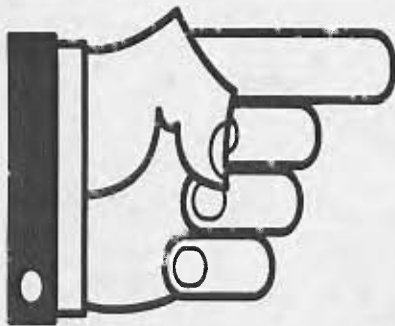




MOVES

LACTC/RCC EMPLOYEE NEWSLETTER

APRIL 1991



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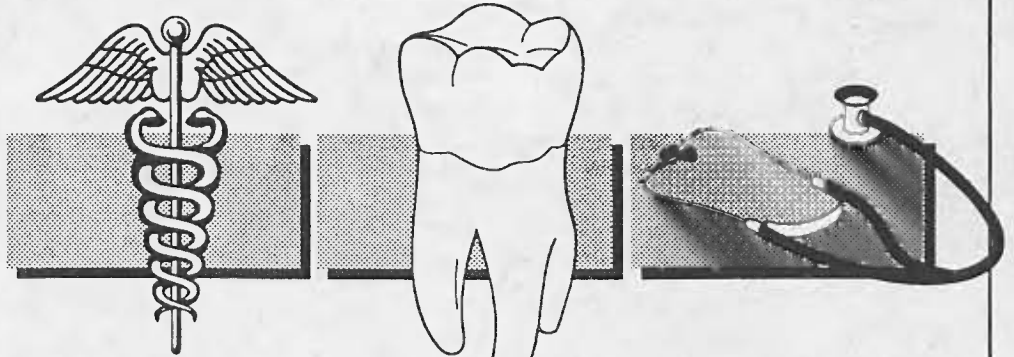
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Looking Out For Your **BENEFIT NEEDS**

PART II — In the last issue, we reported on employee focus groups that evaluated employee benefits. This a report on their observations and the next step in restructuring our benefits package to a "Flexible Plan."

If you feel that the LACTC/RCC is an "exciting, innovative, challenging, aggressive, and gratifying" place to work, then you are in good company. Employees who participated in focus groups to review our benefits plan had positive feelings about their employment here and use those words to describe LACTC. Most felt that their benefits were good or better in most cases than the competition.

If you don't know what all our benefit plans are, you aren't alone. It may be more than a year since the two-foot stack of booklets were plopped in front of you on your first day of work. Here is a summary of our employee benefits, along with the focus groups' general observa-

tions about the benefit plans:

LACTC's basic life benefit offers 1 times your annual salary to a maximum of \$100,000.

- In general, single employees are willing to take less life insurance to obtain other benefits. Employees with families are willing to take less of other benefits to obtain more life insurance.
- A few employees were not aware there was a benefit in which they can purchase additional life insurance in multiples of 10,000 to a maximum of \$300,000. Others feel the supplemental life plan is too expensive.

LACTC's Long-Term Disability (LTD) plan replaces 60% of monthly earnings to a maximum of \$5000.

- Employees polled feel indifferent

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about the LTD benefit. Some expressed interest in a higher benefit as an option and were willing to take less of other benefits in return for an increased LTD plan.

LACTC's dental benefits are provided through Prudential's Traditional Plan or Dental Maintenance Organization (DMO). We have the option of choosing one of their dentists from a list, or going to our own. Most services such as cleanings, x-rays, fillings, crowns, and restoration are paid for, except orthodontia.

• Many employees feel that adding orthodontia will strengthen the plan. They were also dissatisfied with the DMO's dentists, citing inaccessibility and "assembly-line" practices. Most people prefer to use their own dentist under the traditional plan.

LACTC's vision plan has a \$20 deductible and offers a 12-month benefit for exams and lenses and a 24-month benefit for frames.

• Some employees would like new frames every 12 months. Others would prefer receiving a fixed cash amount to pay for their own vision care. There are mixed

feelings about Vision Service Plan's procedures. Employees feel that the required paperwork is inconvenient.

FINDINGS POINT TO "FLEXIBLE BENEFITS"

Remember the fast-food chain's advertising campaign that boasted "Hold the pickles, hold the lettuce — special orders don't upset us?" The jingle characterizes the made-to-order service prevalent in many of the material goods we purchase, and now becoming common for intangible services. "Flexible benefits" is based on a similar philosophy. You can make the choices from a benefits menu, and where appropriate, receive cash or "credit" instead of benefits.

No benefits are lost. You can tailor your benefit package to meet you and your family's needs.

LACTC's Human Resources Department is working with consultants on developing a benefits checklist that's comparable to our current plans. We'll see the final checklist in May when a series of employee meetings are scheduled to explain the conversion to "flexible benefits." Human Resources is working out all the details of the conversion and has begun an extensive communications plan that features memos, brochures and newsletters to keep us informed.

The effective date for the plan is



"Employees feel that the required paperwork is inconvenient."

August 1, 1991. Watch your in-baskets for the "flexible benefits" news. If you have any questions, contact Ed Sanchez at ext. 888. ■

GIVE OUT YOUR NEW NUMBER NOW!

Our agency is growing, growing, growing. We've run out of our allotted phone numbers and must now undergo a phone number conversion that gives us more numbers to use. The new system kicks in on Monday, April 29. You should have already received your



new number and sample letter notifying our customers of the change. The 236 prefix has been dropped from our phone system. However, the general switchboard number (213) 623-1194 will remain the same. Please remember that there will be NO CALL FORWARDING. Anyone who dials a 236 number from the

outside will reach the reception desk. You can help Geri and Joyce tame the switchboard by giving out your new number to all your contacts before April 29. Inter-office dialing will become a four-digit dial. New business cards are on the way with your new direct dials. Remember that fax machine numbers will also change. Be sure to sign up for a new voice mail training session. If you have any questions, call Phyllis Meng in Administrative Services at ext. 535. ■

1ST RECIPIENTS OF EMPLOYEE AWARDS HONORED FOR SPIRIT, IDEAS AND VALOR

Did you ever feel like you should get a medal for just getting through the day? Frequent hallway and elevator mutters of "I can't believe this day," "...whatta day,"... or "I can't wait for Friday"... are signs that many LACTC/RCC employees are working hard. "We want to acknowledge employees for their extra efforts and positive attitudes through heavy workloads," said Frank Zarider, coordinator of the new Employee Awards Program.

Monthly nomination forms will ask you to signal out your co-workers that always go the extra mile in their jobs. "We're asking people to take notice of the simple gestures, attitudes and creativity that make their department a better place to work," said Zarider. Nominations are valid for three months, meaning that your candidate is has more than one chance to win.

FEBRUARY WINNERS

The first recipients were an-

nounced at the February staff meeting Marianna Drost, secretary in Administrative Services was recognized with the Spirit Award. She was nominated by her co-worker Olga Rocha of the department's purchasing office. "I think Marianna does an outstanding job. She's always willing to help anyone and everyone and goes



beyond responsibilities to help someone else," said Rocha.

Project manager for the Central Area Team Steve Brye received the Medal of Valor Award for his leadership in the "greening" of a section of the Metro Blue Line. He's very active with the Tree People organization which helped arrange for the planting of trees in Long Beach. He recently took several of LACTC's TOP students on an excursion to the Stanislaus

National Forest to plant 3,500 baby Redwood trees. He was nominated by Nelia Custodio of the South Bay Area Team.

RCC's public affairs officer Art Gomez was honored with the Bright Idea Award. "Art is great at coming up with inspirational ideas for business and community involvement along the construction corridors," said the department's administrative assistant Deana Burton-LaCroix. "He recently did an excellent window display in Silverwoods at the Broadway Plaza for the Metro Station at 7th and Flower streets," said Yolanda Rosales, office assistant in the Strategic Support Team, who also nominated Art.

MARCH RECIPIENTS

Angela Spaccia, accounting manager, was one of the March winners of the Medal of Valor. "She's done a great job organizing the accounts payable and grants sections. She has done this and much more, with confidence, determination, and most importantly a smile," said Joy Burrel, accounts technician.

All the employees of the Real Estate Department joined in to nominate their secretary Vicenta Becerral. Vicenta was honored with the Spirit Award. "She provides the Real Estate staff with the support, direction and guidance that only a mother could provide her children. She's our 'mom'," said the staff.

A big money-saving idea garnered RCC's Bob Minahan the Bright Idea Award. The senior rail facilities coordinator suggested that instead of paying for temporary street lighting along the MOS II construction corridor, we ask the city's Bureau of Street Lighting to incur the costs. His idea is saving the RCC about \$500,000 per MOS II contract. His nomination was submitted by Daniel Uman, Program Control's supervisor of cost

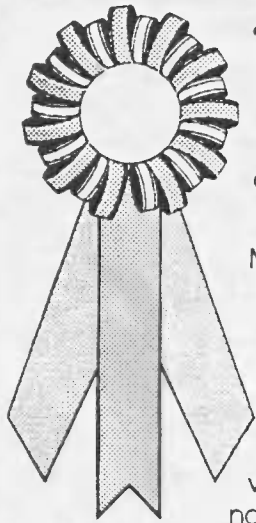
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Left: February Employee Award. Recipients include Art Gomez, Mariana Drost and Steve Brye.

Below: March Employee Award Recipients include Vicenta Becerra, Larry Gallagher, and Angela Spaccia. Winner Bob Minahan not pictured

Bottom: TOP students James Borden and Victor Artamirano (far left), Steve Brye (center), several Tree People volunteers, and TOP students La Tasha Covington and Georgina Romero (far right) traveled to the Stanislaus National Forest to plant 3,500 baby trees. (Photo by TOP Graduate Frank Camacho)



• Awards continued from page 3

engineering administration.

A second Medal of Valor was presented to graphic artist Larry Gallager, who proves that anyone who wants to nominate him or

herself can actually win. "I have for my entire adult life, been a true 'transit dependent.' I don't possess a drivers license and exclusively ride public transit — therefore, practicing what we preach around her," said Larry.

All winners received a Metro logo watch and became eligible to win a lunch for two at the 7th Street Bistro. Winners are selected by a committee of LACTC/RCC employees. Participants are San Gabriel Valley Team member Lupe Valdez, Commuter Rail's Gray Cray, RCC's Elaine Stuart, Human Resource's Cindy Kondo, and Public Affairs' Zarider. For nominations call Frank Zarider at ext. 563. Forms must be returned approximately one week before monthly staff meetings. The nominations deadline for upcoming awards are April 22 and May 20. ■



PERSONAL BEST

Through this column, INSIDE MOVES recognizes employees' excellence and outstanding achievements. If you have been a featured speaker, participated on a panel, published a paper, appointed to a volunteer office, or received an award, please share your news. Call Roberta Tinajero at ext. 565

DALE ROYAL, project manager with the Southeast Area Team is a founding member and chair of the Coalition of Minority Policy Professionals. In March, Dale led the group on a visit to Cerritos Community College and St. Berenard's High School in Westchester to encourage students to get a college degree and consider a career in government or public policy. "Students of color are starving for information about going to college and finding a career that will allow them to give something back to their communities. Our group shows people that Asian, African Americans, and Latinos can work together to accomplish community goals," said Dale.

NANCY MICHALI, project manager with the Central Area Team, was the featured speaker for the L.A. City Planning Commission. She spoke about rail station design. She also

was a presenter at the California Redevelopment Conference on transportation and land use.

MARY LOU ECHTERNACH, public process specialist with the Central Area Team, was the guest speaker at the meeting of the Association of Environmental Planners.

ROBERTA TINAJERO, public affairs officer in the Communications Department is the 1991 president of the Hispanic Public Relations Association. The group sponsors a scholarship luncheon, a PR workshop for community non-profits, and professional development programs.

BOB CASHIN, South Bay Area Team manager, participated as a panelist at the California Self-Help Counties Conference workshop entitled "Managing a Self-Help Program in Light of Declining Revenues."

LAURA MCNAMARA, administrative assistant for the Area Teams, was honored with a certificate from Toastmasters District 52 for being the top membership recruiter for LACTC Toastmasters.

ENRIQUE VALENZUELA, RCC public affairs officer is the newly elected chair of the community Health Foundation of East Los Angeles. He is also involved with the National Association of Community Health Centers.

STEVE LANTZ, Westside Area Team manager, is the vice president of programs for the Westside Urban Forum. ■

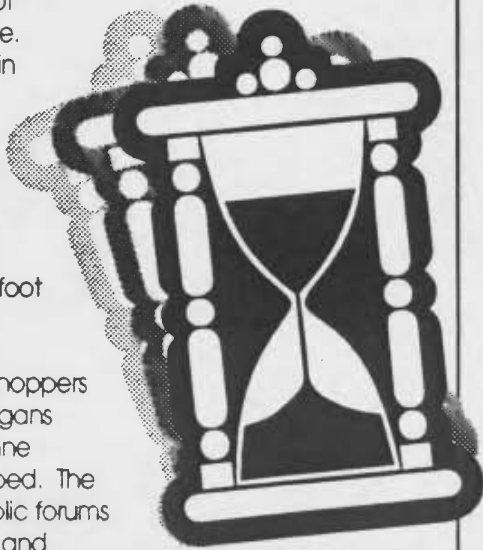
LACTC HONORED AS . . . "EMPLOYER OF THE YEAR"

LACTC was awarded the "Employer of the Year" title by the Women's Transportation Seminar at its fourth annual scholarship and awards dinner in March. We were recognized for the opening of the Metro Blue Line, the purchase of more than 150 miles of freight tracks and establishing a commuter rail plan, establishing area teams, and establishing policies on funding and technology to improve community transportation needs. ■



OUR BUILDING'S PAST

We are housed in the former headquarters of Barker Brothers furniture. The building was built in 1925 and was inspired by the Strozi Palace in Florence. You've probably noticed the three-story arched entranceway and 40-foot high lobby court with beamed and vaulted ceilings. Barker Bros. shoppers once enjoyed pipe organs playing in the mezzanine galleries as they shopped. The store used to hold public forums on home economics and decorations in a 600-seat auditorium. ■



SAVING WATER AT 818

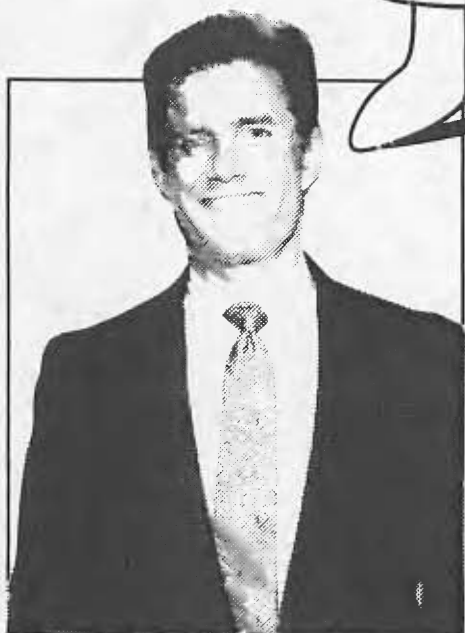
While earlier users of the Barker Bros. building searched for ways to save money on the store's merchandise, today's occupants are looking at ways to save water. The Downtown News reported that building operators in the area began to look at ways to conserve water a few years ago. Phyllis Meng, our facilities coordinator, reports that this building has converted to low-flow toilets that use 3 to 5 gallons per flush. On the fifth and sixth floors, restroom faucets have automatic shut-off devices. In addition, our maintenance crew vacuums the front walkway instead of hosing it down and the air conditioning system features air cooled units as opposed to water condensers. We'll have

to rely on the recent rains to keep the windows clean since window washing on all highrises has been declared illegal during the drought. ■



JOE JONES, FAST's Manager of Facilities Joe is working toward making the maintenance of our in-house services top-notch. Some of the tasks he's taking on include reviewing our phone and mail systems, stocking procedures for copy and coffee areas, and paper filing and storage equipment. He is also involved in managing subleasing of office space in our building for our consultants. Joe was formerly with Laidlaw Transit, Inc. as district director of operations. ■

Welcome January **NEWCOMERS**



Robert Clegg, Configuration Management Specialist, RCC Program Management.



(left) Gail Edwards, Administrative Assistant, FAST's Grants Accounting.

(below) Jean Davis, Secretary, FAST's Contracts Procurement.



(left) Kent Takahasgi and Adell Bitterlich, Administrative Analysts, RCC External Affairs.



(above) Jami Aiken, RCC Secretary; Mercedes Meneses, RCC Secretary; Ron Drake, RCC Director of Construction; Bill McCann, RCC's Rail Operations Manager; and Tim Barrick, LACTC Marketing's Public Affairs Officer.

(right) Theresa Renn, Graphic Artist.



Richard Underwood, FAST's Accountant II.

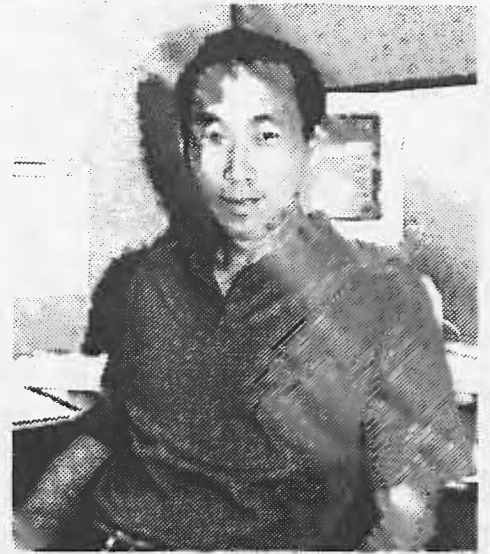


**HAS INSIDE
MOVES
OVERLOOKED
YOUR RECENT
HIRE?**

**PLEASE CALL OUR LONE
PHOTOGRAPHER AT EXT. 565 IF YOU
ARE A RECENT REGULAR EMPLOYEE
WHO HAS NOT BEEN INTRODUCED
THROUGH THE NEWSLETTER.**



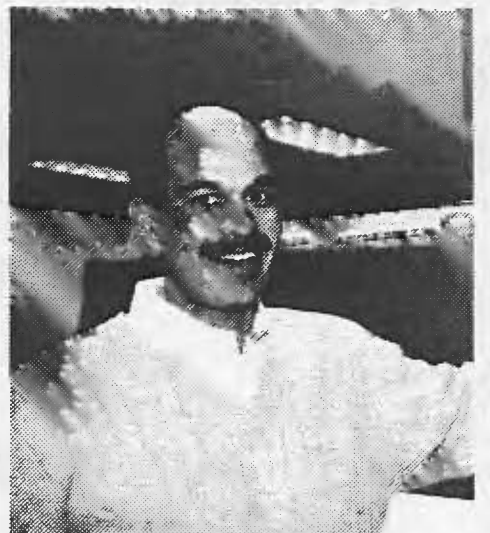
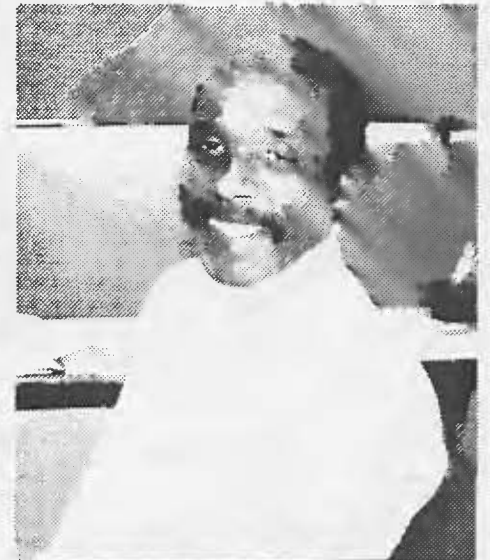
MISC. PHOTOS



AREA TEAM ADD-ONS: (above) Brian Lin, San Gabriel Valley project manager (below) Jim Parker, Southeast project manager



WILL THE REAL GWEN WILLIAMS PLEASE STAND UP? Gwendolyn Williams (left) is a recent addition to RCC. She is a senior contracts administrator. Gwen Williams (right) became a regular employee in December. She is the Risk Management Department secretary. Gwendolyn has chosen to go by her full name to avoid any confusion. The two say they receive each other's mail and phone calls on occasion.



Paul Self joined the Communications Department in December. He does everything.



Can't Get Enough Train Talk?.....

Orange Empire Railway Museum hosts its annual Rail Festival of trolleys, trains and nostalgia on Saturday and Sunday, April 27 and 28. Take a drive to 2201 So. "A" Street in Perris, CA (17 miles south of Riverside on highway 215. Call (714) 657-2605 for information.

WHO SHOULD HAVE OR DID WIN

Our In-House Film Critics' Oscar Picks

by Claudette Moody

Best Actress

Angelica Huston (The Grifters) - Blood lines do tell

Best Actor

Jeremy Irons (Reversal of Fortune) - British training pays off

Best Supporting Actress

Whoopie Goldberg (Ghost) or Lorraine Broceco (Goodfellas) - Both are good.

Best Supporting Actor

Bruce Davidson or Al Pacino (Dick Tracy) - Al's fun was infectious

Best Director

Martin Scorsese (Goodfellas) - Hands down, the best job of the five.

Best Picture

Goodfellas - The under-slice of Americana

THE INSIDE MOVES STAFF . . .

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Special thanks to our contributors:

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