



76-13

# Emblem

APRIL, 1959



**How An Operator Got His Job With MTA  
"Guinea Pigs" for Safety  
First Annual Report: MTA in Black**

cover story, p. 15



**PRELIMINARY INTERVIEW** is given Floyd Gentry, applicant for position as MTA Operator, by Interviewer Virginia Sheehan. At right: he takes simple arithmetic test composed of typical problems concerned with money and time.



## HOW AN OPERATOR GOT HIS JOB

# Personnel Department Story

**Employment Is Only One Phase of the Work of The Personnel Department, Which Exists Chiefly To Serve MTA Employees and Other Departments**

FLOYD GENTRY, 27, applicant for a position as Operator for MTA, left the elevator at the sixth floor of the Transit Authority Building, 1060 South Broadway, Los Angeles, and walked down the corridor toward a sign marked EMPLOYMENT. Underneath was the room number, 621.

Just inside he found a dozen or so men and women seated at a

long, narrow desk built along three walls of a waiting room. Large photos of transit scenes decorated the walls and columns. Some people were writing; others were eagerly awaiting the interview whose success might mean a living for them and their families. Tacked up on the wall opposite the entrance was a sign, reading: "Please Complete Application Card—Leave

in Box—Wait for Interview—Thank You.” On the ledge of an opening into an inner office were a stack of card forms and a box in which two or three cards had already been placed. As Floyd picked up his card, he noticed through the opening a personable young blonde woman talking to an applicant.

In a few seconds, Floyd had filled out his card, which asked several simple questions. He placed it in the box and awaited his turn for an interview.

The young lady, Mrs. Virginia Sheehan, proved to be pleasant and business-like, and the interview took but a very few minutes. Next came an arithmetic test in simple addition, subtraction, multiplication, and division. All problems had to do with money or time. “Simple enough,” thought Floyd. His score was perfect.

The next step was filling out a rather more detailed preliminary application which dug a little farther into his background. Floyd noticed that the Authority was extremely interested in his previous experience, his military service, his family status, and his record for paying bills. After the Interviewer had checked over his answers and questioned him about some of them, she smiled approvingly and said,

“You seem to have the qualifications we want in an Operator. Now I’d like to have you talk to Mr. William H. Wright, our Employment Supervisor.”

Mr. Wright, a former Operator and Supervisor, described the nature of the duties of an Operator, pointing out both favorable and unfavorable aspects as compared with those of other types of work. He explained: “You don’t check out of the office every day at five p.m. Hours, especially for a new

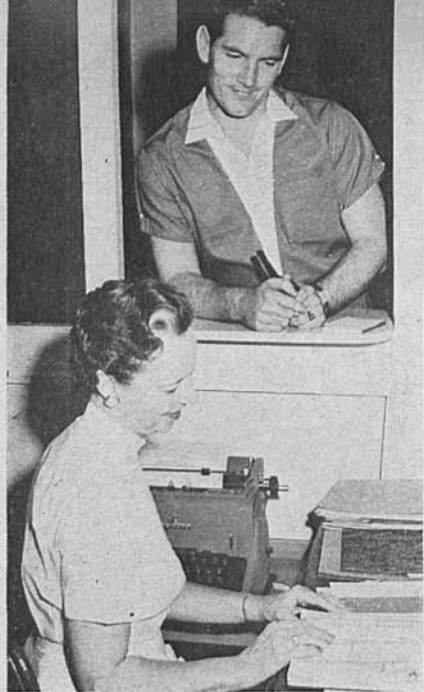
Operator, are usually very irregular. The student pay rate is considerably lower than a qualified Operator’s rate during your break-in period, which lasts from 15 to 30 days, the length of time depending on the division to which you are assigned and to your own individual progress. You will be turned over to the Instruction Department, where trained Instructors will give you the necessary knowledge to qualify as an Operator. They will particularly stress problems in handling the public, as well as accident prevention and the rules of operating. You will find many unforeseen problems in this particular type of work. The purpose of our Instruction Department is to train you to handle effectively all foreseeable problems.”

“I understand,” observed Gentry, who had had previous operating experience, “but all transit jobs have about the same problems, and I still want to be an Operator for MTA because I like driving and I like meeting the public.”

Mr. Wright laughed approving-

**FINAL INTERVIEW** is granted Gentry by Employment Supervisor William H. Wright after a successful preliminary interview.





**NEXT STEP** is physical fitness exam. In left-hand photo, Ruth Coburn, Medical Department Receptionist, looks up in her book the appointment Mr. Wright has already made for Gentry to see the doctor.

**EYE TESTS**, above, are given by Agnes Frazee, Secretary to the Medical Director.

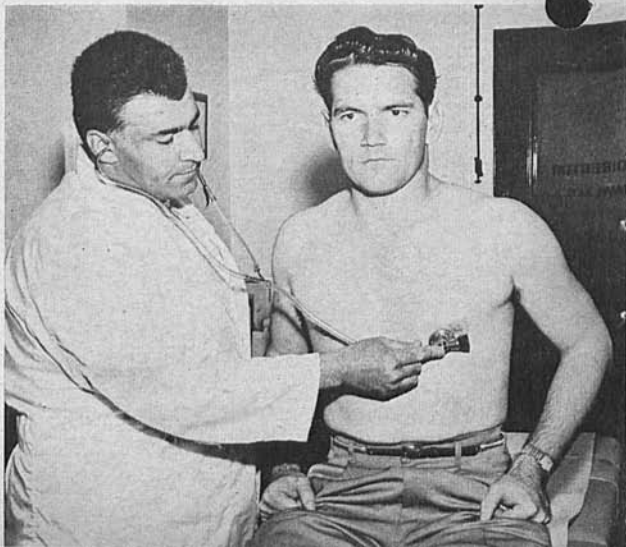
## Personnel Department

ly. He then told of the benefits offered by MTA: good earning opportunities; the stability of the job; and the various employee welfare plans, such as medical and hospital benefits, a voluntary hospital benefits plan for dependents, group

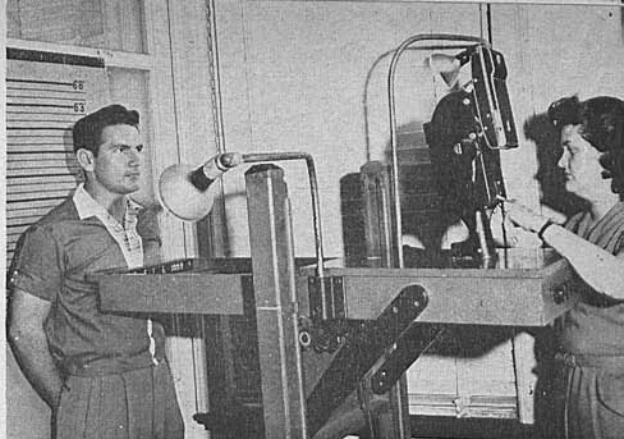
life insurance, excellent vacation privileges, and a company pension plan.

Many of the questions asked by Mr. Wright dealt with Floyd's experience, education and family background, as well as with his

**IT'S THOROUGH!** Dr. F. K. Zahawi, Medical Director, gives Floyd a detailed going over. Physical fitness is a must for an Operator, in whose hands are the lives of many people.



**FOR THE RECORD, Steno-Clerk Joan Herman takes a few polaroid pictures of Floyd, as she does of every applicant. She also checks over his final application papers, and gives him a card of introduction to the Instruction Department.**



attitudes toward life, people, and transit. Finding the answers satisfactory, the Employment Supervisor made an appointment for the applicant to undergo a physical fitness examination.

This was given in the Medical Department, on the same floor as the Personnel Department. The examining physician was Dr. F. K. Zahawi, who, as Floyd discovered later, is in charge of the examination of all prospective MTA employees.

Gentry's physical tests included examinations of heart, lungs, abdomen, throat, blood pressure, muscular reflexes, hearing, and eyesight—plus laboratory tests. The doctor also took down his medical history.

"You pass!" Dr. Zahawi finally said, with a smile. "Now you may take this OK slip back to the Employment Office and complete your application."

Back in the Employment section, Mrs. Joan Herman, whose office adjoins Mrs. Sheehan's, gave him a final and quite extensive application form to fill out. Several references were required, and Floyd was told that each one would be contacted. She then asked him to fill out the required withholding exemption form, and showed him forms on which he might apply for group life insur-

ance, a medical plan, and dependent medical and hospital insurance. She filled out a payroll authorization blank and a report-for-duty card. As a last step, she took his picture for the files.

Then, handing Floyd his report-for-duty card, she said, with a smile, "Take this to the Instruction Department at 962 West 12th Place, tomorrow morning at 8:30. Beginning at that time you're on the payroll! You'll be assigned to Division 2. Mr. Ullrich is the Superintendent.—And, congratulations on your new job!"

The foregoing narrative summarizes the steps required by MTA's Personnel Department of applicants for almost any type of position. For positions other than that of Operator, the only variation is that the applicant has his or her final interview with the head of the department concerned, or with a person deputized by the department head to make a final decision on the applicant's qualifications.

However, the work of the 17 members of the Personnel Department extends far beyond employment interviews. It also includes interpreting union agreements, presenting arbitration cases, administering unemployment and disability insurance claims, administering welfare plans, keeping up



**HOME VISIT**—Henry Monroe, as Field Representative, performs many helpful acts for ill employees. Here, at the home of Division Clerk Harold Young, he helps Mr. Young, left, to fill out state disability insurance papers. Mr. Young is recuperating from a ruptured spinal disc.

## Personnel Department

current addresses of employees, handling inquiries from government agencies as to employment facts and figures, etc. The work can perhaps be best explained by describing the duties of various Personnel Department employees.

The arbitration of grievances and the interpretation of union agreements, as well as the administration and organization of the department, are the principal duties of Director of Personnel William C. Scholl, Jr., with the help of Assistant Director C. Arthur Tengblad and Personnel Assistant John S. Wilkens.

Assistant Director Tengblad serves as an Authority representative on the Tego Committee, which administers the disbursement of funds contributed by employees to charitable organizations. He also serves as an Authority representative on the Pension Committee, which administers the Retirement Income Plan for employees.

In charge of all clerical work is Mrs. Elsie McIlwain, Chief Clerk,

who, in addition to supervising her office force of six, plus one Field Representative, personally handles disability claims, group life insurance payments to beneficiaries, death claims from the LATL Retirement Income Plan, and dependent medical plan claims by former LATL employees. Assistant Chief Clerk Dorothy Tarazon helps her with office supervision, handles all inquiries from governmental agencies as to earnings of employees applying for home loans, and submits to the Accounting Department weekly lists of changes in withholding exemptions. "Lately I've been pretty busy making up duplicate W-2 forms for a lot of employees who lost the originals," said Dorothy.

Bookwork and records for the Medical Plan are taken care of by the Personnel Department. Says Medical Accounts Clerk Gloria Bettencourt: "I handle Medical Plan accounts with doctors and pharmacies; check all bills from panel doctors, specialists, and hospitals for accuracy and forward



**IN CONFERENCE** — Top three men of the Department: Director of Personnel William C. Scholl, right; Asst. Director C. Arthur Tengblad, center; Personnel Asst. John S. Wilkens, left.

to the Accounting Department for payment; and make arrangements, upon doctors' requests, for the hospitalization of employees."

Assisting Gloria is Dolores Encinas, Receptionist and Medical Clerk, who makes the patients' appointments with the specialists and maintains medical files on Medical Plan members.

Rose Showers, Pensions and Insurance Clerk, handles group life insurance programs. "Although active employees pay their group insurance by pay roll deduction, those on leave who have no pay checks coming in have to be reminded to make their own group insurance payments by cash or by check," says Rose. "In order to do this, I keep a complete insurance file on every employee, and balance the insurance accounts each month." Mrs. Showers also maintains the pension records.

Virginia Reczek, her Insurance Assistant, does the billing for the

**PROOFREADING**—Marlene McCullough, left, Secretary to Mr. Tengblad; and Anne Swanson, Secretary to Mr. Scholl, engaged in typical secretarial activity.



group insurance, maintains the out-of-service personnel files, and performs other work as needed.

A task which has assumed new importance with the inauguration of THE EMBLEM as a home-delivered publication is keeping employee addresses current. This task falls to the lot of Typist-Clerk Maude Campbell, who maintains a wheel-dex of all present and former employees, showing their MTA job history and location, changes in home address, and marital status. She also receives many inquiries, written and telephonic, requesting verification of employment.

"Please, please, keep your department head informed about any change in your address," urges Mrs. Campbell.

A little-known function of the Personnel Department is visiting sick and disabled employees. "Many of our people who become ill or disabled are not aware of benefits to which they may be entitled as well as of records that may need to be made," says Field Representative Henry Monroe, whose duty is such visitation. "I help them fill out state disability insurance forms when they are entitled to disability insurance, and other insurance forms as needed. Various opportunities present themselves for me to be of service

(Story continued on page 13; see pictures, pp. 8-9)







Campbell Clerk



Rose Showers  
Pensions and  
Insurance Clerk



Dolores Encinas  
Receptionist and  
Medical Clerk



Gloria Bettencourt  
Medical Accounts  
Clerk



Virginia Reczek  
Insurance  
Assistant

### INSTRUCTIONS FOR APPLYING FOR STATE DISABILITY INSURANCE BENEFITS

#### HOW TO COMPLETE THIS CLAIM FORM:

First: You must...

Form 38-21  
**LOS ANGELES METROPOLITAN TRANSIT AUTHORITY**  
 This prescription is not authorized unless filled by a physician approved for use under the Medical Plan (community office issuing this prescription).  
 Amount \_\_\_\_\_  
 Tax \_\_\_\_\_  
 Total \_\_\_\_\_  
 Card No. \_\_\_\_\_  
 Name \_\_\_\_\_ Date \_\_\_\_\_

STATE COMPENSATION INSURANCE FUND  
600 South Lafayette Park Place  
Los Angeles 54, California

#### NOTICE OF RELEASE TO DUTY

Form W-4  
 U. S. Treasury Department  
 Internal Revenue Service  
 Print full name \_\_\_\_\_  
 Print home address \_\_\_\_\_  
 EMPLOYER: \_\_\_\_\_

#### EMPLOYEE'S WITHHOLDING EXEMPTION CERTIFICATE

#### HOW TO CLAIM YOUR WITHHOLDING EXEMPTIONS

#### LOS ANGELES METROPOLITAN TRANSIT AUTHORITY NOTICE OF CHANGE IN EMPLOYEE RECORD

Form 38-13  
 Rev. 7-18  
**LOS ANGELES METROPOLITAN TRANSIT AUTHORITY**  
 REPORT OF ABSENCE ON ACCOUNT OF SICKNESS OR INJURY  
 FOR WEEK ENDING (SUNDAY MIDNIGHT)

1	2	3	4	5	6	7	8	9	REMARKS

#### INDICATE TYPE OF CHANGE:

- Job Classification
- Department Transfer
- Home Address
- M4
- Dep. Code
- OIN

1. Employer Code

2. State Code

#### LOS ANGELES METROPOLITAN TRANSIT AUTHORITY REQUEST FOR PAY ROLL ADJUSTMENT

#### LOS ANGELES METROPOLITAN TRANSIT AUTHORITY CLEARANCE ORDER

#### LOS ANGELES METROPOLITAN TRANSIT AUTHORITY LAST REPORT OFF-DUTY INJURY

#### LOS ANGELES METROPOLITAN TRANSIT AUTHORITY PERMISSION FOR SERVICE

#### LOS ANGELES METROPOLITAN TRANSIT AUTHORITY OCCUPATIONAL EMPLOYMENT RECORD

LOS ANGELES METROPOLITAN TRANSIT AUTHORITY  
EMPLOYEE WELFARE PLANS  
 Date Employer \_\_\_\_\_  
 Date \_\_\_\_\_  
 Occupation \_\_\_\_\_  
 Signature of Beneficiary \_\_\_\_\_  
 Group Insurance \_\_\_\_\_

#### LOS ANGELES METROPOLITAN TRANSIT AUTHORITY REPORT OF MINOR INJURY

#### LOS ANGELES METROPOLITAN TRANSIT AUTHORITY REPORT OF MEDICAL TREATMENT/NO TIME LOST

LOS ANGELES METROPOLITAN TRANSIT AUTHORITY  
 In reporting Address: SOCIAL SECURITY ADMINISTRATION  
 Telephone \_\_\_\_\_  
 Date \_\_\_\_\_  
 Occupation \_\_\_\_\_  
 Dept. \_\_\_\_\_

EMPLOYED REEMPLOYED CITY BRIDGE NO. \_\_\_\_\_  
 CLASSIFICATION \_\_\_\_\_  
 SOCIAL SECURITY NUMBER \_\_\_\_\_  
 MILITARY RESERVE \_\_\_\_\_  
 DATE QUALIFIED \_\_\_\_\_  
 SPECIAL TRAINING AS \_\_\_\_\_  
 VISUAL COPY \_\_\_\_\_  
 RESTRICTIONS \_\_\_\_\_  
 RETIREMENT PLAN \_\_\_\_\_  
 GROUP LIFE INS. \_\_\_\_\_  
 WEIGHT \_\_\_\_\_  
 PHYSICAL DEFECTS \_\_\_\_\_  
 HEARING \_\_\_\_\_  
 OCCUPATIONAL EMPLOYMENT RECORD  
 No. 1

AN  
AUTHORITY

Authorized under the Medical Service Plan of the Los Angeles Transit Lines

# Commendations

## John H. Dunn Selected April Operator of the Month

FOR his outstanding courtesy toward older passengers and a blind man, Operator John H. Dunn, of Division 4, was selected by a committee of judges as the Metropolitan Transit Authority's Operator of the Month for April.

This title, which carries with it a check of \$50 from the Authority, was awarded Operator Dunn after the judges had considered a number of letters of commendation written by passengers for various operators.

"On the basis of his good record for courtesy and safety, he's very deserving of the honor," commented his Division Superintendent, C. A. Schulz.

A former all-state quarterback and all-conference first baseman at Alcorn A&M, in Mississippi, Dunn was born in Jackson, capital of that state, 42 years ago. He grew up and secured his high school diploma in Chicago, how-

*(Continued on Page 14)*

**CONGRATULATED** - John H. Dunn, Division 4, gets handshake from his Superintendent, C. A. Schulz, for winning April Operator of the Month award - and \$50.



## Other Operators Honored in March

CONGRATULATIONS to the Operators listed below! They received commendations from their passengers during the month of March.

The number of their division appears after their name.

E. M. Anderson, 1; Joseph Araujo, 1; R. H. Balke, 3; Ida J. Bell, 20; P. H. Bishop, 3; N. H. Bornstein, 8; W. G. Brewer, 4; Willie Brice, 1; A. R. Brown, 4; C. H. Bull, 8; C. T. Burris, 4; R. T. Carter, 20; L. A. Darling, 7; W. L. DeGeere, 5; Betty L. Dixon, 4; J. H. Dunn, 4; H. J. Eddo, 8; G. A. Ferguson, 3; A. M. Garcia, 3; F. T. Gentry, 2; G. O. Givens, 1; W. R. Gray, 11; Maggie A. Green, 20; R. O. Hatfield, 12; C. M. Hicks, 11; C. H. Hobaugh, 5; Walter Howell, 4; O. F. Johnson, 2.

T. W. Kingsbury, 3; V. L. LaFrance, 10; P. J. Lattanzi, 2; L. F. Ledgerwood, 4; L. J. Lewis, 3; N. T. Lewis, 4; Robert Loewing, 7; G. S. Martin, 11; D. E. McCarter, 2; T. O. McCutcheon, 2; A. E. McWreath, 11; D. L. Morse, 3; H. G. Norie, 5; J. J. O'Donnell, 5; Edward Osborne, 3; S. O. Parker, 2; C. C. Ray, 4; R. R. Rideout, 4; A. L. Robinson, 5; J. F. Rondel, 7; C. J. Russell, 4; R. C. Rutherford, 5.

Ann G. Schulz, 4; Bruce Shelter, 7; Tom Slack, 7; S. J. Smith, 4; F. E. Spinella, 5; L. L. Spring, 11; G. J. Stoddard, 5; D. E. Strauther, 5; A. W. Styfe, 20; E. S. Swift, 3; G. E. Thomas, 20; J. C. Thompson, 20; M. B. Wallace, 20; O. A. Wellmerling, 5; P. F. Welsh, 4; J. P. Wendruck, 2; P. W. White, 3.



**TAKING DRIVER ATTITUDE TESTS** were these six Operators (seated) from Division 2. From left: front row, Merrill D. Russell, W. R. Blocker; rear row, Morris W. Taylor, Venice Pratt, Clarence Sterling, Franklin D. Brown. Standing, from left: Safety Supervisor Charlie Hardy, Transit Casualty; USC Junior Carol Lester, who helped administer the tests; USC Psychology Dept. Research Assistant Don Schuster, who gave tests.

## “Guinea Pigs” for Safety

SIX OPERATORS from Division 2 acted as “guinea pigs” in the cause of safety in mid-March at the Western Safety Congress held at the Ambassador Hotel.

In the interest of psychological research, they volunteered to take tests specially devised in the hope of revealing the differences in attitude between safe and unsafe drivers—with the MTA men being on the safe side. The tests are also being given to other drivers (not MTA) rated by the Department of Motor Vehicles as “problem” drivers.

“Do a person’s life problems carry over into his driving? Is a safe driver more domineering, more active, more alert, more precise—than an unsafe driver? These are some of the questions answered, at least in part, by these tests,” commented Don Schuster, Research Assistant in the Psychology Department at USC, where the

tests were developed. “Asking these men to take the tests was purely in the interest of research, and had no bearing on driving privileges.”

The six Operators were W. R. Blocker, Franklin D. Brown, Venice Pratt, Merrill D. Russell, Clarence Sterling, and Morris D. Taylor.

“The tests brought out some things you never think about,” said Operator Sterling. “For example, losing your temper in traffic. With me, it’s the things I run into in traffic that make me like to drive a bus. Instead of getting angry at people, I find it’s amusing to see how they react under the strain of traffic conditions.”

It is Mr. Schuster’s hope that these tests, or similar tests, once their validity has been established, may be used by the Department of Motor Vehicles to distinguish the safe from the unsafe drivers.

## Short Lines

### First Annual Report Shows MTA Operates in the Black

MTA is non-profit, but there was \$174,386 "available for the future" after deducting operating expenses, interest, depreciation, and amortization from first-year revenues, according to MTA's first annual report, submitted by Treasurer W. W. Wakelee to the Authority at its meeting April 7.

From the commencement of operations on March 3, 1958, to Dec. 31, 1958, MTA took in revenues amounting to \$33,529,412, and incurred operating expenses of \$28,181,100—which left \$5,348,312 of revenues available for interest, depreciation, and amortization.

Interest expense amounted to \$1,949,917; depreciation and amortization, \$3,224,009.

On Dec. 31, the Authority had cash funds and U.S. government bonds (including funds controlled by the trustees under borrowing agreements) amounting to \$9,069,782. Of these funds, \$4,758,817 are classified as current assets and compare with total current liabilities of \$4,569,338. Receivables, supplies, and prepayments bring total current assets to \$6,187,572.

Under terms of the Bond Indenture, the Authority has made all required payments to funds which may be used for the payment of revenue bond interest, principal, and premium. Payments to these funds, up to Dec. 31, 1958, were:

Interest Fund	\$1,868,450
Bond Reserve Fund	
From Revenue Fund	531,166
From General Fund	243,351
Depreciation Reserve Fund	2,652,608
	<hr/>
	\$5,295,575

## In Memoriam

WITH REGRET, The Emblem reports the passing of the following in March:

Raymond C. Ashworth, retired Valuation and Tax Engineer; March 4; survived by his wife, Rosetta.

Earl T. Casey, Operator, Division 9; March 16; survived by his wife, June.

Henry Fierro, retired Laborer, Way and Structures Department; March 5; survived by his wife, Benigna.

Harry P. Goodman, retired Car Repairer, Division 5; March 18; survived by his nephew, Arno J. Keffel.

Mrs. Glenta F. Liles, wife of Division 4 Operator William C. Liles; March 12; survived by her husband.

Edward O. Thurtell, retired Power Supervisor, Electrical Department; March 4; survived by his daughter, Mrs. Grace E. Cox.

### Operator Haas Rewarded

ALFRED HAAS, Division 4 Operator, was the richer by \$10 for finding a lady's purse on his coach in mid-April.

The owner of the purse, who preferred not to be named, told her story after bringing a check for \$10 as a reward to the Operator to the office of Charter Supervisor Frank Screech.

When she found she had left her purse on a West Adams Line bus, she hired a cab to chase the coach. To her joy, Operator Haas had found it.

## Question of Company Policy

"STRAIGHTEN ME OUT on a question of company policy," said Glendale Division Foreman Kenneth E. Parker over the telephone to his long-time friend and associate, Personnel Assistant John S. Wilkens.

"What I want to know is this:" Parker continued. "Must a reward turned in at this office be passed on to the person for whom it is intended?"

"Well, of course!" exclaimed the surprised Mr. Wilkens. "You know it's been company policy right along to do that!"

"Well, I'll be d—d if I'll pass this reward along — I'll resign first!" roared the seemingly irate Mr. Parker into the phone.

"All right, come on! What gives?" returned the other, knowing his friend's propensity for practical jokes and beginning to suspect that Ken was pulling his leg.

"Well, a very obviously pregnant woman just came into this office to claim a purse that had been found in the bus by Operator Leonard F. Hutchinson. She said the purse contained all she had in the world — \$140 — and that she was saving it for maternity expenses.

"When she saw the bag, and the money intact, she nearly went wild with joy—so wild that she threw her arms around me and hugged and kissed me.

"Then she said, 'Give the Operator a kiss for me, too!'—And I'll just be d—d if I'll kiss Hutchinson!"

---

## 100 New Buses Coming

AUTHORIZATION for bids to be requested for 80 city-type and 20 suburban-type buses was made by the Authority April 7.

## Lamta Credit Union Moves to New Office

THE NEW OFFICE of the Lamta Employees Federal Credit Union will be located at Room 704, Transit Authority Building, 1060 S. Broadway, effective Monday, May 4, it is announced by the Credit Union Board of Directors. The old office will be closed.

Business hours will be from 9:30 a.m. to 3:30 p.m. daily, except that the office will be closed on Saturdays, Sundays, holidays, and the first business day of each month.

---

## Personnel Department

*(Continued from page 7)*

in other ways. For instance, upon occasion I represent the Authority at funerals. My work is made pleasant by the gratitude and hearty welcomes I receive from those I visit."

According to an ancient axiom of undetermined origin, an executive is as good as the secretary to whom he dictates. Hence, our story would be incomplete without naming Anne Swanson, Secretary to Mr. Scholl; and Marlene McCoullough, Secretary to Mr. Tengblad.

"You might also mention the considerable time we spend assisting other companies with surveys on salary and employment practices, as well as the time we spend in our own research on such matters," remarked Director of Personnel William C. Scholl. "Then there's the goodly amount of time we spend in giving help to and receiving help from various government agencies such as the State Department of Employment, the Los Angeles County Housing Authority, and the U.S. Bureau of

*(Continued on page 15)*

# New Faces

A HEARTY WELCOME is extended to the following new employees who joined MTA in March:

## ACCOUNTING

*Accountant:* Ual L. Drake.

*Key Punch Operators:* Latrelle K. Stokes, Georgia I. Williams.

*Mail and File Clerk:* Wm. D. Beasley.

## ELECTRICAL

*Lineman:* Patrick B. Packwood.

*Mechanic "A":* Jerry M. Martin.

## MAINTENANCE

*Carman:* Clyde J. Draggoo, 12°

*Cleaner-Operator:* Mack Adams, 8.

*Janitor:* Kenneth "H" Smiley, 9.

*Mechanic "B":* Ronnie L. Clark, 3; Leonard J. Davis, 20; Patrick Finn, 2.

*Utility "A":* John Banks, 2; Eugene McGhee, 2; Otha J. Smith, 2.

## PLANNING

*Assistant Building Engineer:* Robert E. Brooks.

*Temporary Janitor:* Franklin D. R. Lynum.

*Ticket Clerk:* Joan V. Masteralo.

## PURCHASES AND STORES

*Addressograph Operator:* Earl W. Powers.

## TRANSPORTATION

*Flagman:* Fred E. Snell (re-employed).

*Operators:* Vito M. Albano, 9; Miguel A. Algarin, 20; Albert Armelin, 4; Joe J. Austin, 4; Daniel Baker, 1; Elwood R. Banks, 8; James O. Barber, 20; Mitchell Boulware, 20; Fred C. Bradford, 2; Wardell W. Brady, 1; Edward Brode-

rick, 1; Perry T. Butcher, 8; Robert Butler, 12; John J. Carmody, 9; Walter L. Cole, 1; Leo R. Crozier, 20; James E. Deal, 4; William I. Dedmon, 12; Mathis L. Dunn, 4; Donald R. Erway, 9; William J. Esters, 10.

Clarence L. Fisher, 8; Patrick Foley, 9; Moris B. Fox, 6; William Freeman, 2; Carl A. Gajowski, 2; Walter F. Gates, 7; Eugene O. Greer, 11; Edwin M. Haas, 8; Jesse E. Hardiman, 1; James H. Hawkins, 20; Clive Henderson, 9; Earl J. Hennessy, 11; Nathaniel Howard, 20; Tommie John Jones, 11; Maynard T. Kretchmer, 9; Robert J. La Bundy, 9; Fred F. Leidecker, 7; Henry G. Lyons, 8.

Wilfred Makin, 12; Joe M. Martell, 2; Rudolf E. Maul, 20; Lonnie McChristian, 20; Thomas L. McLemore, 2; David H. Medina, 20; Neil D. Meyer, 12; Bobby Joe Miller, 9; Reuben Nash, 1; Lawrence P. Parker, 20; Oscar F. Parker, 4; William V. Parsons, 9; Robert S. Paul, 20; William Payton, III, 20; Joseph Pesaturo, 1; Richard O. Richards, 10; Donald P. Rockot, 11; John R. Rufer, 8; Robert K. Runnings, Jr., 12.

Julius Saitzyk, 7; Kenneth R. Scott, 4; Wellington N. Scott, 4; Cabot A. Smith, 20; Robert A. Smith, 4; Derek W. C. Sparke, 11; Cheston Tarver, 9; James H. Thames, 2; Earl A. Thomas, Jr., 9; Willie B. Tibbs, 20; Arthur J. Trujillo, 11; John W. Varney, 9; Roland S. Vonderheide, 9; Robert M. Voss, 9; James W. Weaver, 8; Norman W. Webb, 6; Gilbert M. Williams, Jr., 20; Jimmie Dandy Wills, 11; Leroy M. Wimperley, 7; John Womack, 20; Donald Womble, 6.

*Temporary Information Operator:* Dorothy Anne Bahl.

°Division where employed.

## Operator of the Month

(Continued from page 10)

ever; and, after showing athletic promise in Chicago schools, won an athletic scholarship to Alcorn. Here he majored in physical education and took part in all sports.

After leaving college, he became a waiter, first, at Chicago's Palmer House; and later (1937-52) on the Southern Pacific dining cars. The latter portion of his career was

interrupted by a period of army service, 1941-46, during which he became technical sergeant of military police in Seattle, as well as possessor of three army medals, including one for good conduct.

In 1952, he went to work for Los Angeles Transit Lines at what is now Division 4.

"In the sort of career I have had, you learn the value of courtesy," observes Dunn.

**Rose Really Is Talking  
About Group Insurance!**

GROUP LIFE INSURANCE must be fun, if the expression on the face of Rose Showers, Pensions and Insurance Clerk, Personnel Department, may be believed.

See really is explaining to Floyd T. Gentry, Division 2 Operator, the group life insurance plans available to new employees.

Handsome, eligible, 27-year-old Mr. Gentry actually came to work for MTA last November, and was selected as "model" for our employment story because he is new—and only secondarily, girls, because he's handsome and eligible!

Born in Hornbeck, La., he spent seven years as trackless trolley operator in Shreveport, about a hundred miles north of his place of birth.

**Personnel Department**

*(Continued from page 13)*

Labor Statistics. All such work is ultimately for the benefit of MTA employees. It is important for us to know, for instance, whether our salary and wage scale for various types of occupations is on a par with that of other companies, so that we may attract the best type of personnel to our service."

It is interesting to point out that where most other departments exist principally to serve the public, Personnel exists principally to serve employees through the administration of the MTA's program of employee benefits; and to serve other departments, through the employment program and the interpretation of union agreements. Certainly Personnel Department employees play a most important part in the MTA organization, and deserve our utmost cooperation.

**IN THIS ISSUE**

**How a New Employee  
Got His Job.....2-9**

Story on the Work of the  
Personnel Department

**Commendations ..... 10**

John Dunn Selected as  
April Operator of the Month

**"Guinea Pigs" for Safety. 11**

**Short Lines..... 12-13**

First Annual Report—  
Operator Rewarded—  
100 New Buses—  
Question of Policy  
Credit Union Moves  
In Memoriam—

**New Faces..... 14**

Published every month for employees of the Los Angeles Metropolitan Transit Authority and their families, by the Business Development and Information Division, Suite 203, Transit Authority Building, 1060 South Broadway, Los Angeles 15, California.

**Carl P. Miller**  
*Chairman*

**Clarence A. Winder**  
*Vice-Chairman*

**Ralph P. Merritt**  
*Executive Director*

Members: Don Belding, Fred S. Dean, Hayden F. Jones, Russell A. Quisenberry, Arthur J. Will.

**James H. Raport, Publisher**  
**W. Warren Silliman, Editor**

the smartest  
people ride  
the bus

It's smart in so many ways to ride the bus.  
You can read, relax, rest—even sleep, if you like,  
while the miles and minutes quickly vanish.  
You step off at your stop or home calm  
and untroubled, looking and feeling  
your best. When you ride the bus every  
day, you save wear and tear on your  
clothes—on your feet, too!  
See, the smartest people do ride the bus.

RIDE WITH MTA  
THE FAST, EASY WAY



For travel information,  
call Metropolitan 7-4455



**SECOND IN A SERIES** of ads which will run in metropolitan and local newspapers during 1959. This type of ad, aiming at creating better public acceptance of transit generally and a better understanding of MTA in particular, will alternate with Freeway Flyer ads pointing up specific service in a given area. Ad pictured much reduced.

THE MTA EMBLEM  
1060 S. Broadway, Los Angeles 15, Calif.  
Form 3547 requested

BULK RATE  
U. S. POSTAGE  
**PAID**  
Los Angeles, Calif.  
Permit No. 21231