

HEADWAY



Charged with Electricity, RTD Board President Marvin Holen and Mayor Tom Bradley Give the District's Trolleybus Program Momentum.

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The Headway . . .

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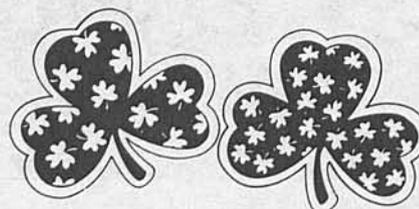
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A Word from the General Manager

Life and Death on the Blue Line



Marvin Holen, RTD Board president, issued one of the strongest pleas for public safety awareness for the benefit and protection of our patrons and District employees that I have ever heard from any public official in my professional career.

Mr. Holen was "taking no prisoners" recently when he told reporters from most local television and radio stations that, as cruel as it might sound, RTD was going to do everything in its power to prosecute to the full extent of the law anyone who drives or walks around Blue Line safety crossing gates.

He said it was a life and death issue and that he didn't want those willing to play chicken with a train and jeopardize the lives of District patrons and employees to believe they would not be fined or jailed.

To such offenders he said: "I'll see that person in jail, if he hasn't already gone to the cemetery."

Harsh words? For someone like myself who came from Chicago and knows firsthand that trains are nothing to fool with, your Board president wasn't harsh. He stated it the way it is. The way it must be.

If one considers that each train car weighs 96,000 pounds, and that a two-car train carrying a full load of more than 400 passengers weighs nearly 100 tons -- more than 100 times the weight of an average automobile -- colliding

with a train is an invitation to death or serious injury.

It might seem the odds are 100 to 1 to beat the train, but that's fiction. Modern rail cars are made from better and thicker steel than virtually any automobile on the road.

The train always wins.

I bring this topic to the attention of all District employees because it was comforting to hear the RTD's chief policy spokesman issue such a strong plea. And he has backed up his words with letters to the sheriff, LAPD, Compton and Long Beach police asking for their assistance in ticketing and arresting law breakers.

He is not alone. Blue Line train operator Jesus Ruiz, who has driven buses for the District for more than 22 years and has served as a train operator since the beginning of Blue Line service in July, 1990, said to those who feel compelled to hurry around protective gates and flashing signals: "It's better to lose a minute in your lifetime, than to lose your life."

A recent major accident in Compton showed that RTD personnel deliver in special ways in times of emergency and crisis. I wish to commend all of you who responded expertly and quickly to the accident at Manville in Compton, espe-

cially Art Crabtree, Blue Line facilities maintenance manager, who led the effort to replace a downed power pole and repair overhead wires, Division 11 Operations Manager Jesse Diaz who oversaw operations supervision at the crash scene, and Rich Morton who supervised removal of the damaged rail car.

There were many more who responded to clear the accident and to make sure our patrons were safe, and who transported them via a bus bridge between Imperial and Del Amo stations. This effort helped thousands of our passengers who rode the train while repair work continued during night hours. For days after the accident, they made sure Blue Line passengers were safe during normal working hours.

To all of you who served the public so well during this time, my special thanks. Keep up the good work.

Let's also applaud the strong support of our Board president who made his plea for greater public awareness of safety when it comes to crossing Blue Line tracks. Let's all help Mr. Holen by doing what we can to remind our patrons to watch out and pay attention to the train horn, flashing red lights and special safety gates designed to keep autos from crossing the tracks when a train approaches.

Alan F. Pegg



RTD Trolleybus Program is a Go!



Marvin Holen, RTD Board president, told reporters that the District is inquiring about any manufacturer interested in establishing an electric trolleybus assembly plant in Los Angeles to fill the RTD's order and to service the rest of the country. Pictured with Holen are Mayor Tom Bradley and Transit Systems Development Director Al Perdon, who's in charge of the trolleybus program.

Los Angeles Mayor Tom Bradley, joined by RTD Board President Marvin Holen and District staff, kicked off a series of 13 community meetings in February designed to get feedback on the proposed electric trolleybus lines. Some of those lines could be running as soon as 1995.

The meetings were held through February 26 to inform the public of the joint RTD - LACTC program and to answer questions and receive comments about the program.

During one of the first meetings, at RTD Headquarters, Supervising Engineer Nadeem Tahir told the audience that his colleagues have identified approximately 20 potential ETB routes for study. Of these, he said, 10 lines will be selected this month for possible development. RTD, Long Beach Transit and Montebello Municipal bus lines each could ultimately operate some routes. He said the selection of those lines will be called Phase I and the environmental

impact report (EIR) will be completed by year's end. "The AQMD has called for 30 percent of the county's bus fleet to be powered by zero-emission engines by the year 2010," he told about 50 interested citizens. "The electric trolleybuses is the only known technology that can do this."

Tahir said that the California Air Resources Board is making it difficult for transit properties now to acquire diesel buses.

He spoke of multiple benefits to the community, assuring the audience that the buses will be accessible to the disabled and that their air conditioning system will be superior because of the electric power that drives the trolleybus.

Tahir, who worked on the Red Line, also speculated that the trolleybuses will discourage vandals because they will have a rear window. "More visibility will discourage vandals and that's one advantage in our favor."



"The trolleybus program is much more exciting for me than was the Metro Rail project," says RTD's Nadeem Tahir. "I have a much more involved role in the program. I feel a lot of personal commitment and that my personal efforts will shape the program."

RTD's Ernesto Fuentes Receives Top Honors

Ernesto Fuentes, RTD inspector general, has been named recipient of the Pyramid of the Sun Award as Outstanding Corporate Individual by the Latin Business Association for his work in providing contract opportunities for Hispanic-owned businesses.

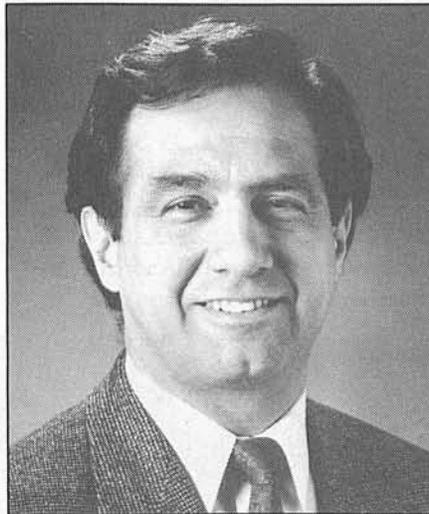
As a result of efforts by Fuentes, contracting dollars awarded to minority vendors doubled in 1991, the total of which includes one-third Hispanic business participation.

The award, known as "Piramide del Sol," is the Latin Business Association's highest honor and the only award recognizing Hispanic entrepreneurship.

"I think that the award represents a team effort by the District starting from the Board of Directors in its leadership and policymaking and also includes the management of RTD which has aggressively and with innovation implemented the Board's policies on DBE programs," said Fuentes, who accepted the honor February 21 at LBA's 16th anniversary award banquet at the Century Plaza Hotel. "Without that team

effort, the achievements of the last year would not have been accomplished."

Fuentes told *Headway* that his staff currently is intensifying efforts to pro-



Ernesto Fuentes, RTD inspector general, who was recognized as one of 11 outstanding entrepreneurs and business supporters by the Latin Business Association. "It's an award to all of us at the RTD," he says.

vide outreach programs. He says that they have scheduled and are now holding training sessions for minority firms to ensure that they are knowledgeable about doing business in the transit industry.

A Los Angeles native, Fuentes was appointed inspector general by the RTD Board in March 1987. He formerly was San Francisco regional counsel for the Urban Mass Transportation Administration, now called the Federal Transportation Administration.

Fuentes is a 1972 graduate of Rutgers School of Law, Newark, N.J., where he received his doctorate of jurisprudence degree. In 1969, he earned a bachelor of science degree in economics from Loyola University in Los Angeles. He's a graduate of Montebello's Cantwell High School.

He and his wife, Beverly, have four children and reside in Whittier.

Tahir says the biggest element of the program at present is determining the apprehensions of the community. He said that the visual impact of the overhead wires is the most frequently cited drawback.

Mayor Bradley, at the press conference, said that a key part of the project will be the planting of thousands of full-grown trees along the 150 miles of bus lanes during the initial stage of the project. "This program calls for the planting of about 30,000 trees along the routes," the mayor said. "And we're not talking about seedlings — we're talking about big, leafy mature trees."

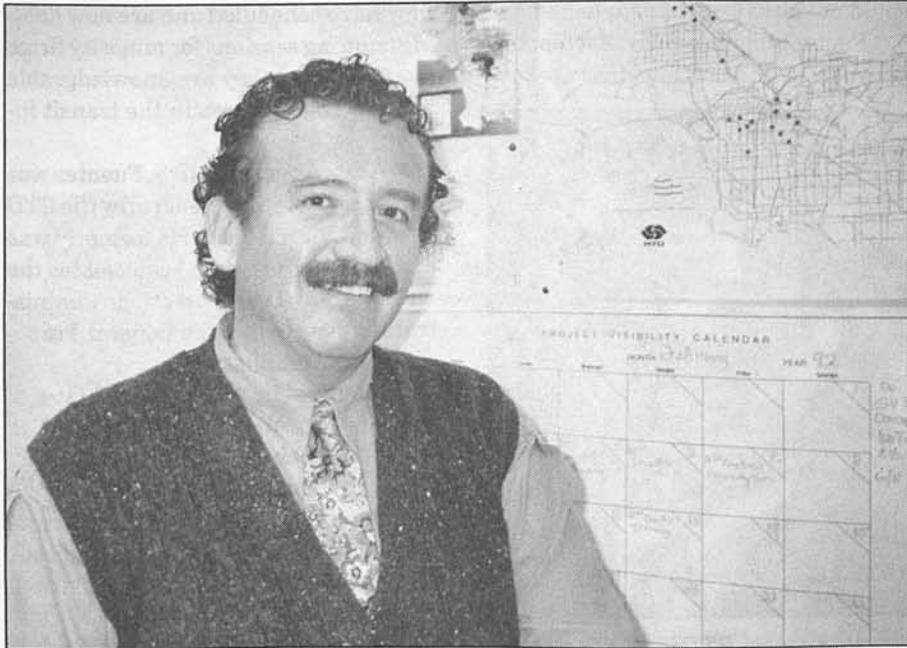
Planting trees will complement the low polluting trolleys by helping to clean the air, said RTD Board President Holen, while promoting bus ridership by making the streets more attractive.



"I feel a real level of excitement about this project, that it is going to happen," says Al Perdon, who's the boss of the trolleybus program. "Some people might call the discussions we'll have controversial. But it's healthy, I think. What's worse than being criticized is being ignored. In the next 30 years, we will spend billions of dollars to build a subway system, but what are we going to do for our bus patrons?"

Taking it to the Streets

New Vandalism Program Features Operators Speaking Out to Community Groups



"I'm impassioned about educating young people," says Public Affairs Representative Bill Gay, as he prepares to launch a program that involves operators talking to schools and community groups about how graffiti impacts them. "Graffiti is what my daughter is forced to deal with every day."



Division 3's Joe White is one of two dozen operators who will carry the anti-graffiti message into classrooms.

Joe White works the extra board out of Division 3. He says he gets hit by graffiti 12 to 14 times a day. "I don't care what anybody is telling you," he says, shaking his head. "It's getting worse not better. Even the high schoolers are getting into it."

His colleague, Melvina White, frowns at the mention of the "g" word. "It's definitely gotten worse," she says, wryly. "If I go out five times, I get hit five times."

Both Davis and White say they've always been angry at the vandals, but now with the economy in shambles, they are especially steamed. "It makes me angry because they're throwing away money that could be directed to something else," says White, who has been with the District 17 years. "Kids have too much free time," insists Davis. "Funds are low and they have nothing to do. You send them to the 'Y' and that costs an arm and a leg. They need to feel a part of something."

But educational campaigns haven't been enough to put a dent in the battle the taxpayer has waged. Bus operators, who feel helpless about the problem, want a chance to speak.

Now they will get their chance. Under a new program originated by Local Government's Bill Gay and Division 3 Transportation Manager Roy Starks, bus operators will soon take their message into the community. Speaking to youth groups, parent organizations and to just about anybody who will listen, operators, like White and Davis, will share how they are affected personally when their bus is vandalized. In the past, public affairs representatives have touted the anti-graffiti line. But, according to Gay, there are no better spokespersons than the operators themselves.

"I don't like stepping on toes," says the former diversion officer with the Monterey Park police department, "but

I honestly believe these employees can be a part of the solution."

Gay, a Pico Rivera native, says the idea for such a program came to him in December. He broached the concept with Division 3 Transportation Manager Roy Starks, who thought it "a super idea."

Starks had lobbied hard in the past for the kind of program Gay had designed.

"Graffiti is such a big problem, and it's getting bigger," says Starks. "I wanted to use the resources I have as a division manager to attempt a solution. Nobody can represent your case better than you. That's why I wanted my operators to do this."

Adds Starks, "I had one lady operator come into my office crying after her bus was vandalized. It makes the operator feel as though he or she has been violated."

A group of 20 operators, many of whom are active in community causes, was formed. Gay is presently providing them with six sessions of specialized training in which they are taught hints on how best to get their thoughts across.

Meanwhile, Division 5 also liked Gay's idea. Twenty-two employees, including operators, maintenance staff and stenographers signed on. The staff will work in teams of three, and may make presentations in the community as often as once a week. The program should be underway in March.

"There is wonderful energy at these two divisions," Gay says, adding that he is in the process of forming an all-around advisory committee of division representatives on graffiti. Gay, who used to teach Project DARE, says the divisions may eventually sponsor sports leagues and scholarships for high school students.

Meanwhile, Joe White and Melvina Davis are anxious to hit the classrooms. "I hope to catch the kids at an early age," Davis says. "Let them know it's costing everyone. They (the taggers) are the government. One day, they'll be footing the bill."



Bus Operator Melvina Davis is ready to speak to the community about vandalism, thanks to a series of training sessions on how to best convey the message.

Five Years and Counting

25 Employees Have Five Years of Perfect Attendance

We have received comments from many of you about our listing of perfect attendees for the last fiscal year. Some of you thought you had achieved a perfect attendance record, when in fact, a computer check showed you did not. Keep in mind that tardies and OWP's, RTO's and DTO's count against that perfect record.

In any event, we thought we'd list the names of those of you who've racked up a perfect record for at least the past five years -- that's the length of time that our computer has tracked attendance.

There are 25 employees who fit the bill. They are: Walter Maye, TOS; Sam Wolfe, TOS; Joseph Browning, Division 1 Utility A Leader; David Biehn, Division 2 Mechanic AA Leader; Jose Salamanca, Division 3 Leader; Freddie Hardemion, Division 5 Mechanic A Leader; Billy Mathis, Division 8 Mechanic A Leader; Jack Landrum, Division 9 Equipment Maintenance Supervisor; Fabio Restrepo, Division 15 Equipment Maintenance Supervisor; Robert Hillard, Division 18 Mechanic A; Gunter Kirstenpfad, CMF Mechanic A Leader;



Manuel Rodriguez, CMF Mechanic A; Michael Olivas, Admin. Analyst; Michael Brewer, Schedule Planner; Gary Okun, Schedule Maker II; Michael Barnes, Public Information Manager; Diana Parra, Secretary; Fannie Landry, Mopper Waxed; Gasper Oropeza, Facilities Maintenance Manager; Charles Urasaki, Systems Electronic Communications Technical Leader; Perfecto Salviejo, Systems Electronic Com. Tech.; Michael Mockler, Electronic Maint. Supvr. I; Taiwu Lim, Elect. Maint. Supvr. I; Joe Di Pietra, Fac. Maint. Supvr. I; Arthur Siemens, Traction Pwr. Inspector. Congratulations!

Transit Police Move into New Headquarters Building

Hammering, Nailing, Sawing Noises Greet Their Arrival

by Anthony Greno,
News Bureau Representative

Transit Police officers and support personnel have a new morale booster this spring: for the first time in their history, the RTD Police will have a home of their own.

Amid the pounding of hammers, the screech of electric saws and the busy-bee activity of remodeling crews, Transit Police personnel are moving into their new rented headquarters at 1900 S. Figueroa St.

Containing 28,000 square feet of office space, the art deco building is the former home of Pandick, The Financial Printer. The building is situated on the Blue Line at the southeast corner of Figueroa Street and Washington Boulevard, just west of where the track turns to run along Flower Street going north from Los Angeles Trade Technical College.

"We're happy to be moving to our own headquarters," said Capt. Sam Dacus, Transit Police administrative bureau commander. "Even though we don't have much choice about moving in during the building of walls and partitions, we're enthusiastic." In all, Transit Police has a personnel strength of about 260 persons who will be based at Washington and Figueroa, although some will be assigned to work at the substations at Broadway and Second Street, and at Division 15 in Sun Valley.

With the planned reactivation of Location 2 as Division 2 at East 15th and San Pedro streets to accommodate daily use by bus lines between Los Angeles and the San Fernando Valley, and also as a methanol fueling station, the Transit Police had to find new quarters.

"The people we had at Vernon Yard (an old Pacific Electric property on Vernon Avenue), are now moved into the new headquarters," Dacus said. That includes the Transit Police GHOST

team, SCAT team and the Los Angeles City Task Force.

"The telephone system and the computers have already been ordered," Dacus said. "Once the telephone communications system is installed, then

In the Mail

Dear RTD:

This letter should have been written many times before now, but I've been very remiss and the only explanation I can offer is, "I took you for granted." Now I want to go on record publicly and say thank you.

Thank you for always being there. Each and every time that I've called, your officers have been professional, efficient and sensitive to the situation.

I've had lost passengers or confused seniors and your officers have been excellent. I've never gotten a badge number because I just take you for granted. Understand this -- I always thank the officers and their reply is "You're welcome, but that's what we get paid for. We're here to call us if you need us."

When I finally decided to write, several incidents flashed through my mind.

One particular incident happened last fall. I was very proud of the officers who came and once again they were more than excellent.

I had a lost teenager. At the end of the line, I discovered that he knew as

continued on page 28 . . .

the computer system can be set up and plugged in."

Dacus said plans call for Transit Police to vacate the 720 E. 15th St. site by the end of March. "Our hope is to be up and running at the new headquarters by April," he said.

The RTD Board of Directors several months ago approved an allocation of \$203,000 for remodeling of the 1900 S. Figueroa St. site.

Original plans called for renting a garage building on the property for repair and maintenance of Transit Police vehicles. But budget cutbacks eliminated the garage building as part of the rental agreement, meaning that work on patrol cars and vans will be done at Division 4 in Downey. Fueling will be done at the divisions with gasoline pumps in operation.

Introducing the Employee's Choice Award . . .

The Customer Relations Department has introduced a new employee recognition and incentive program that has an unusual twist: employees can issue an award certificate directly to a co-worker for any reason they deem worthy, without restriction or prior approval from the management.

Called the Employee's Choice Award, it was inspired by a concept that was originated by the Oregon Forest Service several years ago. Such peer-to-peer awards, says Customer Relations' Scott Mugford, are valuable in fostering an increased atmosphere of worker cooperation and mutual respect for the efforts and abilities of others. In addition, supervisors are often made aware of employee contributions which might otherwise go unnoticed.

Although employees give the award directly to each other, they are encouraged to route the commendations through the editor of the Customer Relations departmental newsletter, GRAPEVINE, so that an account of the award justification can be included in the monthly paper.

Division 3 Turns Up Trumps for December



The whole crew at Division 3 turns out for a morning of picture-taking.

With purple, green, and blue balloons floating high above the Division 3 lounge, Executive Staff assembled for the official pronouncement that Division 3 (Cypress Park) was the Division of the Month for December.

Their selection was based on significant reductions for customer complaints, operator and maintenance absenteeism, late and cancelled bus transportation, and coach cleanliness.

At the speaker's roster was Board Member Antonio Villaraigosa, who lives up the street in Mount Washington. An appointee of Gloria Molina to the RTD Board, Villaraigosa says he rides the 83 line often. He's been at the division for the 5 a.m. rollout and said that he has been impressed with "the way you folks make things go so smoothly."

"RTD has gone through a lot of turmoil recently, with the reorganization and the impending \$65 million deficit. But the Board is sympathetic to you. I feel strongly that people who do work are not given credit. You have a friend here. You have someone you can talk with."

Villaraigosa added that the Board will "do anything before they cut staff and operations." He then presented special plaques of congratulations to Transportation Manager Roy Starks and

Maintenance Manager Luchus Smith.

Said Art Leahy, assistant general manager of operations, "I used to work here 20 years ago, so I've always known that Division 3 is the best."

Not to be Forgotten . . .

Two other divisions were awarded top honors recently, but in the case of Division 12, its award ceremony was delayed because of other District business. Division 12 in Long Beach scored top marks in October, recording the fewest customer complaints, occupational injuries, and number of absentees. Harold Hollis and Jim Lukens are the Division's managers.

Then, during a drenching rain, Division 15 sailed away with Division of the Month honors for November. Chris Coleman and John Adams are the managers of Division 15.



Alan Pegg, general manager, and Evan Braude, RTD Board member and Long Beach city councilman, thank Transportation Manager Harold Hollis for his work at making the division tops.

What Happens When an RTD Employee is Involved in an Accident?

by Bill Heard
News Bureau Representative

A pedestrian runs to catch a bus, trips and falls under the wheels and is injured, perhaps killed. The accident leaves the bus operator physically unhurt, but emotionally devastated. Medical services are focused on the pedestrian. Who can help the operator?

Last year, the District's Risk Management Accident Response Team responded to 56 tragic situations involving RTD employees. In each case, a team member was on hand to ensure that the employee received immediate help. Assistance ranged from comforting a grieving employee, to accompanying an operator through drug/alcohol testing or to providing psychological counseling services.

... the 10 members of the workers' comp unit are on 24-hour call, ready to respond with a variety of services when the Dispatch Center reports a serious accident.

"The purpose is to help an employee get through the first few days following an accident so he or she is able to deal with it and return to productive employment," says Nanci Eksterowicz, manager of the RTD's Workers' Compensation Claims and Public Liability section.

An accident involving a passenger or co-worker disrupts the lives of all involved, says Eksterowicz, and the District's concern for the welfare of its employees must be backed up by effective action. To provide emergency support, the 10 members of the Workers' Comp unit are on 24-hour call, ready to respond with a variety of services when

the Dispatch Center reports a serious accident. And team members don't wait for a troubled employee to ask for assistance.

"The idea is to help an employee who has had a difficult and traumatic experience in the course of doing his or her job," says Eksterowicz. "Most of the time, they weren't at fault, but it still can be a horrible experience."

A mainstay of the Traumatic Injury Program is psychological aid, provided by medical professionals. Fellow employees try to be helpful when a co-worker is involved in a serious accident, but a psychologist or psychiatrist can lend a sympathetic ear and recommend ways to restore the employee's spirits and confidence.

The Workers' Comp staff often cooperates with the Employee Assistance Program in providing counseling and other services to District employees. This usually occurs when the workers in need of counseling do not intend to file Workers' Comp claims.

EAP counselors were called in, for example, when a series of accidents following the start-up of the Blue Line focused media attention and public pressure on rail operators. As former bus operators, they were accustomed to driving vehicles they could maneuver to avoid a collision — an action that is not always possible for a train.

"There was a lot of emotion among the operators, most of whom had never experienced anything like that driving a bus," Eksterowicz recalls. "The EAP counselors gave them a chance to talk about their jobs, and the stress of possibly being involved in an accident. It helped reinforce their morale and confidence in themselves and in the rail system." While the Traumatic Injury Program concentrates on helping distressed employees, the Roundtable Program assists seriously injured workers and their families.



Nanci Eksterowicz

Within a few days following an accident, the Workers' Comp section convenes a Roundtable with representatives from the injured worker's department and from legal, employee relations, risk management, human resources and others. The group designs a case management plan to handle the many services the employee and his or her family may require.

The Roundtable meets frequently to hear reports on cases and to determine what additional services can be offered. In one instance, the medical management nurse helped an employee's wife and children get counseling, baby sitting and other assistance they needed while the employee was recuperating in the hospital.

"Our goal is to make sure the employee gets all the services he or she is entitled to," says Eksterowicz. "Community services, the right hospital or medical specialist, nurses, rehabilitation, whatever it takes to help get the employee back on the road to recovery."

Thanks For a Job Well Done!

Dear RTD:

There is one of your drivers who is extremely sensitive, and I find this not only extraordinary, but it is delightful for me to ride with him.

I am handicapped, and every other bus I've ridden on starts up as soon as the person boarding gets up the stairs and pays their fare.

This is no big deal for those who are not handicapped, but I walk with a cane, and I have severe balance problems which cause me to have to wait until the bus comes to a complete stop before I can get up and get off!!

The driver I am referring to is badge number 4388, and his name is Renard Perkins. I asked him to give me his name and badge number, telling him I was going to give it to the director of the handicapped office at Harbor College, which I am, but I didn't mention to him I was going to send you this letter.

This is an extremely unusual trait, and quite wonderful. I believe that someone of this quality should definitely be acknowledged.

As I said, I have been riding different buses for two years, and since I always sit in the front, what a driver does and how he acts has a direct effect on me. I am the one who loses her balance when the bus starts up too soon.

I do not think by any means that other drivers are purposely rude, they are merely ignorant. They don't have handicaps or balance problems, so they never think of it.

But neither does this driver, and somehow he knows. This is a very fine driver and he is an excellent representative of your company. I'm very impressed.

With Sincerity
Sheila Polzin
Rancho Palos Verdes



Division 3201

Steve Moreno
R. W. Schlumpf
David McClintock

Division 3203

Rutherford Chin
Earl Cobbs
Kevin Crawford
David Fitisemanu

Division 3205

Leonard Jefferson
Danny Tapio
Edward Cunningham

Division 3206

Mary Collins

Division 3207

Kathleen Kleven
James Lawson
Alfreda Lanoix

Division 3208

Carlos Torres

Division 3209

Stanley Owens
Guadalupe Quiroz

Division 3210

Margaret Atkins
Charles King
Andrew Jones
Jim Shorters

Division 3215

William Shamoun

Division 3216

Jimmy Rayford

Dear RTD:

I am compelled to write you and tell you about the experience I have had with one of your employees. His name is Jimmy Rayford, and he is a driver on route 490.

I have only begun riding the bus and I haven't quite mastered the ropes yet. I have, however, ridden with several different drivers at different times and on different routes. Mr. Rayford stands out as being one of the most courteous, patient, and kind people employed by RTD, let alone the world. He has not only been kind to me on several occasions but he is kind to everyone no matter their attitude.

If you have a program that recognizes outstanding employees, let me be the first to cast my vote for Mr. Rayford. The world needs more like him.

Thank you for your time.

Mrs. M. Patterson
Diamond Bar

Dear RTD:

I was very saddened to hear that our operator (Kevin Crawford) will no longer be running our line in the future. It is unfortunate that when the patrons have a friendly, courteous driver, he or she gets rerouted. Kevin is one driver who can be courteous to his passengers, but still maintains professional, safe transportation.

Kevin will definitely be a loss to our route, but we know that wherever he goes, he will shine!

Of course, the best thing that the RTD could do would be to leave the line alone and let us enjoy Kevin, but do as you must. Just know that you have a fine employee who makes the RTD look good.

Best Regards!

Daphne Green
Los Angeles

Dear RTD:

I'm writing this letter because I have had great riding experiences with your bus company, and was especially

continued on page 28 . . .

Blue Line Maintenance Team Equal to Test in Times of Crisis

RTD's Blue Line maintenance emergency response team found a tragic scene when it arrived at the Manville Street crossing just south of the Artesia Station in Compton the afternoon of Saturday, Jan. 18.

Shards of metal and glass, the remains of a small car, lay strewn about the tracks. A Blue Line train sat at an odd angle, straddling the main line and a crossover track. Power lines ripped from their moorings hung precariously. A metallic stump stood where a power pole once held up the lines. The pole lay crazily on the ground on the right side of the train.

A driver suspected of being under the influence of alcohol had swerved around lowered crossing gates in front of the fast-moving train. The tragedy cost the life of the car's passenger and severely injured the driver. One Blue Line passenger was hurt.

The accident disrupted service between the Del Amo and Artesia stations for the next 27 hours. The RTD immediately set up a bus bridge to close the gap.

As soon as Rich Esquivel, RTD's Blue Line equipment maintenance supervisor, surveyed the situation, he knew the challenge that lay in front of him and his crew.

"The service shutdown was inconveniencing people on both ends of the Blue Line," said Bob Ogus, Division 11's manager of rail maintenance. "We knew that a lot of people were looking to us to work quickly to get the trains running again."

With the supporting power pole sheared off at its base, Art Crabtree's traction power team also faced a special challenge: Repairing and re-rigging the twisted overhead wires and restoring power without the pole, which normally serves to keep wires tightly strung.

Crabtree's team worked through the night piecing and patching together wires. By sundown on Sunday, Jan. 19, Blue Line trains were able to pass through the area, though at a slower rate of speed. Normal service was restored early Sunday evening. Restored service hadn't been expected until Monday morning.

"This accident provided the first real test of our ability to respond in a pressure situation," Ogus said. "I'm extremely proud of everyone at Division 11 who participated. They gave up their weekend to work around the clock to get the Blue Line running again.

"Without their help, the trains would not have run again so quickly," Ogus said. "But everyone who provided behind-the-scenes support—and there were dozens from the transportation department and the sheriff's department—deserves recognition."

Dispatching Romance

On the day before Valentine's Day, the Dispatch Center was determined to give their man a proper send-off.

George Laun, a 19-year RTD veteran, was to tie the knot with his best friend, Kitty Harvey. The two chose Valentine's Day to celebrate their union, so his colleagues began the celebration early—the day before.

Boss Glenn Wynn says that Laun is "an integral part of the department."

"We like to do things for employees to show we're interested in their life away from the RTD."

The dispatcher will make his new home in Anaheim. Together, the pair has nine children from previous marriages.

Ogus is justifiably proud, but not surprised. "RTD hired the finest maintenance crew it could find from around the nation to work on Blue Line trains," Ogus said. "Their performance was not unexpected."

Rail car maintenance is a specialized field that will require more people as more rail systems are built in Southern California. Among the special skills rail maintenance employees must have: electrical, truck assembly, signal and crossing gate maintenance, and wheel "truing."

"Our whole maintenance philosophy is **prevention**," Ogus said. "Seventy-five percent of the work we do goes toward preventing problems.

"For things we can't prevent, such as this accident, our next watchword is **preparation**. I feel that this experience showed that our people were prepared, and they came through."



Dispatcher George Laun receives congratulations on his Valentine's Day marriage from his boss, Glenn Wynn.

How RTD Deals with the Issue of Sexual Harassment

She still feels the pain.

One year ago, the woman who claims she was sexually harassed, was hired by a prestigious suburban firm. Thrilled she got a position that paid well and offered superior benefits, she overlooked the fact that her boss had requested weeks before that she drop off her resume at his home.

For the next six months, she alleges, her boss would call her into his office and describe in detail his sex life with his girlfriend. "He would tell me that he didn't like the way his girlfriend's chest looked because her blouse was low cut. Only he wouldn't say it like that," she says, reciting the slang names he would employ. Because it didn't seem like stereotypical sexual harassment — "He didn't touch me; he didn't demand favors from me," — she ignored it. "I thought that I could handle it," she says now. "But I was humiliated."

She says that when she made excuses to leave his office, he would change the subject, scream at her about her work performance and remind her she was still on probation. The only time he would stop was when she took out a pad to document what he was saying. As is typical with sexual harassment cases, it was a private event. There was no one to corroborate her story.

She was not amused. Nor was he. "I've decided to extend your probation," she remembers him saying.

"I felt like I was psychologically raped," she says. "They say that people tend to be raped by people they know. Rape has to do with power. So does harassment -- the harasser is in the position of power. People tend to be harassed by people they know."

The woman started the grievance process, wondering if the management committee would side with the accused harasser. "I nearly dropped the complaint because I thought I had more to lose than gain," she says.

In the end, she filed . . . and won.

Her boss was terminated, and because others talk, it has been thus far impossible for him to find a similar position.

At the RTD, Gayel Pitchford, director of human resources and a vigorous

Where to Go . . .

In 1989, Alan Pegg, general manager, signed a policy that clarified the definitions of sexual harassment and identified places where employees could go to file complaints.

Roger Smith, director of equal opportunity, says that once his office receives a complaint, he will assign an equal opportunity representative to investigate the case. He or she will interview both the victim and the alleged harasser and any witnesses to the incident.

"It can take up to three weeks to investigate," says Smith. "It's more a logistics question of getting people together." The EEO representative assigned to the case then makes a recommendation to the manager, who next talks to Smith.

"If we find there is merit to the claim, we will take immediate action against an alleged harasser," he says.

The employee can also file an administrative complaint with the Equal Employment Opportunity Commission (EEOC) or, under state law, with the Department of Fair Employment and Housing (DFEH). However, it can take those government agencies up to a year to complete their investigation.

promoter of a harassment-free workplace, hopes that RTD employees who have been harassed like this woman also will pursue their complaint. "Every single person who works for the RTD must enjoy a workplace free of sexual harassment. We do not tolerate this kind of behavior," she says, citing the District's strong track record of taking

action against employees found to be harassing other employees. "It's serious business," concurs Roger Smith, director of equal opportunity. "The harasser will be demoted or terminated, essentially losing a lot of income and prestige in his or her career."

But the alleged victim must first come forward.

Six months ago, Anita Hill's testimony brought home to all of us the horror of sexual harassment. Former Headway Editor Mary Reyna, currently pursuing a legal career at the District, says she was disappointed when, in the course of making rounds to various divisions, she noticed pictures of nude women taped to the walls. Common in the rough and tumble workplace, you say, but a direct violation of the law. She brought it to the attention of the Legal Department, which promptly issued a terse memorandum, reminding employees that displaying such pictures is prohibited. As a twist, a woman manager once walked into a women's restroom at an operating division and saw a poster of a nude man hanging from the wall. She informed the division manager, who ordered it down.

Smith says that sexual harassment at the District today is not as prevalent as it had been, thanks to sexual harassment prevention training for supervisors taught last year.

Designed and earmarked for all supervisors, the course, which included a video presentation, spelled out the definition of harassment, the liability associated with it, and suggested strategies to prevent it.

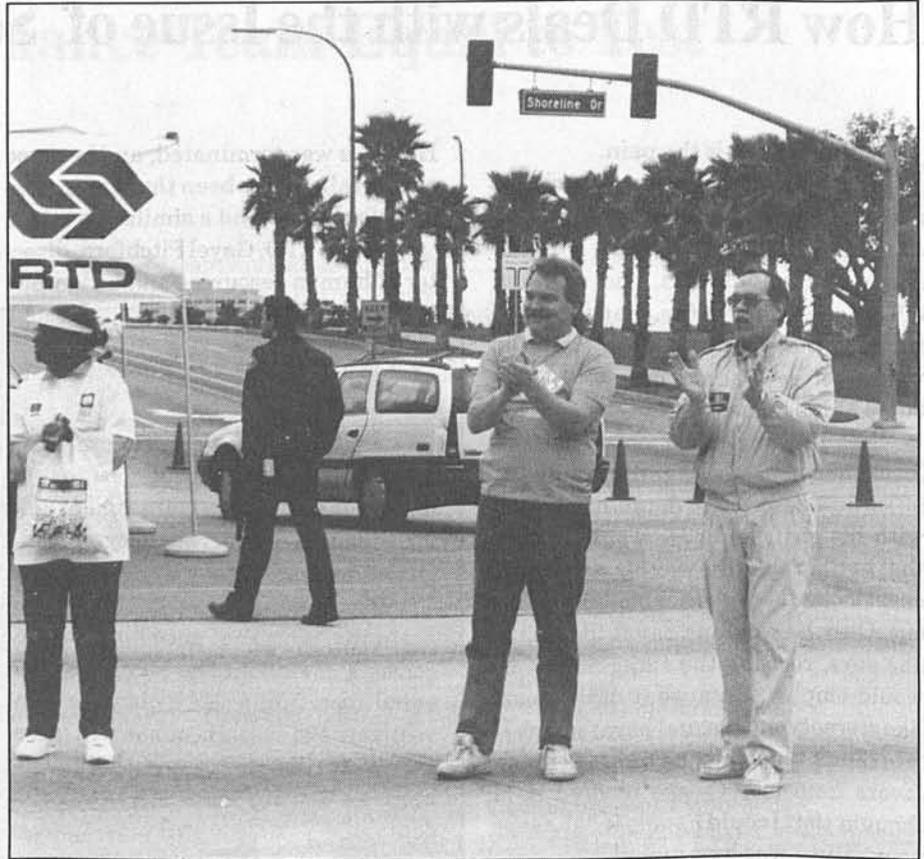
Smith said the training, taught by him and Equal Opportunity Representative Roger Rose, raised the consciousness of employees. "Some of these people did not perceive their actions as harassing, when in fact they were," says Smith. Key parts of the curriculum are now

continued on page 32 . . .

Fast Pace

Drizzling skies didn't seem to dampen the spirits of some energetic RTD employees who ran in the 11th Annual Long Beach Marathon on February 9. For the second year, the District was a major sponsor of the Long Beach Marathon and Marketing's Liz McGowan spearheaded the RTD efforts to encourage racing enthusiasts to ride the Blue Line to the race.

District employees reported to the RTD Intersection Island at Shoreline Drive and Pine Ave. at dawn on Sunday morning. For the next several hours, the Marketing Department distributed RTD literature to spectators. They cheered for their colleagues, who placed sixth in the race. Runners for the RTD included Team Captain James Wilson of Division 1 who recorded a time of 3:55:56; Juan Marquez of Division 18 with a time of 3:24:53; Alfonso Villanueva of Division 4 with a time of 3:45:17; Marco Pedemonte of Division 10 with a time of 4:15:23; and Miguel Enriquez of Division 10 with a time of 4:15:28.



RTD Board Member and Long Beach City Councilman Evan Braude and Director of Marketing Tony Fortuno cheer on the RTD team.



Volunteers gathered at the RTD Intersection for an early morning group shot. Pictured from left to right are Norma Alvarez, Division 11; Bill Griffith, Division 18 Maintenance; Mamie Waters, General Services; Arturio Garcia, Long Beach; Fergus K. Lewis, Jr., Division 9 Transportation; Robert Jackson, Scheduling and Operations; Nelly Gill, Risk Management; Leslie Elliot, Marketing; Ralph Bruno, Division 8 Transportation; Judith Butler, MIS; Alicia Grondin, Risk Management; Brian Soto, General Services; Norma Martinez, General Services; Chauncey Carter, Scheduling and Operations; Eugene Pabol, Division 5 Transportation; Bill Kreski, Scheduling and Operations; Cynthia Toles, Scheduling and Operations; Long Beach police officer; David Wilson, Marketing.



Still smiling after 26 miles, Miguel Enriquez from Division 10 and Marco Pedemonte, also from Division 10 approach the finish line. The two work for the Maintenance Department.



Here's to RTD Team Captain James Wilson of Division 1!

RTD Represented at COMTO Meeting



Representing the Los Angeles chapter of the Conference of Minority Transportation Officials (COMTO), a group of RTD employees recently attended that organization's 20th anniversary annual meeting and training seminar at the World Trade Center in New York.

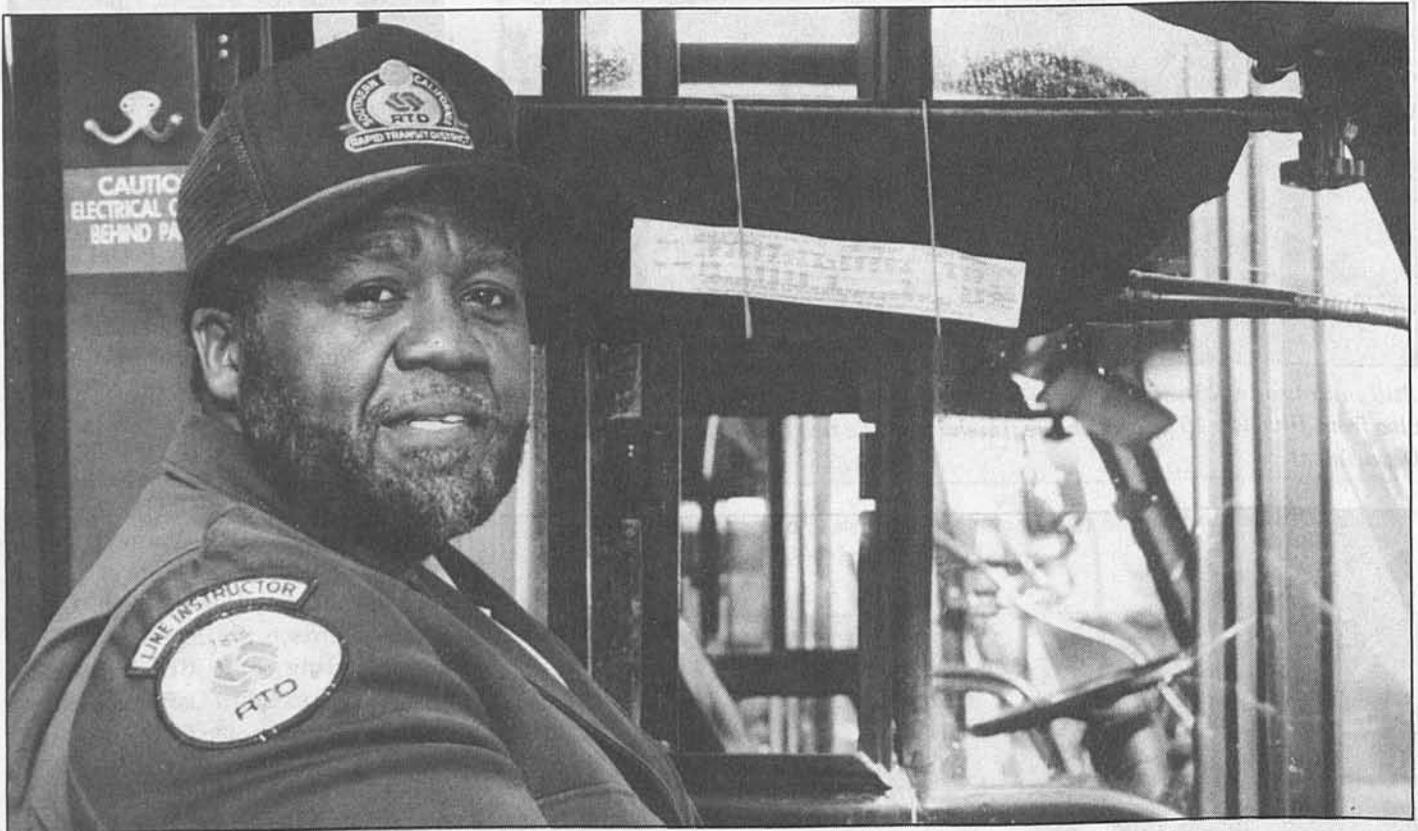
The delegation, which returned the second week in October, was led by TOS Cherri Y. Williams, COMTO Regional President and Attorney James L. Jackson, who is also the president of the Los Angeles chapter, Roger Smith, Charlotte Richardson, Shirley Jackson, Sharon Sterling, Roy Starks, Betty Thornton, and Edith Goff Youngblood, who was accompanied by her husband, Attorney Leo Youngblood.

The theme of the conference was "Our first 20 Years . . . Meeting the Challenge and Moving On." Workshops included seminars on transit investment and marketing, passenger terminals, design and analysis, career development, leveraging political power into economic power at transit agencies, affirmative action without a federal civil rights law and how to compete for transit contracts.

Cherri Williams and James Jackson were reappointed to the National Constitution and By-Law Committee. Cherri is also on the Women in Transit committee.

COMTO's next annual meeting is scheduled for June 17 through 21 in Philadelphia.

COMMENDATIONS



Tommie Brooks, a 10-year veteran behind the wheel for RTD, has been chosen operator of the month for November 1991. Brooks, who lives in Los Angeles on North Hoover Street, drives Line 204 on Vermont Avenue. Brooks is assigned to Division 5.

"Brooks has maintained excellent accident, attendance and missout records," says Dan Ibarra, director of transportation. "He has accumulated the maximum number of merits and has received numerous letters of commendation from his managers and the public. Additionally, Brooks has been honored with an eight-year safety award, the manager's award, two meritorious operator awards, three outstanding operator awards, and is eligible for a fourth."

Brooks, a native of Big Sandy, Texas, lives with his wife Helen and their three children: Robert, 24; Eric, 22; and Sheri, 17, a student at John Marshall High School. He devotes much of his spare time to helping elderly neighbors. "I do plumbing and repair work for them. Sometimes I get tired physically, but I do it anyway," he said. He also is involved with the schools and churches in his community.

Brooks says he's happy with his career at the RTD. "I enjoy meeting and serving the people of Los Angeles," he says.



*Congratulations to **Leon Johnson**, who was chosen *Employee of the Month* for December. Johnson wins top marks for achieving and maintaining a 99.8 percent availability of coaches at Division 9. His superior preventative maintenance efforts and highly effective field troubleshooting abilities have made the difference. Johnson introduced the "field efficiency factor" which permitted greater preventive maintenance activity. It paid off — fewer modules are now being sent to Vernon Yard for repair.*

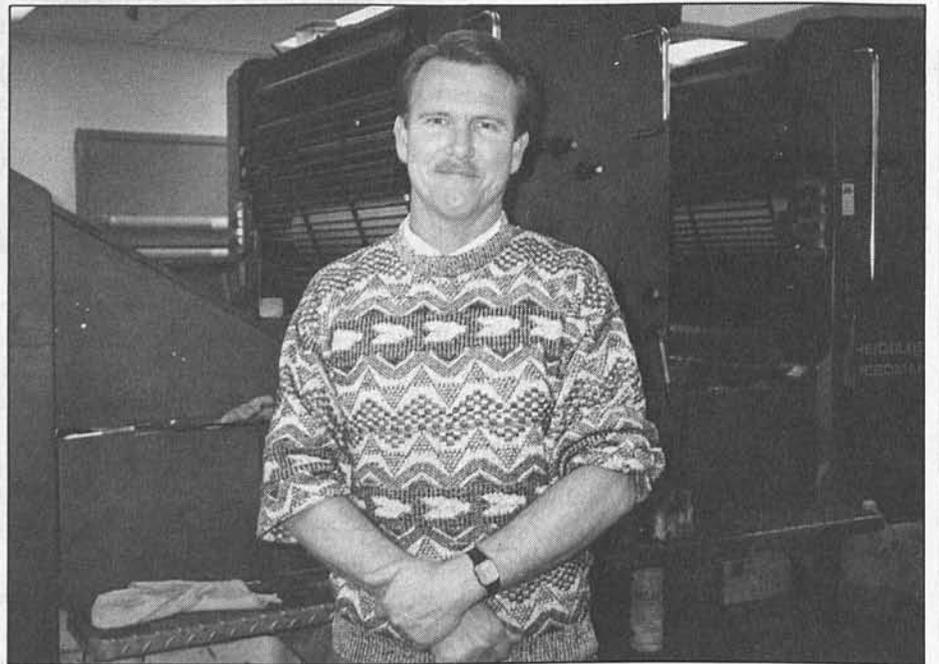


***Dora Payan**, a two-year RTD veteran, was selected *Information Operator of the Month* for December. She maintains an impeccable attendance record, receiving numerous awards and commendations. Her superior performance and dedication to a job well done not only is appreciated by her supervisors but also serves as an inspiration to her co-workers.*



Elizabeth Baldemor of the Accounting Department recently marched away with Employee of the Quarter honors for the second quarter of fiscal year '92. Even though she is fairly new to the District, it seems to her colleagues that she has been one of them for a long time. Elizabeth works in the Accounts Payable section and quickly learned the accounts procedures and data entry system. In addition to completing assigned tasks, she assists on other desks whenever needed. Elizabeth, says boss Tom Rubin, is extra special because she is a fast learner, accurate, possesses a willing and cooperative attitude, scored perfect attendance for the past six months, and shows a smile for everyone.

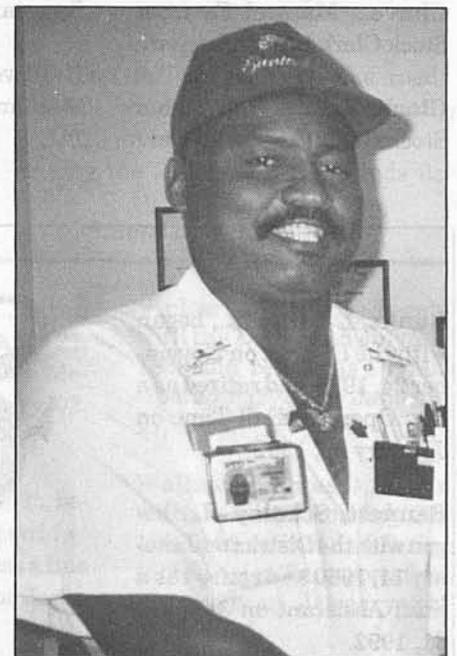
Mike Kennedy was recently tapped the Print Shop's Employee of the Quarter. A Fontana resident, the five-year RTD veteran makes things click in the Print Shop. He estimates all jobs sent in before they go on to the final stages. He is also the man that oversees the production of the Headway once it gets into the Print Shop. He was originally hired on as a press room supervisor on the second shift, but eventually wound up as the production coordinator. A police reserve, Kennedy is pursuing his degree in management at the University of LaVerne. Boss Al Moore calls Kennedy a "good worker."



Amy Tamanaha so impressed her superiors in the Risk Management Department that she recently was awarded a special commendation. Her friendly personality, coupled with her enthusiastic professionalism and extensive knowledge of Workers' Comp law, continue to catapult her to the top of her field. She oversees workers' comp claims, dealing with the District's third party administrator. She recently joined the District from private industry.



"This is a real comfortable place to work," says Sheet Metal Worker **Wesley Tomikoshi**, who was chosen CMF Employee of the Month for January. A resident of Covina, he is self-motivating, efficient, and always willing to share his knowledge with his fellow workers. He takes on new challenges and, at the present time, is rebuilding side window assemblies for the 3300-3700 series Neoplan buses.



A 23-year RTD veteran, **Jessie Ramsey** was selected CMF Employee of the Month for January. He performs his duties in the Paint Shop in a conscientious manner and is always looking for ways to save the District money. Although he is cost conscious, he never sacrifices quality. He holds the position of a mechanic A leader.

SCHEDULE CHANGES



Barocca, John H., from Mechanic "A" to Maintenance Specialist.

Calibet, Albert E., from Transit Police Officer (Trainee) to Transit Police Officer.

Cerda, Victor H., from Transit Police Officer (Trainee) to Transit Police Officer.

Chavez, Manuel F., from Stock Clerk to Storekeeper.

Clark, Leonard W., from Stock Clerk to Storekeeper.

Coromac, Jorge Antonio, from Mechanic "B" to Mechanic "A".

Desai, Narendra M., from Mechanic "B" to Mechanic "A".

Hackett, Anthony Z., from Transit Police Officer (Trainee) to Transit Police Officer.

Hawkins, Denise M., from Word Processor Operator to Secretary.

Helliwell, Thomas A., from Mechanic "B" to Mechanic "A".

Hernandez, Terrie E., from Cash Clerk to Equipment Records Specialist.

Klinkenborg, Roger L., from Mechanic "B" to Mechanic "A".

Kurczynski, Walter, from Mechanic "B" to Mechanic "A".

Lalla, Richard D., from Mechanic "B" to Mechanic "A".

Martinez, Marcos, from Mechanic "B" to Mechanic "A".

Mosqueda, Lawrence R., from Maintenance Specialist to Rail Equipment Maintenance Supervisor.

Munoz, Ismael, from Electrician to Traction Power Inspector.

Nelson, Jean, from Human Resources Analyst to Senior Human Resources Analyst.

Siaumau, Glenn A., from Maintenance Specialist to Rail Equipment Maintenance Supervisor.

Smithee, Duncan M., from Mechanic "B" to Mechanic "A".

Spata, John M., from Mechanic "C" to Mechanic "B".

Sukal, Daniel B., from Transit Police Officer (Trainee) to Transit Police Officer.

Banks, Lurline M., began with the District on November 24, 1975 and retired as a Bus Operator Full Time on January 02, 1992.

Bennett, Stanley L., began with the District on January 14, 1960 and retired as a Staff Assistant on January 31, 1992.

Blackburn, Joseph E., began with the District on April 28, 1980 and retired as a Mechanic "A" on January 02, 1992.

Brittenuum, Earven K., began with the District on December 07, 1968 and retired as a Bus Operator Full Time on January 06, 1992.

SHIFTING GEARS



Cobb, Charles R., began with the District on August 26, 1967 and retired as a Transit Operations Supervisor on January 02, 1992.

Davis, Garland A., began with the District on March 23, 1967 and retired as a Equipment Maint Supervisor on January 02, 1992.

Denmon, Annie L., began with the District on May 30, 1978 and retired as a Bus Operator Full Time on January 02, 1992.

Hall, Willie L., began with the District on May 29, 1979 and retired as a Bus Operator Full Time on December 01, 1991.

Hustava, Theodore C., began with the District on April 26, 1965 and retired as a Senior Equipment Maintenance Supervisor on January 27, 1992.

Kapil, Yag D., began with the District on December 02, 1975 and retired as a Mechanic "A" on September 02, 1991.

Kinmon, Richard L., began with the District on October 10, 1968 and retired as a Bus Operator Full Time on January 06, 1992.

Martinez, Thomas R., began with the District on September 08, 1975 and retired as a Bus Operator Full Time on December 17, 1991.

Division 12 Loses the Best of the Best

Four top RTD employees, who together had compiled 118 years of service, recently closed a chapter on a part of their lives. At a January luncheon hosted by their home division, Instructor Eugene Cure, Operator Milton R. Saa, Operator Alvaro Bolanos, and TOS Patrick Guinan retired, saying goodbye to the memories that are as thick as their glowing personnel files.

Top brass bid their best to Cure, who has driven trolley cars, trolley coaches, Pacific Electric cars and all the motor equipment presently in operation at the District. His retirement plans are to travel to Europe for a few months and then to devote "time to wife, Jody." He plans to continue a career in real estate.

Operator Milton Saa began his career at Division 12 November 2, 1968. He worked at divisions 1, 2, 18 and 16. A resident of Moreno Valley, he plans to travel to Mexico and Ecuador with his wife, of 15 years Alphonsira. He has two grown children, Oliver and Rocceo. Saa has accumulated a maximum 90 merits. He says he likes to swim, dance, bicycle,



(From left to right) Division 12's Milton Saa, Alvaro Bolanos, and Eugene Cure hope that retirement is a piece of cake.

and eat.

Operator Alvaro Bolanos worked at the District 24 years, and did not have a missout in the last 10 years. He earned a maximum of 90 merits and 13 years of safe driving awards, which is a remark-

able feat for 23 years on the road. Bolanos, who has worked at divisions 1, 2, 3, 6, 9 and 12, finished up his career driving the 265 line, which winds its

... continued on page 25

Porter, Charles J., began with the District on December 09, 1971 and retired as a Bus Operator Full Time on January 08, 1992.

Rodriguez, Cresencio, began with the District on September 28, 1968 and retired as a Bus Operator Full Time on January 17, 1992.

Rodriguez, Isaac S., began with the District on March 17, 1980 and retired as a Mechanic "A" on December 06, 1991.

Russell, Willie E., began with the District on September 09, 1960 and retired as a Property Maintainer A Leader on January 16, 1992.

Sanchez, Raul, began with the District on June 02, 1972 and retired as a Bus Operator Full Time on December 03, 1991.

Serrano, Elias, began with the District on April 29, 1960 and retired as a Property Maintainer A Leader on January 03, 1992.

Shorts, Rodney E., began with the District on January 04, 1969 and retired as a Train Operator (F/T) on January 06, 1992.

Speed, Horace A., began with the District on December 30, 1961 and retired as a Transit Operations Supervisor on January 04, 1992.

Torres, Manuel C., began with the District on April 21, 1980 and retired as a Mechanic "A" on January 02, 1992.

Tummolo, Nicholas T., began with the District on May 20, 1961 and retired as a Bus Operator Full Time on January 06, 1992.

Turner, Milton, began with the District on November 16, 1968 and retired as a Bus Operator Full Time on November 30, 1991.

Velasco, Alberto G., began with the District on May 06, 1974 and retired as a Bus Operator Full Time on January 02, 1992.

Vickers, Hillard, began with the District on July 20, 1968 and retired as a Train Operator (F/T) on January 17, 1992.

Walker, Thomas D., began with the District on July 21, 1962 and retired as a Assistant Division Transportation Manager on January 31, 1992.

Wilson, Kenneth E., began with the District on April 13, 1973 and retired as a Assistant Division Transportation Manager on February 01, 1992.

Zeller, Dee A., began with the District on November 07, 1968 and retired as a Bus Operator Full Time on January 02, 1992.

Update on Childcare Options for RTD Employees

The RTD's Childcare Referral Information Bank (CRIB) program was established approximately one year ago. Since the program's inception, the RTD has responded to just under 200 requests for childcare referral information (to date, there have been only been five requests for eldercare information), by providing the names and telephone numbers of licensed child care providers to RTD employees.

Already, the Human Resources Department (Dependent Care Program) has identified six licensed family day care providers who are willing to accommodate the extended hours and/or weekend child care needs of RTD employees. Some of these facilities will even provide transportation to and from the worksite! All of these facilities are located within 10 -15 minutes of Division 5, near the following intersections:

1. 67th Street and 3rd Avenue
2. 59th Street and West Boulevard
3. 74th Street and Crenshaw Boulevard
4. 51st Street and West Boulevard
5. 68th Street and Cimmaron Street
6. 77th Street and Normandie Avenue

If you are interested in using these facilities, please call Cheryl Brown of the RTD Dependent Care Office at (213) 972-7155.

Although the CRIB program services have assisted numerous employees, there still is a substantial portion of RTD employees who have not been helped because of their unique work schedules. As a result, plans are in the works to identify more providers who are willing to accommodate the unique scheduling needs of RTD staff who work during the evenings and even on the weekends!

Remember, childcare options are posted for informational purposes only. Parents are responsible for making all final selection decisions.



"Hi, Mommy. How was your day?" -- that's how four-year-old Ryan Roberson, greets his mom, Human Resource's Cookie Roberson, when she picks him up each weekday afternoon from the Castle of Dreams pre-school on Crenshaw. Roberson says Dependent Care Coordinator Cheryl Brown helped her select a childcare center near her Los Angeles home.



Cookie and Ryan Roberson say they're pleased with Castle of Dreams pre-school and its teacher, Erma Lawrence. All three are pictured above. Also attending the school is Division 7 Operator Roy Hemsley's 2 1/2 year old, Gilroy.

BIRTHS

Born to Division 5 Mechanic Johnny Rodriguez and his wife, Maria, a daughter, Tiffanie, on March 28, 1991. Tiffanie weighed in at 7 lbs. 4 oz. and measured 21 inches in length. She is the Rodriguez' first daughter. She has two older brothers, Johnny, Jr., age 9 and Andrew, age 7.



Born to Division 5 Mechanic Armando Tapia, a daughter, Amanda Juliette, on Nov. 2, 1991. The little one weighed in at 5 lbs. 7 oz. and measured 18½ inches long. She is the Tapia's first child.



"Spring—an experience in immortality."

—Henry David Thoreau

Bryan Grubb, Son of Division 5's Adam, Graduates



Bryan Grubb, son of Division 5 leadman Adam Grubb, has received his bachelor of science degree from the Art Center College of Design in Pasadena.

The 25-year old, who matriculated December 14, 1991, majored in industrial and product design. His father writes *Headway* that it had been Bryan's dream to graduate from Art Center, and when he did so on December 14, he essentially fulfilled the dream for which he strived so long and hard. Our congratulations!



Crime Watch

by Sgt. Shari Barberic

December was a busy month for Transit Police, with a total of 466 arrests, including 81 for felony crimes. Transit Police handled 2,131 radio calls, issued 451 citations, and completed 11,440 random bus boardings. These statistics include 44 arrests by GHOST officers for vandalism and related offenses, as well as 49 arrests made by Miracle on Broadway (MOB) and SCATT officers for illegal sales of transfers.

Morning Watch effected 27 felony arrests, most of which were for illegal sales of narcotics at RTD bus stops. After receiving several complaints from RTD employees about suspects selling drugs just outside the east exit gate and near the employee parking area of Division 1, officers found that there was indeed a major drug sales market set up right outside the exit gate. Under the direction of Sgt. Robert Lewis, a surveillance was conducted which culminated in the arrests of five suspects for sales of cocaine, the seizure of 150 rocks of cocaine, and the impound of the suspect's vehicle.

On December 27, GHOST officers Mark Gordon, Lamark Williams, and William Wells saw a vandalism suspect in the area of Vernon and Avalon. The suspect fled into a video store, then drew a gun and confronted Gordon, who was pursuing the suspect. Officer Gordon took cover and ordered the armed man to drop his weapons, which he eventually did after a short stand-off. The armed suspect was then arrested without further incident, a successful conclusion to a tense encounter.

On January 15, GHOST Officers Ron Brown and Otis Herrington were traveling east on Vernon at Long Beach Boulevard while on their way to Vernon Yard. While they were stopped for the traffic signal across from the Blue Line station, the officers saw two local gang members walk behind them and up to another car which was also stopped for the light. One of the gang members

pulled a small caliber handgun and shot at the driver of this vehicle from point blank range, causing the driver to speed from the scene. The two gang members ran over to a liquor store parking lot and joined up with six fellow gang members. As the officers called for assistance, all of the gang members piled into three cars and tried to get away. Officers Brown and Herrington ordered the suspects to stop and held them at gunpoint until the arrival of back-up officers from GHOST, SCATT, and P.M. Patrol units. The suspects were safely taken into custody, the shooter was arrested and the weapon was recovered. One other suspect was arrested for outstanding warrants.

Special thanks to Division 18 Op-

Bus operator Clarence Pearson's concern and dedication to improving conditions is commendable, and his input continues to be valuable.

erator Clarence Pearson and Charles Square, chairman of UTU Local 1565, for their assistance during continuing community action meetings regarding gang problems in the Leimert Park area. Operator Pearson attended one such meeting on January 24 on his own time with very short notice. His concern and dedication to improving conditions is commendable, and his input continues to be invaluable.

Chief Sharon Papa was the keynote speaker during graduation ceremonies held on January 30 at Rio Hondo Police Academy. Transit Police graduated 15 new officers, who were assigned to an orientation training period prior to hitting the streets to complete the formal field training program.

Transit Police is looking forward to continuing to strengthen the ties with our fellow employees as we pursue our "Dedication to Excellence."

Enjoy the Little Things

Most of us miss out on life's biggest prizes:

- The Pulitzer.
- The Nobel.
- The Oscar.
- The Tony.
- The Emmy.

But we're all eligible for life's small pleasures:

- A pat on the back.
- A kiss on the cheek.
- A four-pound bass.
- A full moon.
- An empty parking space.
- A crackling fire.
- A great meal.
- A glorious sunset.
- A cup of hot soup.
- An icy cold drink.

Don't fret about missing out on life's grand awards; enjoy its tiny delights. There are plenty for everyone.

Courtesy of EMPLOYEES NEWS, Kentucky Utilities' Old Dominion Power Company, Lexington, Kentucky. Martha Baker, Editor.

HIT Plans Annual Cinco de Mayo Dinner

Hispanics in Transit (HIT), an active group of District employees, will hold its third annual Cinco de Mayo dinner dance on May 2 between 7 p.m. and 1 a.m. at the Tamayo Restaurant in Los Angeles.

Tickets are \$20 a person and can be purchased through your local HIT representative. Ralph Carapia, a labor relations analyst who's in charge of the festivities, says the party will feature entertainment, door prizes and honored guests. He says that this year's dance will prove to be the best yet!

Address of the Tamayo Restaurant is 5300 E. Olympic Boulevard.

1992 Employee Benefit Statement to Make \$Cents\$ of your Benefit Package

by Bruce Moore,
Human Resources Analyst

Medical, Dental and Life Insurance . . . Vacation, Sick, and Holiday Pay . . . Disability, Unemployment and Workers' Compensation Insurance . . . Deferred Compensation, Retirement Pension, and Social Security benefits.

Does all of this sound familiar to you? It should. These are just a sample of some of the benefits the District provides you. They will be explained in the tenth annual Employee Benefit Statement which will be mailed to you around April 5.

This specially prepared individualized statement will detail each employee's personal benefits in dollars and cents, enabling you to see the actual value of your benefits relative to your annual pay.

Many times employees do not real-

ize the true value of their benefits and how their benefits add substantially to their overall compensation. This statement should be both informative and instructive. Ideally, it should assist employees in their financial planning for the future.

This year, the Employee Benefit Statement is being produced by the same group of players who produced it last year, so you are once again in good hands. Pension and Benefits Manager Ed Paull is honchoing this yearly affair, with Human Resources Analyst Bruce Moore and MIS Programmer Joyce Libretto following close behind. It is of note that Joyce won the Employee of the Quarter award in the MIS department last year for her fine work on last year's Benefit Statement.

Statements will be mailed to each employee's current address. It is therefore important for employees to notify their department of any recent address changes as soon as possible.

Once again, look for your benefit statement in early April, and read it and learn.

Classified

Condo for Rent: Island of Kauai, Hawaii, Poipu Beach Resort.

Beautiful one bedroom fully equipped condo. King size bed, plus queen sleeper in living room. All amenities including pool, spa, and eight tennis courts on grounds. Short walk to Poipu Beach. All this for only \$630 per week. For more information, call (818) 998-8002.

Division 12 Retirees . . . continued from page 21

way through Paramount, Whittier, and Cerritos. He has been married to his wife, Sonia, for 27 years and has two daughters, Sydnia and Sonia. His hobbies are soccer, baseball, basketball and music. He and his wife plan to travel to Guatemala. Bolanos excels in home repairs.

TOS Patrick Guinan retired after 35 years of service to the District. He was appointed extra division dispatcher in March 1975 and made regular eight months later. A native of Long Beach, Guinan lives with his wife, Stella. He says they plan to travel and visit their two children, Michael and Patricia, who live in New Jersey. His pastimes involve anything having to do with Ireland . . . Irish foot fall, Irish travel. His colleagues call him one of the cornerstones of the District.

Headway wishes these men the very best.



Dan Ibarra, director of transportation, proudly presents retiring Operator Milton Saa with the District's token of appreciation. Fellow retirees Alvaro Bolanos and Eugene Cure look on. Transportation Manager Harold Hollis was also on hand to wish the gentlemen the best.

In Memoriam

Bradford, L. D., began with the District on January 04, 1946, retired as a Utility A and passed away on December 18, 1991.

Cabuyadao, Roque D., began with the District on December 06, 1951, retired as a Mechanic and passed away on November 07, 1991.

Crownover, Kermit G., began with the District on July 02, 1929, retired as a Bus Operator and passed away on December 18, 1991.

Escalas, Bartolome, began with the District on February 18, 1967, as a Bus Operator Full Time and passed away on December 09, 1991.

Grode, Arthur J., began with the District on October 04, 1933, retired as a Schedule Maker and passed away on December 22, 1991.

Johnson, Phyllis D., began with the District on April 22, 1942, retired as a Clerk and passed away on November 28, 1991.

Leal, William B., began with the District on June 23, 1947, as a Bus Operator Full Time and passed away on November 25, 1991.

Martinez, Alexander C., began with the District on April 27, 1943, retired as a Mechanic B and passed away on November 23, 1991.

Mussack, Guy A., began with the District on November 21, 1967, retired as a Mechanic B and passed away on December 07, 1991.

Oswald, Harry C., began with the District on June 16, 1980, as a Bus Operator and passed away on January 13, 1992.

Pedersen, Charles W., began with the District on December 31, 1953, retired as a Bus Operator Full Time and passed away on December 24, 1991.

Penn, Clayton O., began with the District on November 03, 1975, retired as a Bus Operator Full Time and passed away on December 15, 1991.

Employees Zero in on Personal Health

At Division 3, More than a Third Take Part in Recent Health Fair

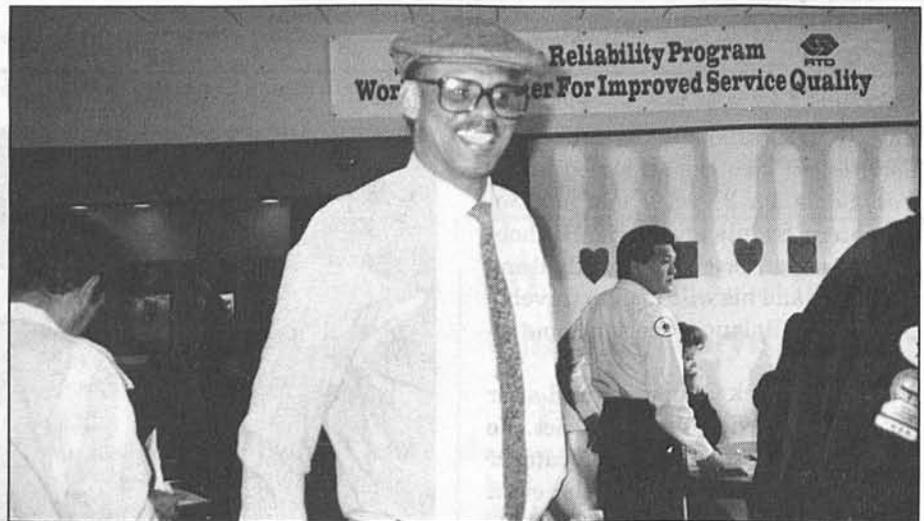
by Luanna Urie,
Human Resources Analyst

The Mini-Health Fairs conducted at the various divisions in February were among the best the District has ever held. Since February was Heart Month, the fairs were devoted to health screenings and information related to the heart.

I'm trying a new tactic in coordinating these health and wellness events at the divisions. In the past, I've set up similar events at each location; but now I'm planning slightly different events at different locations and times during the year. I hope to provide events more often, perhaps three times a year.

At any rate, the February fairs were a great success. The following is a run-down of the happenings at each of the participating divisions.

- Staff at Divisions 3 and 5 were treated to health screenings by the Boyle Heights Industrial Medical Clinic, which is located at 943 S. Boyle Ave. Health care workers provided blood panels, glucose screenings, blood pressure, pulse, and cholesterol readings.



Luchus Smith, maintenance manager at Division 3, waited patiently to get his blood pressure taken at the District's recent health fair. A whopping 38 percent of the Cypress Park Division underwent various screenings.

- Division 3 Transportation Manager Roy Starks and Maintenance Manager Luchus Smith were delighted at the turnout — 194 employees participated in the screenings. Fifty-five took part in the body fat screening and 90 had their glucose done. This means 35 percent or more of the total employee population at Division 3, including all three maintenance shifts, participated in this activity.

- Division 5 Transportation Manager Maceo Bethel and Maintenance Manager Rick Hittinger watched as 115 of their employees took part in the blood panels, blood pressure and weight readings. Ninety employees were administered glucose tests. About 17 percent of

the total division participated. Employees were treated to fresh fruit, healthy cookies, cranberry sparkle juice and prizes by the Boyle Heights Clinic. Also available was information on how to compete for the Presidential Sports Award for physical fitness. (One can compete if he or she walks a mile around the division.) Smoking cessation information and handouts on nutrition, and cholesterol control were also available. A special treat at Division 5 was the presence of Pacific Care to provide body fat screenings.

- Division 7 was visited by Citizens Medical of Hollywood, which is located at 1300 North La Brea Avenue. Ninety employees had their blood pressure and pulse taken. They had their body fat content assessed through a sophisticated, computerized portable machine provided by Blue Cross of California. Samples of no-fat cheese and no-fat crackers, along with spice cookies recommended by the Heart Association and provided by the Human Resources Department decorated the tables and were available for snacking. Seventeen percent of all employees participated in this event.

- Division 9 Managers Evelyn Frizelle and Larry Lenihan hosted the Irwindale Industrial Clinic, located at 6000 N. Irwindale Ave. The staff provided blood pressure, pulse, spirometer tests, as well as physical fitness tests conducted on two stationary bikes. Dr. Feldsher answered questions from employees. More than 30 percent of Division 9's employees took part, sampling heart-healthy cookies and crackers with cheese.

- Division 10 employees, among them Transportation Manager John Adams and Maintenance Manager Milo Victoria, were greeted by staff from Foothill Industrial Medical Clinic, located at 4300 Baldwin Avenue. Vickie Lonquich, wife of Risk Management's Paul, was on hand to perform blood pressure screenings, and pulse readings. Blue Cross provided the sophisticated fat screenings.



Cheryl Brown, the District's Dependent Care coordinator, saw the health fair as an opportunity to get the word out about child and elder care options that are available to District employees. Cheryl said she was surprised at the number of District employees at Divisions 3 and 5 who didn't know that RTD could match parents with care providers.

- Division 12 Transportation Manager Harold Hollis and Maintenance Manager Tedd Brewin welcomed staff from the Long Beach Medical Clinic, located at 757 Pacific Avenue. Brewin set an example for his colleagues by having his cholesterol, blood pressure and glucose checked. When it was all over, 65 employees or 18.5 percent of Division 12 staff had participated in the event.

- At Division 18, Managers Ray Kunkle and A.J. Taylor received screenings from the Long Beach Medical Clinic staff, as well as an analysis of body fat from the professionals at Pacific Care. Dr. Bryan Tang answered questions from those who attended.

As *Headway* goes to press, CMF employees will get their turn; Temple Medical Center is doing the honors.

Approximately 18 percent of ALL maintenance and transportation employees at the participating divisions, including all shifts, had at least one health screening. If only day shift employees are counted, the percentage of

participants would be much higher, perhaps as high as 80 or 90 percent. At any rate, the managers at all divisions were supportive and helpful.

Thank you one and all.



IntheMail...continued from page 8

much English as I did Spanish. I called the dispatcher and told him my problem and the officers who met me handled everything beautifully. The kid was very frightened. They had him smiling and talking a mile a minute in two seconds flat.

I could have written dozens of letters but you make a habit of doing things so well so often that it's easy to take you for granted. I won't anymore.

Thank you again.

Sincerely,
Liziellen Porter
Badge Number 12327

Dear Chief Papa:

On Saturday, December 21, my husband and I were two of many volunteers who distributed gifts to Skid Row recipients through St. Vibianas.

Because of your force of Transit Police stationed at each of the priority hotels and apartment buildings it was a morning of ease -- we were able to deliver gift boxes without being accosted by someone wanting a "box" who hadn't signed up or observing a drug deal next to your delivery vehicle.

All of your personnel were polite, courteous and of the utmost help to all of the delivery volunteers.

Thank you for making the shift available to assist us.

Sincerely,
Jane Shea

Dear Friends at the RTD Police:

Please accept our sincere thanks with this acknowledgement of your generous contribution of food to the Midnight Mission.

We appreciate your thoughtfulness in making this donation as it will be a great help to us in meeting the requirements of the unfortunate people who come to us for aid.

Again, thank you for your kindness and accept our best wishes for a gentle mind!

Cordially,
Clancy Imislund, Managing Director
The Midnight Mission

Dear Officer Romero:

Your wonderful donation of Christmas toys and a Christmas Party was deeply appreciated. The children were thrilled with your visit and they are all still talking about it!

Division 8 Bids Happy Retirement to Nick Tummolo



Operator Nick Tummolo of Division 8 retired January 6 after 30 years of service. A grandfather of two, Tummolo had compiled an outstanding record on the job, earning numerous safety awards. Tummolo says he plans to "take it easy and relax" for the next few months. He also plans on traveling around the country with his wife of almost 42 years. He already is a world traveler, having journeyed to England, Italy, Canada, Greece, Turkey, Egypt, Mexico City, the Carribean, Hawaii and Alaska.

Thank you, on behalf of the children and care workers at 81st Street and 11th Avenue, for your generosity.

Sincerely,
Rita Hanke, Director
The Dangerfield Institute of Urban Problems

Dear Ms. Papa:

On behalf of the Board of Directors and staff of PARA LOS NINOS, and most importantly, the children and families we serve, our deepest thanks and appreciation for your donation of Halloween bags.

The contributions we receive enable our organization to continuously meet the ever-growing needs of the homeless, transient and impoverished children and families of Skid Row and Central City Los Angeles.

Your contribution brightens the lives and futures of these children and families. Collectively, such caring makes a profound impact in this community.

With warmest regards,
Randall A. Silverston, Ph.D
Executive Director

Public Commendations

... continued from page 11

impressed by Stanley Owens, who drives Line 183. For the last three months, I have been taking the same bus to school every morning at the corner of Pacific Ave. and Lexington in Glendale.

He is the most pleasant, courteous, and helpful bus driver that I have ever known. His warm, friendly smile tells you that he is happy to see you and that you are welcome to ride the RTD. Everyone who rides the bus feels the same way about him. Everyone missed him when he was away on his vacation. Riding with him gives you a sense of security.

I have great respect for people who are doing a good job and take pride in whatever they are doing.

This little note may not be that important to your company, but to a devoted and dedicated worker, it may have unusual significance.

Please convey my sincere appreciation to him. Thank you so very much.

Sincerely,
K.C. Kim

By George . . .



I have been amazed at the things I see while operating the bus. From my viewpoint, I have seen the best and the worst of society. I work the extra board so each day is really a new challenge. Recently, I had the opportunity to see some of the best of my passengers. While working the 267 line from Altadena to El Monte, a man sat down near me and sketched my portrait and he only had about 10 minutes in which to do so.

He presented the picture as he was exiting the coach. I inquired if he would mind if I interviewed him.

His name is Edward Nunez. He was born April 4, 1927 in Ventura. At an early age, Edward found that he liked to draw. During his junior high school years, he won awards at school. While living in Pasadena and working

as a warehouseman, he attended Dodger baseball games and did sketches of baseball greats like Bill Russell. Ed recently moved to Moreno Valley and rides the 496 line to El Monte station and then takes the 267 line to work. The economy turned bad and so did his job. So being semi-retired, Ed turned to sketching. So any one out there who might want a sketch of a loved one give Ed a call at (714) 485-8245. Oh, by the way, Ed does not have a fixed price. He feels that if you like it, you decide what it is worth!

So remember, you never know who is riding your bus. Ed may board your bus someday and say smile . . . you're on Candid Canvas!!

Have a story or line, please contact George Pepper at Division 9.

Heroes

by Ed Langer

Corporate Transit Partnership

American history between August 1964 and January 1973 was very turbulent. This was the time of the Vietnam War. Americans cared about this war. Many of us fought in Vietnam, others of us supported our troops back here in the States, while others of us demonstrated against the war. All of us had a position on the war.

During the war, 8,744,000 Americans served in the four branches of the U.S. military with many serving in Vietnam. Unfortunately, 57,702 did not survive Vietnam.

Now removed by almost 19 years, 57,702 becomes just a statistic used by historians. No longer is the war on the front page of every newspaper or replayed for us on nightly television. The reality of that war is gone.

More than 57,700 Americans died in Vietnam. We cared about their deaths. Unfortunately, every year in the United States 60,000 Americans die from air pollution, mostly in large cities. These 60,000 deaths represent three percent of all deaths in the United States.

Air pollution will kill more Americans in one year than 8½ years of the Vietnam War. Where is the TV coverage with the daily body counts? What happened to the student demonstrations denouncing all these deaths? Back then, it was easy to denounce the government, the military, and big business for the war, but today, air pollution is caused primarily by us. We are the ones who will cause 164 of our fellow Americans to die each day.

RTD employees must make the stand against air pollution. While student demonstrations have been superseded by rideshare fairs, we still have the opportunity to encourage our fellow employees to rideshare. Our practicing ridesharing can even make a bigger statement with employees.

We watch on the nightly news firemen saving the lives of people trapped in burning buildings. They are proclaimed heroes by the city and by the people. We, too, can become heroes. We, too, can save lives everyday. All we have to do is rideshare.

CMF's Portier Retires

Pictured at right is George Portier, a mechanic at CMF, who retired recently after 31 years of service to the District. An outstanding employee, Portier is shown here accepting a retirement plaque from Dave Lane, acting superintendent of CMF. Although Portier's last position was that of a mechanic, he spent much of his career in the Upholstery Shop at the South Park shops. At the center of the photo is Portier's wife, Eveline and his granddaughter, Brittany. His friends at CMF, as do his other colleagues District-wide, send him best wishes.



American Diabetes Alert

PUT YOUR HEALTH TO THE TEST

American Diabetes Association

This test will help you understand the symptoms and risk factors associated with diabetes. It cannot determine if you will or will not develop diabetes. Only a medical doctor can determine if you have diabetes.

Circle the points next to statements which are true for you and add up your total score.

1. I have been experiencing these symptoms on a regular basis (These are the common symptoms of diabetes):
 - excessive thirst 30
 - frequent urination 30
 - extreme fatigue 10
 - unexplained weight loss 30
 - blurry vision from time to time 20
2. I am over 40 years old (diabetes risk increases with age) 10
3. My weight is equal to or over that listed in chart below (Weight plays significant role in diabetes development) 20
4. I am a woman who has had more than one baby weighing over 9 lbs. at birth (This could be a sign of diabetes during pregnancy) 20
5. I am of Native American, Hispanic or Black descent (Minorities have a very high rate of diabetes) 10
6. I have a parent with diabetes (Diabetes often runs in families) 10
7. I have a brother or sister with diabetes 20

WEIGHT CHART

For women		For Men	
Ht.	Wt.	Ht.	Wt.
4' 9"	120	5' 2"	142
4' 10"	123	5' 3"	147
4' 11"	127	5' 4"	151
5' 0"	131	5' 5"	154
5' 1"	134	5' 6"	160
5' 2"	139	5' 7"	165
5' 3"	142	5' 8"	170
5' 4"	145	5' 9"	175
5' 5"	153	5' 10"	181
5' 6"	158	5' 11"	186
5' 7"	163	6' 0"	191
5' 8"	167	6' 1"	197
5' 9"	172	6' 2"	203
5' 10"	177	6' 3"	209

(These weights are 20% heavier than ideal weights)

TOTAL SCORE

How to Evaluate Your Score

Scoring 30-50 points: You probably are at low risk for diabetes. But don't just forget about it — especially if you are over 40, overweight, or of Native American, Black, or Hispanic descent. Be sure you know the symptoms of diabetes. If you experience any of them, contact your doctor for further testing.

Scoring over 50 points: You may be at high risk for diabetes. You may even already have diabetes. SEE YOUR DOCTOR PROMPTLY to find out if

you have diabetes. Even if you don't, know the symptoms. If you experience any of them in the future, see your doctor immediately.

For further information, call the American Diabetes Association (213) 381-3639

American Diabetes Alert

EXAMINE SU SALUD

American Diabetes Association

Este cuestionario es para informarle sobre los graves riesgos de la diabetes. Unicamente un médico puede determinar si usted tiene diabetes.

Circula los puntos al lado de cada afirmación que sea cierta en su caso. Luego sume los números para obtener su puntaje total.

1. He tenido uno o más de los siguientes síntomas regularmente. (Estos son las señales de la diabetes)
 - sed excesiva 30
 - necesidad de orinar con frecuencia 30
 - fatiga extrema 10
 - pérdida de peso inexplicable 30
 - visión borrosa de vez en cuando 20
2. Tengo más de 40 años (Edad tiene una influencia en la diabetes) 20
3. Mi peso es mayor al indicado en la tabla baja (Peso excesivo es un factor en el desarrollo de la diabetes) 20
4. Soy mujer que ha tenido más de un bebé que pesó más de 9 libras al nacer (Esto puede indicar la diabetes gestacional durante el embarazo) 20
5. Soy de descendencia hispana (Uno en siete hispanos tiene diabetes) 10
6. Uno de mis padres tiene diabetes (Un antecedente familiar diabético aumenta el riesgo de diabetes) 10
7. Tengo un hermano o hermana que tiene diabetes 20

TOTAL

TABLA DE PESOS

Para Mujeres		Para Hombres	
Estatura	Peso	Estatura	Peso
4' 9"	120 lbs.	5' 2"	142 lbs.
4' 10"	123 lbs.	5' 3"	147 lbs.
4' 11"	127 lbs.	5' 4"	151 lbs.
5' 0"	131 lbs.	5' 5"	154 lbs.
5' 1"	134 lbs.	5' 6"	160 lbs.
5' 2"	139 lbs.	5' 7"	165 lbs.
5' 3"	142 lbs.	5' 8"	170 lbs.
5' 4"	145 lbs.	5' 9"	175 lbs.
5' 5"	153 lbs.	5' 10"	181 lbs.
5' 6"	158 lbs.	5' 11"	186 lbs.
5' 7"	163 lbs.	6' 0"	191 lbs.
5' 8"	167 lbs.	6' 1"	197 lbs.
5' 9"	172 lbs.	6' 2"	203 lbs.
5' 10"	177 lbs.	6' 3"	209 lbs.

(muestra un 20% por encima del peso ideal)

Cómo Evaluar Su Puntuación

Puntuación de 30 a 50 puntos: Usted tiene poco riesgo de diabetes, probablemente. Pero no lo eche al olvido. Especialmente si tiene más de 40 años, tiene peso excesivo, o es de descendencia negra, hispana o india americana. Asegúrese de que conoce los síntomas de la diabetes. Si tiene cualquiera de estos síntomas, hable con su médico para que le haga más pruebas.

Puntuación de más de 50 puntos:

Puede ser que usted esté más propenso a padecer de diabetes. Puede ser que ya tenga diabetes. CONSULTE PRONTO CON SU MÉDICO. Averigüe si usted tiene diabetes. Aun si no tiene diabetes, conozca los síntomas. Si en el futuro usted tiene cualquiera de dichos síntomas, debe consultar a su médico inmediatamente.

Consulte con la oficina local de la American Diabetes Association para obtener mayor información sobre la diabetes. Los números están en el directorio telefónico o llame al (213) 381-3639



CREDIT UNION NEWS

Make It A Green Christmas

Dreaming of a white Christmas is a nice theme for a song. But when it comes to paying holiday bills, it's better to arrange a green one.



Simply take advantage of the Credit Union's Christmas savings program. It's flexible and convenient. It can be tailored to fit your income, your deposit schedule, and your holiday goals. You can even use payroll deduction to make sure your program stays on schedule.

Dream of White, Plan on Green

We know it's hard to even think about putting money aside for next holiday season with this year's bills staring you in the face. That's exactly why the Credit Union's Christmas savings program is such a good idea — you don't have to think about it, it becomes a habit.

The Christmas program insures that through consistent savings throughout the year, each and every holiday season will be all the merrier. See us soon to get started.

ATM CONVENIENCE

at your Credit Union

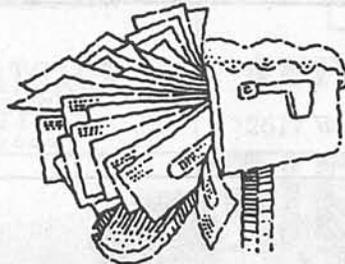


St. Patrick's Day

MARCH 17

Post-Holiday Bills: How To Cope

The holidays are for merry-making. The air is full of good cheer, so it's easy to spend more than you intended just getting in the spirit of things. But after a December of splurging on gifts, parties and travel there often comes a January of doom and gloom. This time, those envelopes in the mailbox aren't greeting cards.



Back to Reality

A hundred unfeeling creditors now demand to be paid for helping you have those happy holidays. But there's no need to spoil your memories of the season by worrying about money. If you've spent more than your budget allows, stop by the Credit Union and let us give you a hand.

Loans Available

The Credit Union has loans available to help members deal with unexpected holiday bills. We can tailor the payment schedule to meet your budget, and in most cases have you the money in just a few days. So visit the Credit Union soon and ask for details about how we can help.



Bargains Abound In Trucks And RVs

The dead of winter is *the* time to shop for a truck or RV. New or used, it doesn't matter; wintertime is a buyer's market for these vehicles.



By shopping now, you take advantage of the psychological fact that most potential truck or RV buyers are not thinking about recreational or utility vehicles just yet. In a few months they will be, but not now. Consequently, sellers are more willing to take any halfway reasonable offer.

And to get an even better deal, stop by the Credit Union before you start shopping. We can give you the latest Blue Book prices on the vehicles you're interested in, and arrange a pre-approved loan to cover the financing. That way, if you strike a real bargain, you'll be able to close the deal on the spot.

HOURS & PHONES

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Collections: (213) 972-6184

Office Hours:

Mon-Fri, 9 am-3:30 pm

Please note that on the last workday of each month, our office hours will be 9 am to 1 pm.

Sexual Harassment

... continued from page 13

included in training for first-line supervisors.

At the City of Los Angeles, Councilman Michael Woo has recently introduced a motion that the city designate a full-time coordinator who will track every claim and act as an advocate for claimants from filing to resolution. He also wants funds and personnel committed to ensure that at least one-quarter of the city's workplace attends a sexual harassment prevention workshop each year. He also is proposing that the City's sexual harassment policy be revised so there are clear procedures for prompt investigation of claims, and penalties for retribution. His motion will be voted on this spring.

About the Policy . . .

The following is the District's policy on sexual harassment:

"Any requests for sexual favors, unwelcome, or unwanted sexual advances, and other verbal or physical conduct of a sexual nature, where submission to such conduct is a condition of employment or is used as a criteria of a hiring decision, is sexual harassment. Also any conduct which unreasonably interferes with work performance or creates a sexually intimidating, hostile, or offensive work environment may be considered sexual harassment.

Sexual harassment may take place

as part of a superior/subordinate relationship or as part of a peer relationship. If you are subject to sexual harassment, you must immediately report the circumstances surrounding the incident to either your supervisor, Department Head, the Director of Human Resources, the Director of Employee Relations, or the Director of Equal Opportunity.

All allegations of sexual harassment will be promptly investigated and appropriate action taken. Employees found in violation of District policy will be disciplined at a level determined by the nature of the offense."

Memories

One of the many who was celebrating at Staff Aide Stan Bennett's retirement party was former RTD employee Eugene Barnett, Jr. who retired on March 31, 1989 after 37 years of service with the District. Barnett wanted to wish Bennett, who was featured in last month's Headway, the best, and we thought it great that he had not forgotten an old friend. Our camera caught him chatting with Assistant General Manager of Operations Art Leahy. For those of you who have lost touch with Barnett, he wishes you to know that he is busy with his five grandchildren and is upgrading the driveway of his home on West 51st. "Do the best you can," he advises employees, "Treat the customers right and do not be impatient. It may come back to you."



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RECREATION NEWS



March

- 14, 15, 21, 22, 28, 29 Magic Mountain Special \$12.45 -
- 28 WWF Wrestling Sports Arena 1:30 p.m. \$18.50
- 29 Lakers vs Philadelphia \$13.50

Save money at the movies. Discount tickets available for the following movie theatre chains: Edwards \$4.25; AVCO General Cinema \$4.50; AMC \$4.50; Pacific Walk-In or Drive-In \$4.50; United Artist \$4.50 and Cineplex Odeon \$4.75.

April

- 4-19, 25, 26 Magic Mountain Special \$12.45 -
Save \$12.05 per general use ticket.
- 3 Patti La Belle - Amphitheatre \$32.50
- 4 Kings vs Vancouver \$18.50
- 4 Rafael - Amphitheatre \$28.00
- 5 Lakers vs Phoenix - \$13.50
- 5 Dodgers vs Angels - Anniversary Poster
Freeway Series \$8.50 1:00 p.m.
- 6 Dodgers vs San Francisco - Opening Day 1:05 p.m.
\$8.50
- 9 Lakers vs San Antonio \$13.50
- 11 Clippers vs Denver \$25.50
- 12 Phantom of the Opera 2:00 p.m. \$60.50
- 13 Lakers vs Denver \$13.50
- 16 Clippers vs Minnesota \$25.50
- 16 Phantom of the Opera 8:00 p.m. \$60.50
- 17 Dodgers vs Atlanta - Baseball Card Night \$8.50
- 19 Dodgers vs Atlanta 5:05 P.M. Pin Day \$8.50



Mobile Unit Schedule

The mobile center will operate Monday through Friday from 9:30 a.m. until 2:00 p.m.

Mar.	Loc.	Apr.	Loc.
18	15	1	3
19	7	2	CMF
20	5	6	16
23	18	7	8
24	4	8	15
25	Maint.	9	7
26	12	10	5
27	11	13	18
30	1	14	4
31	10	15	Maint.
		16	2

Upcoming Events

Start forming your RTD baseball teams. Season will start up in May. Look for details on company bulletin boards.

May - Leather bags sale

Headquarters' cafeteria just in time for Mother's Day.

- Dodger Games
- Sesame Street Live

June - James Brown

- Playboy Jazz Festival



New RTD Metro logo merchandise in stock. Tee shirts, sweats, caps, and toys. See items on the Mobile Unit or in Employee Activities.



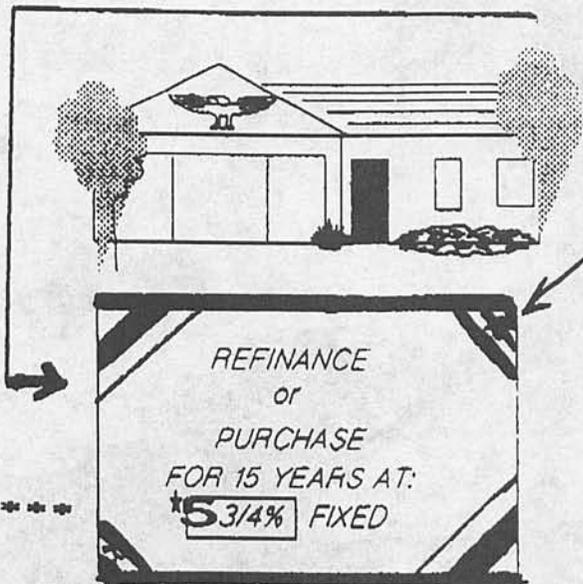
The Employee Activities office is open from 10:00 a.m. until 3:00 p.m., Monday through Friday, second floor of the Headquarters building, telephone 972-4740.



Come out and support the District's basketball league. Ten teams are involved in a close contest this year. Games are played on Tuesdays at 6:45, 7:45, & 8:45 p.m. and Thursdays 7:30 and 8:30 p.m.

EAGLE MORTGAGE

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OUR BEST Program

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- * RE-FINANCES
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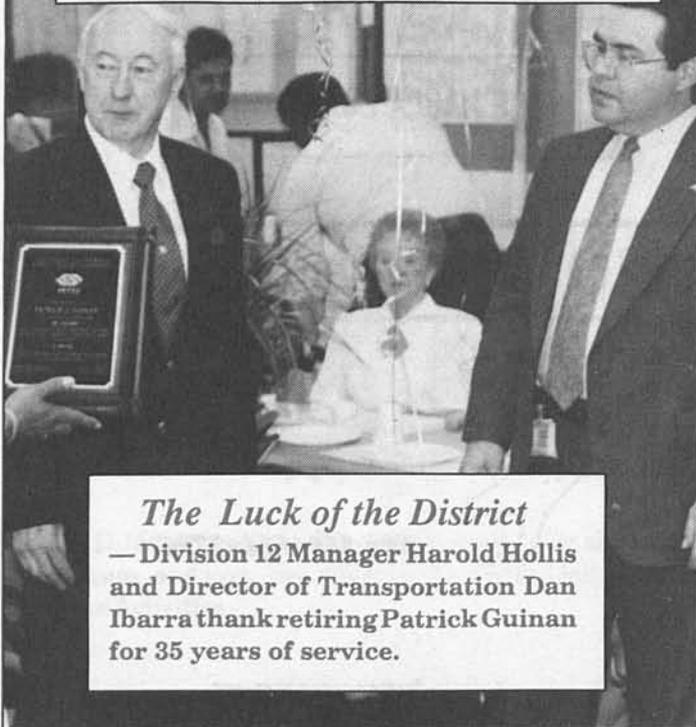
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*RATES SUBJECT TO CHANGE

At the District's innovative Oil-Analysis Laboratory, RTD's Mike Stange and Bill Hernandez test dozens of fuel samples each day to ensure the District's fleet is tops.



In Honor of St. Patrick's Day



The Luck of the District
 — Division 12 Manager Harold Hollis and Director of Transportation Dan Ibarra thank retiring Patrick Guinan for 35 years of service.

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