

In 1983 the Personnel Department's Employee Assistance Program coordinator conducted a survey and discovered that the number one problem was money.

Almost 70% of the people who responded indicated help might be needed with financial problems. In response to this survey, and to other indications of financial concerns, the Employee Assistance Program sponsored an orientation presentation geared toward household money management, planning and budgeting, and debt counseling.

At the EAP's request, Ms. Donna Fong, Executive Director of the Consumer Credit Counselors of Los Angeles, visited all thirteen of the District's Transportation and Maintenance Divisions. Ms. Fong described the useful, free services offered by her non-profit, community-supported agency. She told employees they could call one of the agency's nearest branch offices and set up an appointment for a free counseling session to learn better ways to handle money and to pay off debts.

How Not To Waste Precious Time

The human race is heir to many ills, and one of the most common is the tendency to put off things until later (and later). Or as it is more commonly known, procrastination, which has been termed, "the art of keeping up with yesterday."

Edwin Bliss, in his book *Getting Things Done*, lists three ways to cope with procrastination.

First is the salami technique. This is built on the same principle as the old saying, "the eye is bigger than the stomach." What may seem to be the nastiest task imaginable — scrubbing the bathroom or making six phone calls to explain an error on your report — seems a little easier to tackle when it's broken down to a slice at a time. Make one phone call or just clean the sink.

Who knows, you may so enjoy the feeling of fulfillment you get from starting the task that you might be tempted to go ahead and finish.

Or, you might not. But at least you will have made a start on completing the task you've been dreading.

Second is the balance sheet method. Take a sheet of paper and list the good points for procrastinating the task. On the other side, write down the benefits of doing it now. The sight of the written benefits of getting the job done now could push you over the edge to getting the job done.

Method three requires you to recognize procrastination as part of your behavior pattern. Bliss suggests that you start first thing in the morning on the worst task of the day. This reduces the nastiness since you're only half awake anyway. And you won't dread having to do it for the rest of the day.

Here are some other pointers to keep in mind in the war against wasting time.

— Keep your schedule flexible and allow some extra time in case something goes wrong (it usually does). A schedule filled from 6 a.m. to 10 p.m. is one that will not be followed.

— Reward yourself for doing something you hate. It could be something as simple as getting a cup of coffee or buying a new plant for the living room.

— Do delegate. You can't do everything.

— Be realistic in your time management. This reduces frustration and keeps you from driving yourself too hard.

— Get the most of your sleep. Try asking your subconscious a question before you go to sleep. Sometimes your dreams can supply you with the answer.

You may be wondering what to do with all that saved time. On the

job, of course, the point is to become more productive in the hours you are there.

But, if you carry this over into your personal life, what then? Frank Gilbreth, an early authority on time and motion study, was once asked what he was saving all that time for. "For work," he replied, "if you like that best. For education, for beauty, for art, for pleasure ... for mumble-peg, if that's where your heart lies."

Proposition A Story

Proposition A became effective July 1, 1982. Revenues from the half-cent tax are used for public transportation improvements and development of a 150-mile countywide rail transit system. More than \$285 million has been generated by the tax to implement the program. Under Phase One of the program, tax revenues are allocated on a 25% share to be returned to the 84 cities of the county, based on population. Funds are used for local transit improvements, such as dial-a-ride, bus shuttles, contracted services and ridesharing programs. Fifty percent of generated revenues goes to the Fare Reduction Program which now fixes bus fares at 50 cents.

The remaining 25% of revenues are used to develop the rail transit program. Phase Two of Proposition A will begin July 1, 1985 and remain effective indefinitely. A new allocation of revenues system takes effect. Twenty-five percent of generated funds will be directed to the Local Return Program. With the expiration of the Fare Reduction Program, 40% of the revenues will be allocated to the Los Angeles County Transportation Commission. Known as the Discretionary Fund, the LACTC can use these funds for bus or rail programs, including subsidies. The extent of fare increases and services largely depends on how much of its Discretionary Fund the LACTC will allocate to local transit operators from year to year. The remaining 35% of revenues are earmarked for the Rail Development Program.

Currently, the RTD is working closely with the LACTC to ensure that sufficient subsidies are secured to keep fares as low as possible and to maintain adequate service levels.

RTD Is First With 401(K) Plan

For those of you who have put off planning for your retirement because you were waiting for the "Right Investment," there's no need to wait any longer! RTD has just announced the implementation of a new Salary Reduction Thrift Plan, popularly referred to as the 401(K) Plan; which provides employees at all salary levels with a tax shelter, while at the same time creates handsome benefits for its investors.

Beginning March 1, 1985, Non-Contract employees with three or more years of service are eligible to enroll in the "Thrift Plan." By contributing a percentage of your earnings into this plan, you can defer income tax on some of your salary and accumulate additional investment earnings toward your retirement and escape both Federal and State tax until it is withdrawn. The withdrawal usually occurs at a time when presumably you are in a lower tax bracket. The first payroll deduction into this Plan will be on April 12, 1985.

The Plan has been approved by the Internal Revenue Service under IRS Code Section 401(K). Contributions ranging from a minimum of \$15.00 to 10% of your salary may be made each pay period. However, it is possible for contributions at the higher levels to be cut back dependent upon the application of certain IRS rules. Your taxable income will be reduced by the amount of your contribution into the Thrift Plan. In other words, if a \$20,000-a-year employee puts \$1,500 into the plan this would reduce taxable income to \$18,500. The contributions will be invested into your choice(s) of the investment options described below. There are no administrative or investment management fees.

The investments options are as follows:

1. A savings and loan association account, with individual employees balance insured up to \$100,000 by the Federal Savings and Loan Insurance Corporation. The rate of return through October, 1985, will be 12.25%.
2. The Fidelity Thrift Trust with investments primarily in high and upper grade government and corporate bonds and money market instruments with a total average maturity not to exceed ten years. Recent annual returns were 24.06% for 1982, 9.42% for 1983 and 13.5% for 1984.
3. The Pennsylvania Mutual Fund, Inc., with investments normally in stocks and convertible securities of small and medium size companies. The objective is appreciation of capital. The returns including dividend reinvestments and price changes were 33.5% of 1982, 40.5% for 1983 and 3.12% for 1984.

Most of you are aware that the District already offers a Deferred Compensation Plan which provides similar benefits to this new 401(K) Plan. Members have already accumulated \$21 million, or \$12,500 per member in the Deferred Compensation Plan. This plan will continue to be available and eligible Non-Contract employees can be in both plans simultaneously if they so desire. Maximum contribution limits will be 25% or \$7,500 into the Deferred Compensation Plan, and up to a maximum of 10% into the 401(K) Plan. Additionally, you are also eligible to contribute to your own IRA if you are a Deferred Compensation Plan member now. To

those of you who do not desire to contribute to both plans, we urge you to consider freezing your position in the Deferred Compensation Plan and join the new Thrift Plan for future contributions.

Existing account balances in the Employee Deferred Compensation Plan may not be moved into the Thrift Plan. Funds left on deposit in the Employees Deferred Compensation Plan will continue to earn interest and dividends even though you have decided to make contributions to the Thrift Plan only. Within the next few weeks, meetings will be scheduled at various locations to explain the Thrift Plan in greater detail and to provide for enrollment. Most eligible Non-Contract employees will be given an opportunity to attend a meeting or to visit personally with a representative of the Treasurer's Office. Information and enrollment applications may also be obtained by telephoning extensions 2065, 2084, or 6593 from 7:30 a.m. to 4:00 p.m.

The District is one of the first known transportation agencies to offer this valuable new benefit.

Taxes! Taxes!

"Tax his Cow, Tax his goat
Tax his pants, Tax his coat
Tax his ties, Tax his shirt
Tax his work, Tax his dirt.
Tax his chew, Tax his smoke
Teach him taxes is no joke
Tax his car, Tax his gas
Tax the road he must pass
Tax his land, Tax his wage
Tax the bed in which he lays
Tax his tractor, Tax his mule
Tax the books used in school
Tax him good and let him know
That after taxes he has no dough
If he hollers, Tax him more
Tax him till he's good and sore.
Tax his coffin, Tax his grave
Tax the sod in which he lays
Put these words upon his tomb
'Taxes drove me to my doom.'
And when he's gone
They don't relax
They'll still be after
Inheritance Tax!"
— Anonymous

UTU Votes To Strike

District Operators voted 4,214 to 391 February 7 to strike against the District following extensive labor negotiations resulting in an impasse. The United Transportation Union, representing the Operators, is asking for a 4% pay hike this year with another 4% next year. Cost of living raises amount to 2% for 1985 and 2.6% for 1986. An additional work rules/benefits package amounts to 61.5% in 1985 and 12.2% in 1986. The total spread over two years amounts to an increase of 86.3%.

The District's offer includes a 3.5% wage increase tied to productivity improvements that the District feels would put tax dollars to better use. The District seeks to generate the revenue to pay the increase through work rule modifications that would effect a reduction in the District's absenteeism rate which, currently, has climbed to 6% annually as compared to a 2% annual rate for Los Angeles County employees.

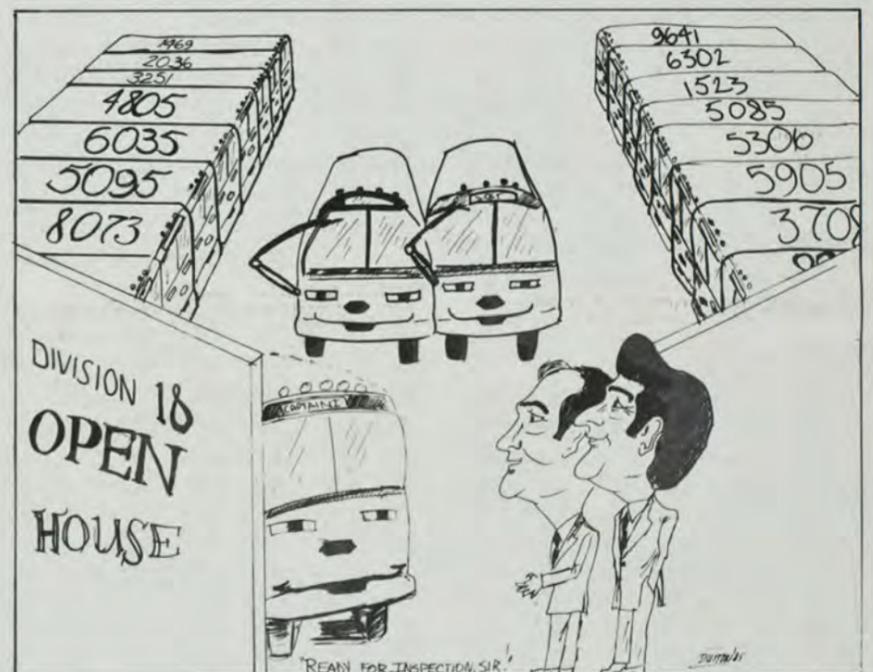
The District also seeks to reduce its Accident Liability costs. Current liability costs are \$28 million a year. The District intends to pay back a portion of the savings to the operators in the form of bonuses.

Because the Union and the District came to a deadlock with negotiations, both appealed to Governor George Deukmejian to institute the Lockyer Provision, Labor Code Section 1137.2.

The Lockyer Provision is a state law governing transit negotiations. It empowers Deukmejian to assign a special panel to investigate the labor dispute and report back to him. After the panel makes its report, the governor can then ask the state attorney general to seek an injunction halting a strike for a 60-day cooling off period.

Named to the 5-member panel by Deukmejian were Roy Brophy of Sacramento, a member of the California State University Board of Trustees, who will act as the chairman; Jerome Prewoznik, a Santa Monica Lawyer; William Orozco, president of Orozco Travel Agency in Los Angeles; Julius Draznin, a Los Angeles arbitrator; and retired Los Angeles Superior Court Judge Arthur Marshall.

The panel members held a public hearing on the contract proposal February 13 at the State Building in Van Nuys.



Are you a cartoonist or caricaturist with a great sense of humor? If you are, the Headway needs you. If you would like to submit your cartoons to the Headway, call 972-6319 or write Headway, 2nd Floor, 425 S. Main Street, Los Angeles, CA 90013.

District Talent Search Is On

The Headway is conducting a talent and skills search. While aware that many of you have special skills and talents, the knowledge of who has which or what specifically, is generally unknown. We would like to know of the individual interests, talents, and skills of each and every one of you. Therefore, we are asking you to fill in the blank below that will identify either the talent or skill that you have developed, or of someone you know in the District who is a talented musician, an artist or a creative cartoonist, a specialist cook or a gifted mimic, etc. We will begin a talent bank and contact people regarding their area of speciality. Please return the form to Headway, 2d Floor, 425 S. Main St., L.A., CA 90013.

(My) (Someone else's) Name: _____
of Department/Division _____ is a specialist or has
special knowledge in the area of _____
(S)He, I, can be reached at _____ between the hours
of _____ and _____
My name: _____

COMMENDATIONS AND SCHEDULE CHANGES

COMMENDATIONS

DIVISION 1

Elaine M. Bradshaw

DIVISION 2

Rhonda D. Blunt

Rose M. Graves

DIVISION 3

Willie R. Randle

M. Robertson

DIVISION 6

Elijah A. Green

DIVISION 7

Robert C. Higbee

Leticia E. Rivera

DIVISION 12

Will Gassner

DIVISION 16

Michele Taylor

DIVISION 23

Arthur L. King

LOCATION 9

Veronica Byrd, Ticket Clerk

Farias, Angelina J., from Typist Clerk to Clerk.

Flores, Julie A., from Clerk to General Clerk II.

Fordham, Tyrone M., from Operator to Ex Trans Oprns Supervisor.

Gaither, Vincent J., from Mechanic C to Mechanic B.

Garrett, Cynthia E., from Operator to Ex Trans Oprns Supervisor.

Giang, Hoa, from Mechanic B to Mechanic A.

Gibson, Denise H., from Messenger Clerk to Cash Clerk.

Grdanc, Frank J., from Mechanic B to Property Maintainer A.

Hollis, Coleman J., from Mechanic B to Mechanic A.

Huggins, Nelson F., from Operator to Ex Trans Oprns Supervisor.

Kaufman, Steven L., from Field Equipment Technician to Equipment Maintenance Supervisor I.

Lee, Sut-Fu, from Mechanic B to Mechanic A.

Lenihan, John M., from Electronic Communications Technician Leader to Systems Electronic Communications Technician.

Lofton, Connie K., from Information Clerk to Extra-Supervisor of Information Clerks.

Lorusso, William V., from Assistant Vehicle Operations Manager to Acting Vehicle Operations Manager.

Madril, John M., from Operator to Ex Trans Oprns Supervisor.

Quick, Lee W., from Opr./Ex. Transit Opr. Supervisor to Transit Opr. Supervisor.

Ray, Anthony D., from Electronic Communications Technician to Systems Electronic Communications Technician.

Reed, Esther, from Mopper-Waxer to Temporary Cash Clerk.

Skarseth, Robert K., from Electronic Communications Technician Leader to Systems Electronic Communications Technician.

Sum, Paul, from Mechanic B to Mechanic A.

Turner, Grady K., from Electronic Communications Technician to Electronic Communications Technician Leader.

Villalobos, Ray J., from Transit Operations Supervisor to Acting Assistant Vehicle Operations Manager.

Wentz, Janet A., from General Clerk II to Position Control Coordinator.

SHIFTING GEARS

Bertsch, Curt, an Operator since December 9, 1974, retired December 9, 1984.

Billingslea, Jack, a Mechanic employed June 2, 1967, retired December 5, 1984.

Black, Samuel, Assistant General Manager of Operations employed on April 1, 1971, retired January 25, 1985.

Glover, Robert, an Operator since April 11, 1960, retired January 2, 1985.

Jarvis, Fannie, Position Control Coordinator employed on January 12, 1965, retired on January 18, 1985.

McEvoy, Roger, an Operator since December 24, 1962, retired January 4, 1985.

Medvedik, Frank, an Operator since March 24, 1956, retired January 12, 1985.

Muniz, Victor, Stops and Zones Representative employed on July 17, 1947, retired February 1, 1985.

Namatame, Teichi, Senior Staff Assistant employed on December 2, 1954, retired February 3, 1985.

Proctor, Charles, Engineer Associate employed on April 1, 1971, retired on January 30, 1985.

Seehofer, Earnest, an Operator since July 22, 1952, retired January 13, 1985.

Segletes, Hugo, Buyer employed on August 24, 1954, retired January 31, 1985.

Serrao, John, an Operator since October 25, 1969, retired December 23, 1984.

Smith, Alvin, Transit Operations Supervisor employed on November 20, 1958, retired on January 31, 1985.

SCHEDULE CHANGES

Archuleta, Frank J., from Operator to Ex Trans Oprns Supervisor.

Arellano, J., from Programmer Analyst to Senior Programmer Analyst.

Bradley-Person, Jean N., from Schedule maker I to Staff Assistant.

Brown, William R., from Electrical Maintenance Supervisor I to Electrical Maintenance Supervisor II.

Cabrinha, Christopher C., from Mechanic C to Mechanic B.

Cecere, Frank A., from Extra-Transit Operations Supervisor to Transit Operations Supervisor.

Cohen, Irving, from Estimator to Senior Estimator.

Collier, Lucius E., from Community Relations Manager to Director of Community Relations.

Cox, Stephen G., from Mechanic B to Mechanic A.

Downs, Carlyle T., from Mechanic B to Mechanic A.

Edwards, Ed, from Manager Clerk/Relief Mail Carrier to Mail Carrier.

Ellis, Julie L., from General Clerk to Acting Buyer Assistant.

Engelberg, Barry L., from Supervising Legislative Analyst to Director of Federal and State Liaison.

IN MEMORIAM

Attaway, Elbert, a former Operator, passed away October 13, 1984.

Barrish, Harry, a former Operator, passed away December 1, 1984.

Carmichael, Jack, a former Superintendent of Maintenance, passed away October 3, 1984.

Derial, Bishop, a former Operator, passed away October 25, 1984.

Haas, Edwin, a former Operator, passed away November 26, 1984.

Hockenberry, Melton, a former Mechanic A, passed away October 26, 1984.

Jacobs, Roy, a Part-Time Operator since December 29, 1983, passed away January 14, 1985.

Jordan, Henry, a former Operator employed April 1, 1923, passed away December 13, 1984.

Lawrence, Monroe, a Cabinet Maker since April 1, 1976, passed away December 13, 1984.

McAllister, Edwin, a former Operator, passed away November 26, 1984.

Manning, Joseph, an Operator since June 6, 1949, passed away December 6, 1984.

Miller, Harley, a former Mechanic A, passed away October 11, 1984.

Phelps, John, an Operator since July 20, 1968, passed away January 14, 1985.

Vanderbrink, Henry, an Operator since October 30, 1945, passed away October 8, 1984.

Welsh, Peter, a former Operator, passed away November 8, 1984.

TRIPPERS

Will Gassner, an Operator at Division 12, has received the Master of Arts Degree in Management from the University of Redlands. He earned his AA in 1979, attending day classes while driving former Line 810 nights, obtaining his BA in 1982, taking night courses and driving former line 841 days, and now, receiving his MA in 1985 by again taking evening classes and driving Line 232 days.

Enjoying a feeling of accomplishment after having earned three degrees, Gassner is also equally proud of his ten-year Safety Award.

Jin Kim, an operator out of Division 10 who's been with the District for 9 years, recently made front page news in the Korea Times Los Angeles Edition. The good news is that his patrons, especially the senior citizens, love him. Kim's line goes directly through Koreatown, and while there are many Koreans who ride the RTD, those who don't speak English have been afraid to take the bus. The Korea Times has informed them that Kim, a native speaker, can assist them. Kim says he thinks positively about people, especially his passengers. "I feel good about myself and treat them as I want to be treated. It never fails to get a good reaction from them," Kim said.

Jin Kim, Div. 10





HEADWAY

Division 18 Open House Pages 4-5

1985 SCRTD BASKETBALL SCHEDULE

GAMES ARE PLAYED AT		
BETHUNE PARK, 1244 E. 61st Street, Phone 234-8349		
DATE	TIME	HOME VS VISITORS
MAR 5	8:00 PM	DIVISION 18 VS DIVISION 3
MAR 5	9:00 PM	DIVISION 9 VS DIVISION 5
MAR 7	8:00 PM	DIVISION 12 VS DIVISION 10
MAR 7	9:00 PM	HEADQUARTERS VS DIVISION 2
MAR 12	8:00 PM	DIVISION 2 VS DIVISION 3
MAR 12	9:00 PM	HEADQUARTERS VS DIVISION 12
MAR 14	8:00 PM	DIVISION 9 VS DIVISION 18
MAR 14	9:00 PM	DIVISION 5 VS DIVISION 10
MAR 19	8:00 PM	DIVISION 10 VS DIVISION 2
MAR 19	9:00 PM	DIVISION 18 VS DIVISION 5
MAR 21	8:00 PM	DIVISION 3 VS HEADQUARTERS
MAR 21	9:00 PM	DIVISION 12 VS DIVISION 9
MAR 26	8:00 PM	DIVISION 5 VS DIVISION 12
MAR 26	9:00 PM	DIVISION 10 VS DIVISION 3
MAR 28	8:00 PM	DIVISION 18 VS HEADQUARTERS
MAR 28	9:00 PM	DIVISION 2 VS DIVISION 9
APR 2	8:00 PM	DIVISION 9 VS HEADQUARTERS
APR 2	9:00 PM	DIVISION 12 VS DIVISION 2
APR 4	8:00 PM	DIVISION 3 VS DIVISION 5
APR 4	9:00 PM	DIVISION 10 VS DIVISION 18
APR 9	8:00 PM	DIVISION 18 VS DIVISION 12
APR 9	9:00 PM	DIVISION 9 VS DIVISION 3
APR 11	8:00 PM	DIVISION 2 VS DIVISION 5
APR 11	9:00 PM	HEADQUARTERS VS DIVISION 10
APR 16	8:00 PM	DIVISION 5 VS HEADQUARTERS
APR 16	9:00 PM	DIVISION 2 VS DIVISION 18
APR 18	8:00 PM	DIVISION 10 VS DIVISION 9
APR 18	9:00 PM	DIVISION 3 VS DIVISION 12

PLAYOFFS BEGIN APRIL 23

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RTD HEADWAY

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