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Private Firm Provides Service on Lines 602, 605

The last day of service for Line 602, the Downtown Miniride, took place on Saturday, October 26, 1985. A private bus company took over the service beginning Monday, October 28, 1985. The new service, known as DASH, is offered by Diversified Paratransit, Inc. The company has a three-year contract to operate the service, with the route, schedule and service reliability and quality standards specified by the City of Los Angeles through a service contract.

The City, in partnership with the Los Angeles County Transportation Commission (LACTC), purchased the vehicles for the company using Proposition A funds. Eighty percent of the net operating costs of the service will also be funded from this City/LACTC source, along with a 20 percent contribution from the Los Angeles Community Redevelopment Agency (CRA).

entertainment-oriented trip makers. The District's development and operation of this service accomplished all of the intended objectives. The two-year planning period which preceded the start of service in October, 1971, generated tremendous interest among a wide variety of constituent groups including downtown businesses and all public agencies interested in improved public transportation throughout the region.

Within the first two months of the start of service, ridership quickly climbed to 4,000 weekday riders. At that time, the route consisted of a single north-south, one-way loop about 5.5 miles in length. The maximum extent of service and highest ridership occurred during the time there were two separate routes in operation. During 1975, and through June, 1976, ridership peaked out at an average of more than 10,000 boardings per week-

District Employees Plan Christmas For Skidrow Kids



Employee Activities Coordinator Diane Delaney intends to share her toys with skidrow kids at Christmas. She invites you to do the same.

'Twas the month before Christmas and three District employees got together in the pre-season spirit to discuss the street people around the Headquarters Building. Day in, day out, these three had seen the bag ladies, the vagrants, and various other homeless of Main Street and the surrounding environs who occupy the area long past the eight hours of any of our shifts.

The three, Employee Activities Coordinator Diane Delaney, General Services Director Anita Allen, and Advertising Manager Connie Ward decided to bring Christmas to the homeless, thus, the Skid Row Mission Project was born. Specifically, they wanted to find a mission that offered aid to homeless children and their families. They found one on the corner of 5th and Towne Streets. To fulfill their Christmas commitment to the homeless Delaney, Allen, and Ward will need help, lots of help. A party has been planned at the mission on December 21 from 10 a.m. to 2 p.m.

and all are invited to attend. At that time, they and others want to give each child three toys and one bag of groceries to families. District employees willing to donate, are asked to bring canned goods and new or slightly used toys. The collection site for canned goods and toys is the Employee Activities Office. All toys and canned goods should be received by Employee Activities no later than December 13 for delivery to the mission by December 16.

Checks and cash contributions will be gratefully accepted. Each donor will receive a receipt for his/her tax-deductible contribution.

The Employee Activities Department, which purchased stuffed animals for their Christmas sale, will donate some to the children.

District employees who are interested in contributing their time should contact Diane Delaney at extension 6675, Anita Allen at extension 6107, or Connie Ward at extension 6363.



photo by Downtown News

Mayor Tom Bradley at the Dasher of service from the RTD Miniride Line 602 in downtown Los Angeles to the DASH system offered by the private business concern of Diversified Paratransit, Inc.

Dan Miller, operations staff superintendent, notes that while he was in the Planning Department, the downtown minibus was one of his assigned planning projects from its inception. Miller stated that, "All District employees, starting, of course, with all the bus operators and mechanics who had a hand in operating this important high visibility service, can be justly proud. By the end of October when the City took over the service, the District had carried approximately 18,685,000 passengers." It was exactly 15 years and 1 week since the service was inaugurated in October, 1971, by the time the last Line 602 run on Saturday pulled into Division 3.

History of Minibus Service

Line 602 was intended to provide improved circulation and distribution transportation within downtown Los Angeles. The service was targeted for the non-transit dependent population, consisting of downtown employees, shoppers, and recreation/

day. Total route length for the two routes amounted to about 12 miles of one-way route miles. A six-minute noon peak period service was provided which required 25 buses in service. By way of comparison, since the last route change in 1979, the single shuttle bus route consisted of 8.4 miles of one-way route miles. The noon peak period service continued with a six-minute headway which required 12 buses in service. In the last several years, ridership had declined to about 4,000 boardings per weekday.

Innovative Vehicles

The original vehicles were manufactured by Minibus Incorporated, located in Pico Rivera. This trade name quickly became a generic name to describe any small bus. The vehicles, built on a recreational vehicle frame, are only 20 feet long. While immensely popular, due to their cute look, they proved to be very difficult to maintain because they were not

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Time for Open Enrollment!

December is open enrollment month for UTU, BRAC, and Non-Contract employees. This opportunity enables employees to switch medical and dental coverages. ATU recently completed open enrollment. For Non-Contract employees open enrollment meetings, which last one hour, will be held in the Board Room at the Headquarters Building on December 4 and 11 at 10:00 a.m. and 2:00 p.m. on both days.

Non-Contract employees should attend the open enrollment meetings because the recent changes in the All-state plan will be reviewed and there are minor changes in the CIGNA

plan. The last day possible to change enrollment is December 27, 1985.

Ann Sillifant of the SCRDT-BRAC Health and Welfare Trust Fund, will be in the cafeteria at 425 South Main Street between Christmas day and New Year's Day to assist BRAC members who wish to change plans. Exact dates and times will be posted on District bulletin boards prior to that time. Bob Schneider, Administrator of the UTU-SCRDT Health and Insurance Trust Fund, will have trained representatives at each operating division to assist members who wish to change plans.

Executive Staff Meets with a Mission

For three days in October, District Executive Staff attended a management retreat. Facilitated by Alinda Burke-Page, representing the management consulting firm of Transaction, Inc., the 40-member group developed a document entitled the "RTD Framework Paper." The Framework Paper is described by Assistant General Manager - Management John W. Richeson as a redefinition of the mission, purpose, and goals of the District.

The procedures used by Transaction, Inc. are a unique set of processes that spring from an organizational as well as a psychological background. Richeson stated the most unusual technique used to elicit the Framework Paper was the process known as *guided imagery*. "Olympic athletes have been encouraged to use this exercise whereby they mentally picture themselves achieving their goal," he said.

The Framework Paper is written like a picture of things as if every problem with the District had been solved. The follow-on portion to this mission paper is the 90-day goals the staff has set for themselves. Out of a dozen or more ideas the staff narrowed the scope to the three most important areas: The Headquarters Improvement Team, the Improve RTD Image Committee, and the Interdepartmental Communications Committee.

The HIT Team

The Headquarters Improvement Team (HIT), chaired by General Counsel Richard Powers, will within their 90-day timeline proceed to improve the physical appearance of the Headquarters Building. These improvements include recarpeting the hallways on the second and third floor, renovating the cafeteria, revamping the mezzanine lobby, the first-floor lobby, and the exterior of the building. HIT is composed of three subcommittees that will concentrate on specific improvement areas.

OMB Director Bert Becker chairs the HIT 425 Employee Subcommittee. This subcommittee generated questionnaires sent to each employee at Headquarters and has evaluated the responses gathered. "Our situation now," said Richard Powers, "is that we've made this grand gesture in soliciting the employees' suggestions. We won't stop now. We will follow through and get this face-lifting done in the next three months."

Rolling up their sleeves to get at it, the HIT Inside Subcommittee, chaired by District Secretary Helen Bolen, consulted with Interior Design Architect Tobi Hernandez. Following the consultation, the subcommittee chose the color schemes and spatial designs to be used on each floor undergoing renovation.

Assistant General Manager for Equal Opportunity Marvin Williams heads up the HIT Outside Subcommittee. Improvements under consideration include the entrance lobbies, the facade of the building, and signage. Specifically, the renovation of the entrance lobbies will include carpeting, wallcoverings, and a re-design of the security guard desks.

At the request of the subcommittee, the U.S. Postal Service has moved the two post boxes standing directly in front of the Main Street entrance.



The indoor subcommittee of the Headquarters Improvement Team consider 90-day improvements. From left to right: District Secretary Helen Bolen, Architect Tobi Hernandez, Chief Engineer Phillip Meyers, Facilities Maintenance Director Ed Walsh, and Facilities Maintenance Superintendent Frank Nelson.

Signage identifying the front of the Headquarters Building will be the slightly raised lettering of RTD and the logo placed above the building's grillwork. The side of the building will also exhibit the signage and logo. Other enhancements include cleaning the marble facade, affixing awnings, and the positioning of potted trees and plants. Security improvements are also being considered.

The long-range goals of the committee of the whole extend to a consideration of space utilization that includes the condemnation of adjacent properties for convenient employee parking, and the feasibility of moving to a more desirable location when the lease expires.

Improve RTD Image

The Improve RTD Image Committee is chaired by the Assistant General Manager for Transit Systems Development Robert J. Murray. This committee formed four subcommittees in order to complete their goals. Director of Planning Gary Spivack heads the subcommittee on bus cleanliness. Through a "clean bus" campaign they intend to reduce public complaints concerning bus cleanliness.

Director of Marketing and Communications Anthony Fortuno chairs the Merchants Christmas Program Subcommittee. The program is meant to encourage merchants in downtown Los Angeles to enroll in a Christmas "Shop-by-Bus" promotion. To participate in the program, merchants will pay a \$70 enrollment fee and be asked to purchase 200 RTD Henry Huntington bus tokens at a discount price of 65 cents per token. Merchants then will be allowed to get a minimum purchase of \$10 or less to enable downtown shoppers to receive a free bus token which can be used as the base fare on any RTD bus.

The Accessible Service Success Promotion Subcommittee is chaired by Assistant General Manager for Planning and Communications General Manager Albert Perdon. Their goal is to acquire positive media coverage through news releases and public presentations.

The subcommittee chaired by Director of Personnel Gayel Pitchford, the Employee Recognition Program, will focus on internal District activities. Through the initiation of incentive and recognition programs, the

subcommittee seeks to reach a goal of reducing absenteeism in the Maintenance Department by 10 percent below the current level.



The Interdepartmental Communications Committee in session. Clockwise around the table: Director of Scheduling Joel Woodhull, Assistant to the General Manager David Dominguez, Director of Transit Facilities James Crawley, WBE/DBE Manager Angelica Martinez, Assistant Transit Police Chief Harry Budds, and, (in profile) Assistant General Manager-Management John W. Richeson. Not shown are Assistant General Manager for Operations Robert Korach, Systems Project Manager Farzad Mogharabi, Director of Systems Design and Analysis William Rhine, and Director of Construction Management James Strosnider.

Interdepartmental Communications Committee

The Interdepartmental Communications Committee, chaired by Assistant General Manager - Management John Richeson, is charged with the responsibility of initiating a procedural framework that will diminish interdepartmental conflict. The specific problem the committee selected to solve is the contracts administration issue with the rail program, principally affecting Metro Rail and the Department of Contracts, Procurement, and Materiel.

David Dominguez chairs the subcommittee on delineating departmental roles and responsibilities. Interaction and interdependencies of departments will be studied to identify areas of duplication and conflicts. Departmental responsibilities will then be arrayed and a method of codifying the duties will be developed.

A survey of other transit properties familiar with the integration of rail into existing bus systems will be undertaken by Subcommittee Chair Angelica Martinez. A study of systems such as Tri-Met in Portland and MARTA in Atlanta should clarify competent procedures applicable to Metro Rail contracts administration functions and indicate how distinct Metro Rail is from other District departments.

"The end result of our work should appear in the form of a procurement manual and a procedures statement that ensures smooth integration and avoids fragmentation," said Richeson.

Nodding in agreement, Assistant General Manager for Operations Robert Korach added, "With 9,000 people currently employed in bus operation, you don't want the introduction of rail to make it appear as if the tail is wagging the dog."

The Outlook

Richeson believes the energy and enthusiasm generated by the Executive Staff as a result of the retreat predicts success. "Our initial benefit was getting such a large group to reach consensus on what should be going on at the RTD. Second, once the mission is defined and we have the experience of accomplishing the set goals within a fixed timeframe, it becomes a matter of habit."

Contest Offers \$100 First Prize

Why do you like working for the RTD? How do you answer that question? Would you like to try answering it to win some money? Yes? Well, then, have we got a deal for you! The *Headway* is sponsoring the "Why I Like Working for the RTD" contest. The first prize is \$100, second prize is \$50. The winning entrants' essays will also appear in the *Headway*.

All you have to do to enter is send a typed essay of 250 to 300 words telling us why you like working for the RTD. Send your entry to the *Headway*, 2nd Floor, 425 South Main Street, Los Angeles, CA 90013. Include your name, badge number, division/department, and a telephone number along with your essay. Entries must be received no later than midnight January 31, 1986 to be eligible.

Give us your essay, do! And, may you take our \$100 for the best entry. Good luck!



Private Firm Provides Service on 602, 605

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designed for heavy passenger loads and stop and go traffic.

Another feature of these vehicles was their experimental dual fuel engine which used both gasoline and compressed natural gas (CNG). The limited range of the CNG fuel required shifting from CNG to gasoline at the end of the run. After several years, the dual fuel system engines were converted to propane gas. To extend the life of their vehicles, a major overhaul program was instituted at which time the minibuses were converted from propane to gasoline in order to eliminate the special fuel handling and extra safety precautions necessary with propane fuel.

Bus Privatization

The City of Los Angeles indicated last year its intention to seek competitive bids for the Line 602 contract service. This action is part of a growing movement for bus privatization. Privatization refers to a belief that certain types of service now operated by public transit agencies, such as RTD, can be less expensively and perhaps better



RTD Minibus

operated by private companies under contract to a public agency.

Transfers of service from RTD to other carriers are in the works. The City of Los Angeles also has started a Westwood shuttle service operated by

Diversified Paratransit, Inc. as a substitute for Line 605 which the City had contracted with RTD to operate for the last decade. The City will also start a new park-ride line from Encino to downtown Los Angeles in the near

future. This service also will be operated by a private carrier under contract to the City. Also under discussion are proposals by the City of Los Angeles to take over twelve park-ride lines. The County of Los Angeles is in the process of studying a proposal to take over all of the service operated by RTD in the San Gabriel Valley.

Although there is no indication yet that either of these or other similar proposals will come to pass, Miller believes that all District employees should be aware of these proposals. There are differing viewpoints on how the RTD should respond to the growing demand from the public to reduce RTD operating costs. "In my mind," Miller said, "This growing demand for more efficiency sends a clear message to all District employees. That message is that our job is to provide the best, safe, convenient, and reliable public transportation services throughout the Los Angeles Metropolitan Region. The fare-paying and tax-paying public has a right to expect nothing less than this from all District employees."

Operator Honored for Head Start Service

In 1971 when Operator Natalie Ross enrolled her first set of twins in the Frederick Douglas Head Start preschool program, she had no way of knowing that this ordinary maternal duty would be the first step toward catapulting her into national prominence.

Natalie, now a mother of six children, and an operator with the District for three years, went on to write a song about her experience with the Head Start program that was eventually chosen as the official Head Start song. Recently, Natalie was honored by Mayor Tom Bradley for her many contributions to Head Start. She has also received commendations from Supervisor Kenneth Hahn and Councilman Robert Farrell.

"When I first enrolled my children, my only thought was that Head Start sounded good and it didn't cost me anything. The only requirement for enrollment is that the parent donate an in-kind contribution of volunteering one day a week," she said. Natalie saw Head Start as an opportunity for her children to attend preschool that was not available to them given her financial situation at the time.

"I volunteered my time cheerfully. By 1972 I had enrolled my second set of twins who had just turned four. I remember as I entered the building I noticed a young woman who was about five months pregnant. She was holding a two-year-old and had a four-year-old boy hanging on to her. The little boy wouldn't talk. He just stood there and sucked his thumb."

It was this little boy with whom Natalie chose to devote her time. She brought in a Chinese abacus and tried to teach him to count. In order to do that she had to first patiently encourage him to take his hands out of his mouth. "I finally got him to take his hands out of his mouth. I moved over one of the abacus beads and said 'one.' Then he said 'one' after me.

When I heard him I had tears coming down my cheeks. I felt like I was hearing a miracle. It inspired me to write the song which I sang at the Head Start parents' meeting."

Natalie believes the feeling around Head Start is that "Sometimes I can't help my child but maybe I can help yours, you can help mine, and we can help each other." It is this spirit that has sustained Head Start, one of the few remaining poverty programs begun under the Johnson Administration, to this day.

Over the years Natalie has noticed that it's not only the children who have benefitted. "When my children graduated from Head Start, I felt like I had too. It enabled me to contribute to society in ways I never thought I was capable of. I saw parents start out as volunteers who ended up as Head Start directors. What began as just a demonstration of love developed into a creation that people could hang on to."

Natalie has served as a national officer on the Head Start Policy Council Committee. Although her youngest children are now in their late teens, she is currently a member of the National Head Start Parents Association, and is asked to the National Head Start conferences to sing her song.

Her song is used by the National Head Start Office in Washington, D.C., to promote the program. The song is the text for a coloring book, screened on T-shirts, and available on records and tapes.

Natalie isn't much concerned with how it is used as long as it helps Head Start by encouraging parents to avail themselves of the program. "Some people don't know it's out there, others think they have to pay for it. All you have to do is repay with your time and your love. For me it was the opportunity of a lifetime. Just a little love turned into words and those words turned into a song."



Operator Natalie Ross receives a certificate of appreciation from Mayor Tom Bradley for her contribution to the Head Start pre-school program.

Natalie said she was surprised to discover after she had written her song that Head Start had no song of its own and it had already been in existence for 10 years. "It was like the space was waiting for me. I feel so special."

She recalled one of many mov-

ing experiences after she sang her song at a national conference. A tearful woman from the audience approached her and hugged her. "The woman asked me, 'How did you know my baby?' I told her I didn't, but I know mine, and as parents we know our common struggles."

Head Start Song

words and music by Natalie Jackson Ross

Every child should have a head start - a little help along life's way.

Yes, every child should have a head start - so let's give that head start today.

Would you believe some children don't know how to play,

Don't know how to say "Good Morning," "Thank You," or "Good Day" -

When all it takes is you and I to lend a helping hand

To give that extra - you can do it - or I understand and that's why -

Every child should have a head start - a little help along life's way.

Yes, every child should have a head start - so let's keep Head Start rolling on its way.

I once knew a little boy who hardly said a word

Who spoke with fingers in his mouth and barely could be heard -

So I spent all my extra time - each moment I could share -

To teach him all that I could teach, share all that I could share -

And right now, this lil' child has had a head start -

A little help along life's way - and every child should have a head start so -

Let's keep Head Start rolling, rolling.

Let's keep Head Start growing, growing.

Let's keep Head Start showing the way

To a brighter day

Cause we're on our way

And we're here to stay

Showing the way.

Schedule Checkers Move into High Tech *RTD Gets Its Video*

By early next year, the schedule checkers you see around town won't be collecting transit service data with their old notebooks anymore. Schedule checkers will be using the latest innovation in computer hardware to collect data — a portable hand-held computer.

The PTC-701 Telxon computer used by schedule checkers, is a 35-key, programmable device used for the calculation, storage, processing, and transmission of data. The portable unit guides a checker through his/her tasks through a series of prompts and tones on when to enter data, what data to enter, and when operations are completed. It is also equipped with an optical character reader wand that can scan bar codes. This type of computer has been used by supermarkets as an inventory control device.

Director of Scheduling Joel Woodhull said this particular model was chosen after testing during the 1984 Olympics. "This new device gets the data into the computer much faster than the traditional method, which enables us to respond more quickly to service problems than ever before," said Woodhull.

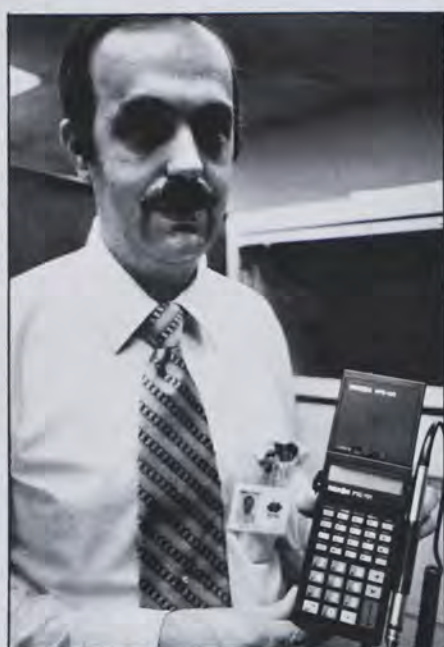
Because ride checking data collection is the core of the information gathering process, schedule checkers are becoming familiarized with inputting that data as a priority. Schedule checkers completing ride check compilation (an account of people on a bus) use the hand-held computers that are affixed to metal clipboards manufactured by South Park. Using the computer enables the schedule checker to compile a complete ridership profile for an entire line or route.

Collecting data on point checks is another responsibility of these computers that are now being tested. Point check data includes: the arrival and departure times of a particular bus, weather conditions, bus line number, and the departure load.

In the near future, the Scheduling Department will, through Programmer Rodger Maxwell, prepare a program for the portable computers that will allow schedule checkers to conduct fare surveys as well as special purpose data collection.

Schedule Checker Walt Seiler is impressed by the capabilities of the device. "Using the old method we were required to use many forms to track a single bus on a given day. All those forms required special handling. The data had to be coded, then key-punched on tape. The tape had to be verified and then processed on the mainframe. It was very time-consuming." Today, at the end of the schedule checker's shift, instead of turning in volumes of paperwork, he/she merely dials an 800 number on any phone line. This phone line transmission is received by the two microcomputers in the Scheduling Department. "The main program that runs this operation is called the 'formatter/splitter,'" said Seiler. "The collected data is held in the microcomputers. The formatter/splitter then sorts all the information into separate files for point checks, ride checks, fare surveys, etc. By the next day, the data is transferred to the mainframe computer."

"It sounds so simple and easy explaining the process now," said



Schedule Checker Walt Seiler shows off his new hand-held computer that collects more data faster.



Programmer Rodger Maxwell views data received from the hand-held computers.



Schedule Checkers John Barberio and Laura A. Chapman input ride-check data.



Schedule Checkers Lee Wilson, far left, Patricia A. Hunter, center, and Richard Pelaez, right, complete a point check on the corner of 3rd and Broadway Streets.

Seiler, "but a lot of work went into preparing the program before we took the computer to the streets."

Director of Scheduling Joel Woodhull is excited by the innovation and knows that all the hours that went into preliminary preparation have definitely paid off. "There was so much data collected before that we could not even begin to key-punch because there wasn't the time nor the staff available. Now with the same number of people we are doing more!"

Schedule Checker Lee Wilson said "It's fairly light, easy to use, and it's nice not having to carry and keep track of all that paperwork."

RTD Gets Its Video

Interactive video training has come to RTD! This dynamic, state-of-the-art training/information system combines:

- a personal computer,
- a video cassette recorder,
- a workbook/manual.

Interactive Video systems are used in recruiting, hiring, testing, disseminating information and training.

The Employee Development Department has developed four Interactive Video training programs for Stock Clerks in the Office of Contracts, Procurement and Materiel.

Each lesson in the training program is divided into three major parts; Instruction, Practice and Self-evaluation. Students are instructed and given examples via video and text screens. The Practice section allows the student to review and practice what was just learned. The Self-evaluation gives the student a chance to complete exercises and monitor his/her own progress.

The District's Interactive Video learning systems are considered Level III, which is the most sophisticated technology available short of Artificial Intelligence.

Hanna's Handiwork



Benefits Technician Andre Hanna from the Personnel Department won third place for a child's afghan he entered at the County Fair competition in Pomona. Here he proudly shows his ribbon-winning afghan that he crocheted using a ripple stitch. Andre also entered samples of his pastries in the County Fair bake-off but did not place. It just goes to show you even judges have their off days. Ask anyone in the Personnel Department and they'll tell you Andre is the world's best baker.

CSMR Recruiter Wants You!

The California State Military Reserve (CSMR) is looking for men and women to serve in back-up and support units to the State National Guard. The CSMR is an all voluntary state military force.

As a reservist you will be trained to assume command of armories when the National Guard is called up for active duty. The CSMR also aids the State Office of Emergency Services in case of earthquakes, floods, tornadoes, storm disasters, and other emergency situations. Ninety-nine percent of all reservists have had pre-

vious military service in the armed forces, but military service is not a requirement.

All reserve units meet once a month, the first Saturday, at the National Guard Armory in Santa Ana, 612 East Warner Avenue. A minimum of 200 hours of service per year is required.

If you are interested in joining the California State Military Reserve, you are encouraged to call Captain Jon Dowell, Liaison Officer, at (714) 521-5670.

Urban League Names Hendricks Most Outstanding

Community Relations Representative Ottis Hendricks was this year's recipient of the Los Angeles Urban League Volunteer Award. This award is presented to the most outstanding volunteer out of several hundred supporters and volunteers. Hendricks was selected for "going beyond the normal standard" according to the Urban League.

For the last four years, Hendricks has offered disadvantaged minority youth, a third of whom are Hispanics, ages 16-20 years, a five day job training program. He presents the program four times a year at the Urban League's Job Training Center on Martin Luther King, Jr. Blvd. "Basically, I try to show them how to get a job. The District supports my effort and most of the materials I use are donated by the District," he said. These materials include RTD job applications and bulletins.

His job preparedness course includes tips on how to dress for an interview, how to build vocabulary, and simulations of job interview situations.

Each day of the program is structured and paced so that participants can reap maximum results. The first day, students are given an overview of today's job market and then encouraged to do some realistic goal-setting along career paths chosen.

By the second day, the youth are given actual job applications to complete. Hendricks gives them pointers on how to impress their potential employers. Each participant's completed application is critiqued for neatness, legibility, and appropriateness.

Midweek, the youth are ready to conduct mock interviews. Three of the participants make up an appraisal panel to judge their fellow students in interview sessions. Prior to the interviews, Hendricks has composed the interview questions for the panel and coached the interviewees on the best way to sell themselves.



Community Relations Representative Ottis Hendricks chosen as outstanding volunteer by the Urban League.

Hendricks donates the twenty-dollar incentive the winning applicant receives. "The simulation is as realistic as we can make it. The students are made to understand the nature of competition in the work world. It's the one who comes in number one that receives the \$20. There is no second place in this competition just as it is out there in the real world. Only one person can win the job. However, all the kids receive a certificate upon completion of the course."

In addition to the job training, the youth are taught how to construct a resume and are given an information packet for reference.

To date, two of Hendrick's former students are enrolled at USC and another has just been completed her AA degree at El Camino College.

"I come from a family of eight children, money was tight. So I have feelings about the situation these kids are in. I was able to get my degree through the GI Bill and had other breaks and blessings. This is just my way of giving something back to my community."

About his honor, Hendricks said, "I was surprised to get it, but I'm glad I got it."

South Park's Martinez Eyeing the Big Spin

On his afternoon break of October 3, South Park's Mechanic A Juan Martinez sent his friend Glenn Johnson out to buy him five lottery tickets. Among the five Johnson bought for Martinez, two were winners. One was a big winner. As Martinez scratched away at the boxes the winning numbers revealed totals of \$5,000 and \$2.00.

"When I saw the \$5,000's on the ticket, I just thought what a blessing," said Martinez. Martinez received the \$5,000 on October 18 and bought a home computer for his college-student son. "He's going to Cal State LA, so he needs it."

Naturally, Martinez's family was excited by his win, but he said he was moved by his friends at work. "My friends are very happy for me and so glad that someone at the RTD won."

It isn't only with the lottery that Martinez has a lucky streak. On October 13, he went to his church and was asked to buy a raffle ticket for \$1. That same evening he received a phone call telling he had won the prize of \$100. His raffle winnings were donated to a Mexican orphanage in the city of Morelia.

Martinez contends throughout it all that he is not a lucky person. "This is the first time things like this have ever happened to me," he said.

Will Martinez stop while he's ahead? "Not now, I think I'll play the lottery a little more now that I've got the money to play. Maybe if I can win a \$100 dollar ticket I'll be able to make the wheel of fortune. If I do, that'll be plenty for me."

To all his friends at the RTD, Martinez wishes them the same good fortune. "I hope they'll have the same blessing."



South Park's Mechanic A Juan Martinez shows off his winning lottery ticket. Martinez won \$5,000 on the first day of California's Lottery.

Hanukkah Means



It commemorates the struggle for religious freedom by a band of Jews, led by the Maccabees against the army of Syrian oppressors. The Jews captured Jerusalem and rededicated the temple.

Hanukkah begins on the 25th day of Kislev, the day on which the temple was consecrated anew.

Hanukkah is also called the Feast of Lights or Illumination. It is

customary to kindle the menorah (candelabra) throughout the eight days of the Festival. The menorah is derived from the holy lamp in the temple which burned oil. A miracle is said to have occurred during the rededication of the temple. When the holy lamp was about to be lit, the Jews found only one cruse containing oil for one day. By some miracle, the oil lasted eight days, the time required for the preparation of fresh oil.

Christmas at the Divisions



Christmas at the Divisions. for the full story, see the February Issue of Headway.

COMTO'S 14th Annual Meeting Held in LA

The Fourteenth Annual Meeting and Training Seminar of the Conference of Minority Transportation Officials (COMTO) convened in Los Angeles at the Biltmore Hotel October 3 through 5. Hosted by the Los Angeles Chapter, this year's theme was, "Building an Effective Transportation Community through Unity, Training, and Economic Opportunity."

This year the meeting included a Minority Business Enterprise (MBE) Exposition. The Expo provided the opportunity for exhibitors to display their products to transit and city government officials, and to gain more exposure to the mainstream of the transportation industry.

Prominent speakers at the meeting included the Reverend Jesse L. Jackson, U.S. Congressman Mickey Leland (Dem.-TX), and Assemblywoman Maxine Waters.

The plenary session was opened on October 4 by COMTO Chairman, the Reverend Jerry A. Moore, Jr. RTD General Manager John A. Dyer delivered the welcoming address to over 300 COMTO members representing major transit properties throughout the United States. Special greetings were extended by COMTO Los Angeles Chapter President Duane Johnson, a Contracts Administrator with the RTD. RTD Directors Nate Holden and Carmen Estrada were in attendance to welcome the members.

Invited Speakers at the opening session included the New York Department of Transportation Commissioner Franklin E. White and the Regional Transit Authority Executive Director Dean P. Bell from New Orleans, Louisiana.

It was RTA Executive Director Bell who urged the minority managers in the transportation industry to develop strategies that ensure economic opportunities to minority business enterprises and to act as mentors to young minority staff. "The time is over for us to be acting like crabs in a barrel, pulling one another down," said Bell. Bell recounted a saying he heard many times from his grandmother as a boy — "The white man's ice is always colder." Bell said that kind of thinking had pervaded the society and caused many to bypass minority businesses. "These are the eighties," Bell continued. "There is a new level of sophistication about. And, ice is ice. How can one man's ice be colder than another's? It is our responsibility to identify the types of systems where minority businesses can be introduced."

The Keynote

RTD Assistant Director of Real Estate and Development Velma Marshall moderated the luncheon which featured the Reverend Jesse L. Jackson. Jackson characterized the COMTO meeting as an auspicious occasion, the positive result of many years of struggle. "And it all began with Rosa Parks on a bus in 1955," he said.

Jackson, then, turned his attention to the present political status of minorities. "It's like we've reached the 10 yard line but never left the end zone given the fact that only 1 percent of all elected officials are minorities." He commented that with this particular current growth pattern it will take



Over 300 delegates attended the COMTO Annual Meeting.



General Manager John A. Dyer



Assistant Director of Real Estate and Development Velma Marshall receives award of appreciation from L.A. Chapter President Duane Johnson.



Director Carmen Estrada with Rev. Jesse Jackson.



RTD Director Nate Holden



The Reverend Jesse Jackson



Wearing multiple hats what with registering and assisting COMTO delegates were, from left to right: Velma Marshall, James Jackson, Carole Taylor, and Duane Johnson.

minorities 220 years to achieve parity. Jackson further noted that some sectors of society tout these small gains as if parity already had been reached. "This conclusion is like taking text out of context which becomes merely a pretext."

Awards Dinner

U.S. Congressman Mickey Leland of Texas, 1985 chairman of the Congressional Black Caucus, spoke Saturday, October 5, at the 2nd Annual Local Chapter Awards Dinner. Congressman Leland was introduced by Alan Kieffer, the general manager of the Houston, Texas transit district. Leland declared the transportation industry a multi-million dollar business of which minorities are the primary customers. "However, you notice that many of those same minorities are absent from managerial positions," said Leland. He did concede that over the years there has been an increase of minorities within the staffing make-up, "But it's no coincidence since COMTO's been in existence. COMTO has allowed us to do something that's been missing — it's called networking."

Leland went on to praise Thomas G. Neusom, the late RTD Board member who was instrumental in founding COMTO. "Neusom gave us a place in which we can share our successes. We can communicate with others around the country and support each other's entrepreneurial efforts, which in turn enhances the financial structure of the minority community."

Leland praised COMTO as a "great organization with lots of influence around the country."

"Those of us in Congress have to hear from you if we are to make any difference in Washington."

The dinner concluded with presentations of the Annual Founders and Sibling Awards, the Thomas G. Neusom and Leroy Callendar Scholarships; and the presentations of the COMTO National Membership Awards by the general manager of Washington D.C.'s Metro, Carmen Turner. Los Angeles Chapter President Duane Johnson presented the chapter Vice-President Velma Marshall with an award of appreciation for all her efforts as chairperson of the annual meeting and training seminar.

COMMENDATIONS



September Transit Police Employees of the Month — Honored at a luncheon at the Design Center Restaurant on October 4 to recognize their outstanding performance were (front row, from left to right): Security Guard Vickie L. Felts, Security Guard II Anastacio Puente, Jr., Secretary Jo Ann Serrano, TP Sergeant Sharon K. Papa, and TP Chief James Burgess. Back row, left to right: Assistant General Manager for Operations Robert Korach, Security Guard Richard D. Witte, and Investigator Marvin L. Merriweather.



Retirees honored at the October 10 Board Meeting included, front row from left to right: Mechanic A Leader Thomas N. Fujioka, Division 7 Operator Robert Burks, Jr., and Division 6 Operator Hugh M. Biggs. Back row from left to right: General Manager John A. Dyer, Director Nate Holden, and Maintenance Director Rich Davis.



September Employees of the Month were presented with certificates of merit by RTD Director Jay B. Price at the October 24 Board Meeting. Front row from left to right: Information Operator Rebecca Gamero, Division 18 Operator George Nahra, Information Clerk Dorothy Jernigan, and Division 3 Mechanic A David E. Banks. Back row from left to right: Customer Relations Manager Robert Williams, Director Jay B. Price, Division 18 Transportation Manager John Adams, and Division 3 Maintenance Manager Frank Denaro.



Personnel Assistant Stephanie Keyes was named Employee of the Quarter by the Personnel Department for Fall 1985. This marks the second time this year that Keyes was chosen for the honor.



Mechanic A Leadman Oscar Zamora was chosen South Park Shops Maintenance Employee of the Month. He works in the Body Shop and has been with the District for 26 years.

To Sir, With Love



The Personnel Department threw a party in honor of Louis Johnson, Harbor Occupational Center diesel mechanics instructor, who taught the 22 women mechanics hired by the District in August. The women mechanics graduated from the 42-week Bus Mechanic Training Program jointly sponsored by the RTD, the Los Angeles Unified School District, and the California State Personnel Board. Johnson admits he purposely made it tough on his students. "I did what it took to make them mechanics," he said. Johnson was honored with a plaque in appreciation for his efforts by Director of Personnel Gayel A. Pitchford. Others in attendance at the ceremony to honor Johnson included, left to right: Personnel Assistant Steve Jaffe, RTD Director Carmen A. Estrada, Personnel Analyst Michaele Pearce, Louis Johnson, Director of Personnel Gayel A. Pitchford, and Assistant General Manager — Management John W. Richeson.

September's Top Operators

The awards for the Operator Recognition Program for the month of September were announced in October. The presentations include the Manager's Award and the Sweepstakes Award. The program has as its purpose to recognize and reward the many bus operators who consistently perform in an outstanding manner.

The theme of the program is "In Pursuit of Excellence." Those operators excelling in their pursuit are listed below.

- 3205 Hansel Flowers
- Horace E. Monroe
- 3206 Reginald D. Ables
- 3207 Garland J. Claybourne
- Juan L. Pena
- 3208 Paul T. Schneider
- 3209 Heriberto C. Alvarez
- Victor O. Ortiz
- 3210 Billy R. Stallworth
- Boisey M. Lawson
- 3212 Bertha E. Kennedy
- 3215 Eugene E. Johnson
- 3216 Lionel Manuel
- 3218 Kaiser L. Watts
- Joshua J. Bundage

MANAGER'S AWARD

Division	Recipient
3201	Patricia A. King
3203	Cynthia A. Ransom
3205	Elroy F. Johnson
3206	Ronald G. Murphy
3207	Lydia L. Bently
3208	Victor M. Arancibia
3209	Reymundo H. Barrasa
3210	Edmund C. Pemberton
3212	Howard B. Brenchley
3215	Mercer R. Cantrell
3216	James W. Murphy
3218	Percy L. Hughley

SWEEPSTAKES AWARD

Division	Winner
3201	Benjamin F. Cupid
	Gilberto Hernandez
3203	Dennis D. Copeland
	Harold W. Hopkins

FM's Top Employees

The recipient of the October Facilities Maintenance Employee of the Month award was Property Maintainer Phil Godwin from Vernon Yard. Godwin has developed an exceptional knowledge of bus service equipment in the year he has worked in the Mechanical Section. He has an excellent attendance record and a positive attitude toward his work.

The sweepstakes winner for October was Administrative Analyst Stuart Chuck, who works in the Headquarters Building.

When APTA '85 Came to Town

Nearly 3,000 transit officials from more than 80 American and Canadian transit agencies gathered in Los Angeles for the American Public Transit Association Annual Meeting held October 6 through 10 at the Bonaventure Hotel to share their expertise at large general sessions, and three days of workshops on topics ranging from federal funding of transit operations to improved bus maintenance.

Distinguished speakers during the week included Mayor Ernest M. Morial of New Orleans, Louisiana; Pulitzer Prize winner Alex Haley; record-setting aviator Brooke Knapp; and political analyst and columnist Mark Shields.

The general session was called to order amid the pageantry of the Marine Color Guard and Band by APTA Executive Vice President Jack R. Gilstrap and presided over by APTA Chairman Warren H. Frank. Board

President Nick Patsouras and General Manager John A. Dyer welcomed the members to Los Angeles. County Board of Supervisors Chairman Edmund D. Edelman also extended greetings.

This week also marked the beginning of the Sixth Annual APTA AdWheel Exhibit, a display of the best in transit ads.

The October 9 general session, "The Challenge to Excel," was opened by APTA President-Elect Laurence W. Jackson, corporate president of Long Beach Transit. The session was highlighted by an honors ceremony for the winners of the Tenth Annual International Bus Rodeo. The winner in the Rodeo's 40-foot category was Michael Murphy of the Manhattan and Bronx Surface Transit Operating Authority; G. Ernest Norman of the Vancouver B.C. Transit took first place in the 35-foot category. Murphy

They Came



The stage was set for APTA '85.



3,000 attended APTA '85.



The Community Relations Department exhibited this display at APTA '85.



APTA Executive Vice-President Jack Gilstrap (left) and APTA President Laurence W. Jackson.



RTD President Nick Patsouras



Mayor of New Orleans, Ernest Morial.

They Saw



Singer Leslie Uggams entertained at the Awards Dinner.



Mrs. and Mr. John A. Dyer.



Priscilla Adler chatting it up with Director Gordana Swanson and APTA President Laurence W. Jackson.

RTD Played Host to 3,000

scored 620 out of a possible 650 points, while Norman scored a near-perfect 648 points.

The session featured Los Angeles County Transportation Commission Chairperson Jackie Bacharach and Aviator Brooke Knapp, an Amelia Earhart of the 80's, also president and chairperson of the board of Jet Airways, Inc.

The afternoon of October 9 was devoted to a general assembly and workshops concerning the issue of provision of transportation to the elderly and disabled persons.

The annual meeting was rated a success by the many attendees. As the host agency, the RTD was charged with making all the arrangements, providing assistance and information about the city, social activities, technical inspection tours of its property and transportation to annual meeting activities. As the RTD Coordinators

for APTA, Legislative Analysts Priscilla Adler and Janis Whirlledge began their planning last March.

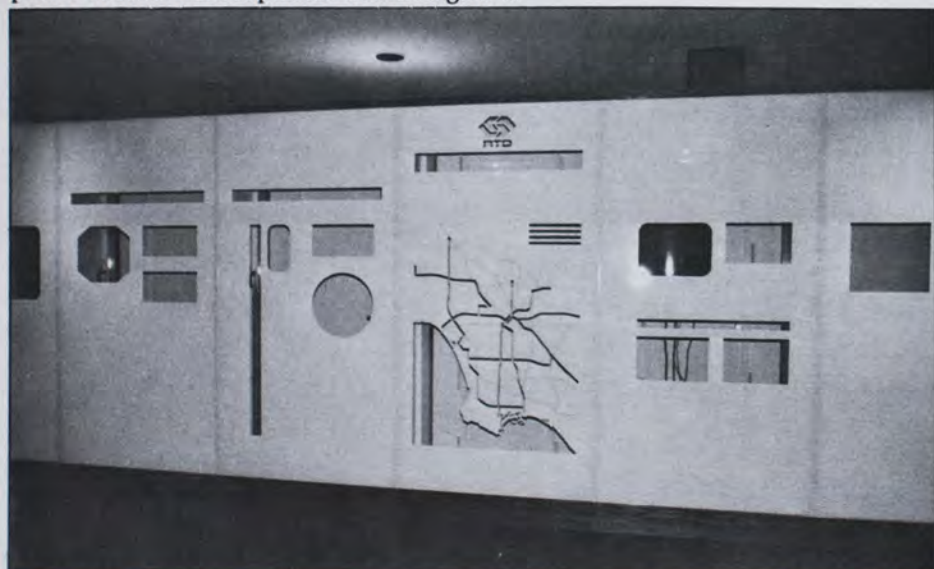
In addition to working out the logistics for the meeting, Adler and Whirlledge briefed scores of RTD staff who volunteered to support the meeting in several activities such as setting up displays, hosting at displays, providing information, sales, distribution and sale of papers, photography, Roadeo assistance, tour guidance and passenger assistance. Adler told staff volunteering as passenger assistants their role would be a combination of "Somebody's mother, a UN delegate, and a Japanese subway packer.

Once the meeting began, the Adler-Whirlledge Operation ran smoothly with all volunteers at their stations. Priscilla and Janis, any truth to the rumor that the two of you have been asked to coordinate the 1988 Democratic Convention?

They Made It Happen



Facilities Maintenance Department's Cabinet Maker Marvin Frederick (left) and Carpenter Richard Kovach put the module together.



The finished product — A modular display using transparencies, videos, and a silk-screen map of the RTD service area was designed by the Marketing Department's Scott Smith. The display was exhibited at the Bonaventure Hotel.



Roadeo Assistants Ignacio Gonzales and Teiche Namatane



Rosie Anholt and RTD Senior Secretary Sara Romero help APTA attendees at registration.



Coordinators for the APTA '85 Annual Meeting Priscilla Adler (left), Frank (center), and Janis Whirlledge (right).

photo by Clarence Brown



South Park Silkscreen Shop's Leadman Roger Mendivil and Supervisor Lee Cayen did the service area map used on the module.



Roadeo Assistants Frank Larson and William Packard



Facilities Maintenance Department Cabinet Maker Joe Sprein constructed the schedule display racks.

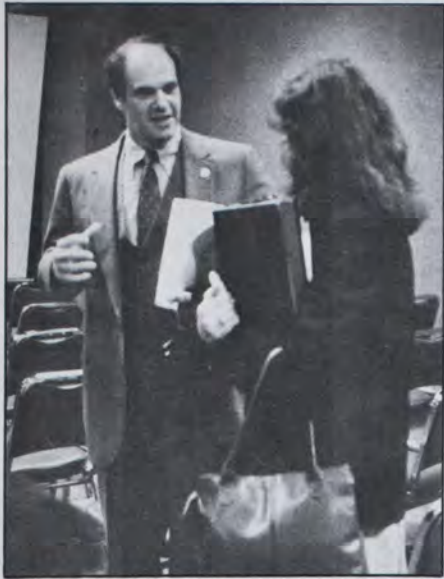


Roadeo Assistants Anita Allen and Karen Imhof pose with Sammy Seagull from San Mateo Transit.



Roadeo Assistant Mary Louise Rowsell

APTA '85 in Town — cont.



Planning Manager Gary Spivack



RTD meets the Amelia Earhart of the 80's Brooke Knapp. From left to right: Senior Personnel Analyst Sandy Langston, Assistant Personnel Director Alvin Rice, and Senior EEO Representative Natalie Hernandez.



Assistant Maintenance Superintendent Larry Lenihan on the state-of-the-art maintenance shop facility. photo by Roger Rose



Director of Personnel Gayel A. Pitchford discussing alcohol and drug abuse.



American Disabled for Accessible Transportation (ADAPT)



photo by Roger Rose
Manager for Policy and Guideway Planning Leo Bevon on privatization.



Director of Equipment Engineering Frank Kirshner on current developments in hardware and technology for elderly and disabled persons. photo by Roger Rose



Transit Police Chief James Burgess, second from left, on vandalism. photo by Roger Rose



photo by Roger Rose
Director of Facilities Maintenance Ed M. Walsh on managing transit maintenance.

A Volunteer's View of the Conference



Planning Manager Byron Lee and Management Intern Monica Delgadillo as APTA passenger assistants.

On Monday, October 7, 1985, Joe Stitche and I were responsible for the RTD Courtesy Desk. This meant answering questions asked by the out-of-town conference participants. Of course we represented RTD with great pride. The majority of questions dealt with restaurant and department store recommendations. Those are two things that Joe and I could promptly address. However, the one thing I didn't know was whether it was difficult to get reservations at Chasen's on such short notice.

Believe it or not, people who attend transit conferences love to ride on public transit. Individuals would ask how to get to Universal Studios, the beach, San Fernando Valley, and Rodeo Drive. In reply, we asked if they were traveling by car or by bus, nine times out of ten the visitor was traveling by bus. Thank goodness for Will Beard from the Telephone Information Department. His expertise in providing travel information to visitors with complicated routes seemed to work like

magic. With his cool, calm, and collected manner, Will solved the woes of confused visitors, and guided us with scheduling information for those hard-to-answer questions.

On Tuesday, I was assigned to the Press Room. If you like deadlines, pressure, coffee, and stress, the Press Room is the place for you. My assignment was to type the speech prepared by APTA staff for APTA President Warren Frank to present at the conference dinner on Wednesday evening. I had three hours to type the draft and prepare the final. This wasn't too bad. However, the stress started when I realized that the characters I was typing were not the same as the characters on the typed page. No, I did not have amnesia, I just had a typewriter that was equipped with special characters used in written communications in Spanish. This just made the task more challenging. Well, I survived, but not before I had Excedrin headache No. 85.

most exciting. I was assigned to be the passenger assistant on the APTA Spouse Tour to the John Paul Getty Museum. As the passenger assistant, I was to take care of any particular passenger needs, pay the lunch bill, and ensure that the passengers had an interesting tour. I thought it was important that we have a nice calm California welcome. Well, unknown to me, the exterior speaker was on. Therefore, the terrific RTD California welcome I had planned was extended beyond the interior of the bus. The tipoff was when the visitors noticed several RTD patrons on a nearby bus bench laughing and waving. Needless to say, the problem was taken care of in a quick second. But, it turned out to be the greatest icebreaker.

This is one tour that will always remain a great memory, most of all because of the special guests, Mrs. Dyer and Mrs. Gilstrap, who actively participated in the day's activities.

—Monica Delgadillo

Holden's Involved in the Process

Interviewing RTD Board Director Nate Holden meant visiting him at his office on the eighth floor of the Los Angeles County Hall of Administration where he is Assistant Chief Deputy to County Supervisor Kenneth Hahn. Surveying Holden's office and his view of downtown Los Angeles, one is struck by the physical and cultural distances this man has traveled from the southern ghetto of his origin.

As a child growing up in the ghetto of Macon, Georgia, Holden wanted to be a professional boxer. "There was Joe Louis and Sugar Ray Robinson doing exceptionally well. That was the way of getting out of the ghetto — to fight your way out" he said. But something got in the way of a boxing career. Holden discovered while in high school that he had a talent for drafting.

That talent eventually led him to leave the east coast to pursue a career in the aerospace industry. He went to school at night to earn his Bachelor's of Science in Applied Physics and a Masters of Science in Systems Engineering. He worked for Litton Industries and Hughes Aircraft, spending a total of 17 years in aerospace before entering politics.

"Even though I enjoyed design engineering, at the same time I was acutely aware of the influence that politics has on people's lives. I've recognized that fact since I was six years old. I always got involved in campaigns as a youngster. I handed out literature, took sides, supported my candidate. Even at that early age, I thought it was important to get involved in the process. If you don't



participate, don't complain was my philosophy, and it still is."

In his early years in California, Holden joined the California Democratic Council. It was organized in the mid-50's to abolish cross-filing so that Democrats could get elected. Prior to the organization of the council, Republicans were known to win the Democratic primaries as well as the Republican primaries and they controlled both the Senate and the Assembly.

Holden attended the council's first state convention in 1960. "I was impressed by Pat Brown who was subsequently elected governor. I thought it was the greatest thing. And I thought to myself, 'Ah! One day I should take over this organization and become president.' As it turned out, I



did (laughs), a few years later."

Holden maintains that through these early years he was never interested in running for public office. "It wasn't until 1967 following the Watts Riots that many of the people that I had supported in public office turned. They were negatively influenced by that insurrection and they started working against minorities in Sacramento and in Washington. It really bothered me, so, I ran for Congress in 1968." Holden did not win the election, but in 1974 he ran successfully for the California State Senate representing the 30th Senatorial District.

His senate assignments included the chairmanships of the Elections and Reapportionment Committee, the Senate Select Committee on Genetic Diseases, and the vice-chairmanship of the Public Utilities, Transit, and Energy Committee.

Among his many legislative accomplishments are: the abolition of red-lining by lending institutions; a bill commemorating the birthday of Dr. Martin Luther King, Jr.; the provision of funding for research and education for sickle cell disease; and the deferred property tax payment law extended to senior citizens. "When I was in the Senate, I carried some good issues, and I fought for what I believed in. That got me the support to get over 70 bills enacted into law. I never made a lot of people happy in Sacramento. They didn't like me but they always respected me. Look at the resolution, (points to resolution on the wall awarded to him by the California Senate in 1977) they all signed it."

He describes himself as a man who loves challenges, indeed thrives on them, and his record will attest to that. But, is his every working day filled with dramatic political issues? "No, I spend most of my time helping people — that's what I'm all about. People will call here. See all these messages? (points to phone messages that litter his desk) They think 'Nate can do it!'"

Holden's expertise gained while on the Senate Public Utilities, Transit, and Energy Committee and as chair of the Rapid Transit of Southern California Subcommittee allowed him to slip-stream easily into his appointment to the RTD Board of Directors. He was selected by Supervisor Hahn to replace RTD Board Director Thomas G. Neusom who passed away in 1982.

Currently, Holden sees the RTD in a state of flux, an agency in need of a reorganization. "Personally, I think the RTD ought to be combined with the Los Angeles County Transportation Commission (LACTC) to establish a Transit Authority Board. We could then compartmentalize board members into components that preside over the allocation of funds and the other over transportation services as we now know it."

He also believes the RTD Board in its present position should be more assertive with the LACTC. "The LACTC holds up money, they re-write the rules, they violate the existing statutes, and the RTD lets them get away with this. I think we have to become more heavy-handed and demand the rights and the freedom to provide transportation for this district as proscribed by law." Holden's criticism of the LACTC stems, primarily, from their withholding from the RTD \$5 million of discretionary funds after the Board voted to raise the base bus fare to 85 cents in February. "That penalty forced us to cut service or to look to raise fares again for which in turn they may impose another penalty on us. It's not right. It puts us between a rock and a hard place. Clearly, it was not the intent of the legislature to have the LACTC impose those kinds of restraints on the District!"

Holden's main concern, as he terms it, is that the RTD's passive dealings with the LACTC may result in sharper financial withholding in the future; not from the LACTC, but from the public. "I think the risk here is that the bus-riding public may decide to turn on us. We would stand to lose in another proposition vote. I think we have to keep the bus riders happy. So, I think the riders should get a fair share of the LACTC discretionary funds."

Holden sees his role on the Board as one who continues to sensitize his colleagues to the point where they get more involved in the process. "In the past it seemed as though the order of business was automatic. Many important issues were not being fully debated. I did not see that as a healthy situation. Today I've noticed some improvement in that regard."

He maintains a voting record on the Board that he feels is consistent. "I look straight down the line. I don't waver. If it's not right, I won't vote 'aye', if it is, I will."

Revised Attendance Policy Takes Effect Jan. 1

A revised attendance policy that applies to all District employees except those represented by the United Transportation Union has been approved for implementation. The implementation date has been set for January 1, 1986, allowing a 60-day grace period beginning November 1, 1985, so employees may adjust their attendance record in compliance with the policy. The revised attendance and tardiness standards will be enforced to maximize District and departmental efficiency and operation.

Excessive absenteeism, which this policy seeks to combat, is defined as six or more instances (an instance is an absence period of one or more consecutive working days or a portion of a day of one hour or greater) of absence in a floating six-month period; three or more instances of absence with a total work time loss of 60 hours or more in a floating six-month period. Two tardies (a tardy meaning an absence of less than one hour at the beginning of the work shift) will equate to one instance of absenteeism.

The policy makes clear that employees whose absences are excessive shall be subject to progressive discipline including suspension and discharge.

The policy stipulates employee responsibilities. These include:

1. Reporting to work on time;
2. Notifying his/her immediate supervisor as early as possible if unable to report for work, and stating the reason for the absence and the expected duration;
3. Bidding or obtaining supervisor's prior approval in writing to take vacation or floating holiday time off;
4. Scheduling medical appointments during non-work hours when possible, or at the beginning or end of the work day to minimize disruption of the work scheduled;
5. Calling in on a daily basis if an absence is expected to last more than one day. The employee may be excused from doing so with the permission of his/her immediate supervisor.

The policy does present an alternative to both managers and employees when reasonable requests for time off are granted. An employee may come in early or work late to make up for time taken that day for medical appointments, provided adequate supervision is available during the extended hours.

Another provision of the policy allows employees to be absent without pay. This type of absence is termed "Off with Permission." This occurs when an employee needs time off for an emergency or special event, but has no accrued leave time to use.

For more information regarding this attendance policy, employees are encouraged to call the Personnel Department at extension 6300.

Keep in Touch

Retired Division 8 Operator John Donovan recently returned from a 21-day trip to Ireland. He was hospitalized 19 out of the 21 days. John would like to hear from all his friends at Division 8. Write him at 8629 Burnet Avenue, Unit F, Sepulveda, California 91343.

Director Estrada Receives Honors

Earlier this year, RTD Director Carmen A. Estrada was given the Hispanic Leaders Award by the San Gabriel Valley Human Relations Committee. She was honored for her service to the Hispanic community and for her achievements as a participant on the RTD Board of Directors. Director Estrada also received commendations from the RTD and U.S. Congressmen Matthew Martinez and Esteban Torres at the presentation. In attendance at the ceremony, RTD Director Nate Holden was equally impressed by Estrada's accomplishments. Director Holden decided to go one better to ensure Director Estrada received the recognition she deserved. He wrote letters to the County Board of Supervisors; Senator Diane Watson, who represents the district in which Director Estrada lives, as well as to Mayor Tom Bradley who appointed her to the RTD Board. In response to Holden's requests, certificates and resolutions were drawn up to honor Director Estrada. The testimonials were presented to Director Estrada at the October 24 Board Meeting by Director Nate Holden and Community Relations Representative Nell Soto who represents the San Gabriel Valley service area.

On receiving the awards, Director Estrada said, "I am deeply honored to be recognized for my community work and it feels good to know that your community supports you."



Honored for her outstanding service to the community, Director Carmen A. Estrada was presented with resolutions from State Senator Diane Watson and the County Board of Supervisors as well as a certificate of appreciation from Mayor Tom Bradley at the October 24 RTD Board Meeting. Here, the RTD Board of Directors join in honoring Director Estrada. Front row, from left to right: Gordana Swanson, Charles Storing, Carmen A. Estrada, Community Relations Representative Nell Soto, and Jay Price. Back row, from left to right: Norman Emerson, Leonard Panish, Nick Patsouras, Jan Hall, and Nate Holden.

Division Barbecues



Division 10 Barbecue Committee — front row, from left to right: George Marsala, Wilbur James, Faith Faring, and Sam Harper. Back row, from left to right: Franklin Jack, Brenda Citizen, Ronald Armijo, Sam Hill, Barbara Davis, Michael Canales, Lee Crowe, Lou Ella Houston, Robert Pitts, Barbara Carey, Walter Flewellen, B.J. Harris, and UTU Representative James Duke.



Division 7 Barbecue Committee — Front row, kneeling from left to right: Kenneth Farris and Charlie Williams. Back row from left to right: Early Gentry, Dorothy Meredith, Columbus Burnette, Renee Gwinn, Savannah Bowers, Mary Square, Charles Square, Easter Calbert, Yandel Lister, Tonita Harrell, Tijuana Jarnagin, and John Coleman.

LACTC May Fund 50 Buses

RTD has received tentative funding approval from the L.A. County Transportation Commission (LACTC) to add an extra 50 buses on existing lines to relieve overcrowding.

The LACTC October 23 approved in concept RTD's request for \$5 million in additional proposition A local sales tax funds to deploy the buses between November and January. RTD must first report back to the Commission on where it plans to add service.

RTD asked the Commission to release \$5 million in subsidies it withheld when the District raised its base fare from 50 cents to 85 cents last July. At that time, the District also cut service by 1.5 percent by removing 163 peak hour buses from service.

The Commission had sought to limit fare increases to 75 cents when the Proposition A fare reduction program ended July 1 to avoid losing riders.

But even with the higher increase, RTD experienced only a 4.2 percent drop in ridership the first three months since the fare hike. Since July, RTD has added 25 extra buses to alleviate passenger crowding.

FYI

Thirty-five million Americans have quit smoking cigarettes since 1964, according to the American Lung Association.

Yes, Indeed, Virginia

Close to 100 years ago (1897), a little girl named Virginia O'Hanlon, age 8, wrote a letter to the 'New York Sun' in which she asked for an answer to the question, "Is there a Santa Claus?" It seemed that some of Virginia's friends had told her that Santa did not exist. Her letter was placed on the desk of one Francis Church. Mr. Church replied to Virginia O'Hanlon with what has become one of the most famous editorials in journalistic history. For this Holiday issue we have reproduced Church's now-classical editorial. What Church had to say is indeed meaningful for children of all ages.

"Virginia, your little friends are wrong. They have been affected by the skepticism of a skeptical age. They do not believe except what they see. They think that nothing can be which is not comprehensible by their little minds. All minds, Virginia, whether they be men's or children's, are little.

"In this great universe of ours man is a mere insect, an ant, in his intellect, as compared with the boundless world about him, as measured by the intelligence capable of grasping the whole truth and knowledge.

"Yes, Virginia, there is a Santa Claus. He exists as certainly as love and generosity and devotion exist, and you know they abound and give to your life its highest beauty and joy.

"Alas! How dreary would be the world if there were no Santa Claus! It would be as dreary as if there were no Virginias. There would be no childlike faith then, no poetry, no romance to make tolerable this existence. We would have no enjoyment except in sense and sight. The eternal light with which childhood fills the world would be extinguished.

"Not believe in Santa Claus! You might get your papa to hire men to watch in all the chimneys on Christmas Eve to catch Santa Claus, but even if they did not see Santa Claus coming down, what would that prove? Nobody sees Santa Claus, but that is no sign there is no Santa Claus. The most real things in the world are those that neither children nor men can see.

Nobody can conceive or imagine all the wonders there are unseen and unseeable in the world. You tear apart the baby's rattle to see what makes the noise inside, but there is a veil covering the unseen world which not the strongest man, or even the united strength of all the strongest men that ever lived, could tear apart. Only faith, fancy, poetry, love, romance, can push aside that curtain and view and picture the supernatural beauty and glory beyond.

"No Santa Claus! Thank God he lives, and he lives forever. A thousand years from now, Virginia, nay, ten times ten thousand years from now, he will continue to make glad the heart of childhood."

Happy Holidays to all.



To Your Health AIDS

WHAT IS IT?!

Acquired Immune Deficiency Syndrome is a breakdown of the body's immune system.

When functioning properly, the immune system fights disease and infection. This is done through the lymphatic system whose purpose is to attack, destroy, and dispose of harmful organisms (virus, bacteria, etc.).

In the normal immune cycle, the T-Cell is a helper cell that becomes active when the body is under attack by these viruses, bacteria, or any other foreign organisms. The T-Cell multiplies which in turn stimulates other cells to multiply which in turn produces anti-bodies. Now, there are many, many helper cells that attack and kill the invading organisms.

WHO GETS AIDS?

AIDS is *pandemic* in the male homosexual within the United States. Pandemic because victims are found throughout the male homosexual community, affecting a high proportion of its population, and epidemic because the outbreak of AIDS has been sudden and has had a rapid spread.

Seventy-five percent of those stricken are male homosexuals with a history of many sexual partners. Among the remaining 25% are children born to women infected with the AIDS virus while the women were pregnant; intravenous drug addicts who shared needles; research receiving AIDS-contaminated blood during a transfusion, and Haitians (mostly men) forced by poverty to become prostitutes and once infected, infected their heterosexual partner.

The cause is still unknown, but speculation and research is centering on the role of a virus that is transmitted in a manner similar to Hepatitis B (Infectious Hepatitis). Research favors the approach that the body creates an abnormal immune response to the invading AIDS virus.



by Elia Hager
Visiting Nurse

The AIDS virus attacks and breaks "into" a T-Cell, creating what seems to be an AIDS virus factory. The body's defenses against disease go haywire and instead of protecting the body, the T-Cells manufacture more AIDS viruses which invade other T-Cells, damaging and invading other cells, on and on and on until the immune system is so weakened that the body is left without any defense against disease and the AIDS victim will usually die of pneumonia. There is no known survivor of AIDS.

You catch AIDS from someone who has AIDS — usually through sexual intercourse.

Can I catch AIDS from a casual kiss, a toilet seat, an insect bite, or by taking a transfer from Joe Public? The answer is probably no — research is showing that the AIDS virus is very fragile outside the body. The virus is susceptible to ultraviolet light, which means sunlight kills the AIDS virus. It also appears that the disease is not spread through an insect bite, a handshake or a kiss on the cheek, but rather through direct secretion exchange: transfusions, shared needles, and indiscriminate casual sex with many partners.

You *don't* get AIDS by donating blood, you don't get AIDS when you avoid casual sex with many partners. You don't get AIDS when you play carefully.

Depression: The Great Untreated Illness

Eight to 40 million Americans are estimated to suffer at least one episode of depression each year. The higher range of these estimates is considered more accurate since depression is often not diagnosed and reported as the primary disorder when it is very likely, in fact, to be the basic problem.

Alcoholism and depression, for example, often coexist but the patient is usually diagnosed as alcoholic. Many psychiatrists find that alcoholism is often the patient's external, behavioral reaction to an underlying depressive disorder.

Depression is frequently called "the great untreated illness." When all types of depressive disorders are considered, only 20 to 25 percent of depressed people are believed to receive treatment. In the U.S., this can mean that anywhere from six to as many as 32 million people need treatment but are not getting it.

Although these are only estimates, they are widely cited as reliable indicators of an urgent need for earlier and better diagnosis of depression.

More than half of all depressed persons suffer recurrent or persistent depressive illness. The majority of depressed people express suicidal wishes, and recent studies indicate that about 15 percent, or one out of every six depressed patients, might have a high potential for suicide.

Some other important points about the epidemiology of depression:

- Some forms of depression may be inherited.
- Depression strikes the middle-aged and elderly often, but seems to be a growing problem in adolescence and young adulthood.
- Men and women seem to be equally susceptible.
- Depression may occur more often in the married than the unmarried.

There are many theories today concerning the cause of depression. Some psychiatrists and psychologists believe that certain depressive disorders are caused exclusively by psychodynamic/environmental factors.

At the other extreme are those who believe that most, perhaps all, forms of depression have an organic basis. But most psychiatrists and psychologists at least agree there is ample evidence that both psychodynamic and biologic factors are involved — perhaps separately for certain depressions and perhaps in combination for others.

Antidepressant pharmacotherapy is the most widely used and universally accepted method of treating depressive disorders.

Drug Awareness

Cocaine Mixture Sounds Unsavory

In the high mountains of the Andes in Bolivia and Peru, coca, the raw material of cocaine has long been part of a "culture of poverty." For hundreds of years the poorest of the poor, the Indians of Bolivia and Peru have harvested the coca leaves and chewed wads of them daily to overcome or to suppress pangs of hunger, to lighten the huge loads they carry on packs slung from straps hung across their foreheads, and to escape the never-ending drudgery of their lives.

During this century, part of the harvest of the leaves of the coca plant has been processed into cocaine and smuggled into the United States. The first step in converting the sun-dried leaves into the white cocaine powder involves covering the leaves with kerosene. As they steep in the kerosene, they are stomped on all night by bare feet, until a paste is formed of the mashed leaves and kerosene. Then the leaf/kerosene paste mixture is ladled into huge vats of sulphuric acid. Hydrochloric acid is added and a highly malodorous powder base results from this mixture. Finally, a combination of ether and other chemicals are added. The final result is the snow white, cocaine hydrochloride crystals. This powder is then cut with borax (a cleaning agent and water softener), strychnine (a rat poison), and other substances to a purity of 12% or less before sale on the streets.

Most of the profits are now enjoyed by Columbian traffickers.

However, one Bolivian, Roberto Suarez, is known as the "Cocaine King of the World." American users are generating more and more wealth for him at the rate of 400 million dollars a year. He is more powerful than a Bolivian president or general. He keeps a private army of bodyguards recruited and trained by Klaus Barbie, a former Nazi SS colonel who found refuge in Bolivia over 30 years ago.

Cocaine is not a social problem in Bolivia according to a Bolivian bank president, "It's too expensive to sell here." The banker elaborated, "It's an American problem. If Americans are stupid enough to pay all that money to sniff cocaine, well, . . . if we don't sell it to them, someone else will."

Special Computer Deals for Employees

Discounts of up to 25 percent or better are available to District employees at all Businessland computer stores locations.

The discount program is a result of the combined efforts of the Employee Activities and the Office of Contracts, Procurement and Materiel Departments to locate the best deal for District employees.

Employees interested in buying a microcomputer and related software should present their ID card and transact their own deal with Businessland.

Basketball Season Starts in January

Start organizing your BASKETBALL team for the RTD league set to begin in early January. Team fees will be \$250.00. Ninety dollars of this fee is a refundable forfeit bond that will be returned to the team at the end of the season if no games are missed. There is a fifteen member team limit. Games will be played at Bethune Park in Los Angeles. A team meeting will be set for December so watch the bulletin boards for additional information.

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RTD Goes to the Movies



RATING SYSTEM

***** A once in a lifetime movie
 **** Terrific; worth paying full price for
 *** Average; does what it set out to do (i.e., entertain, scare, inform)
 ** Okay; con someone else into paying for you
 * We warned you
 BOMB - Only for fans of *Plan 9 from Outer Space*

Remo Williams: The Adventure Begins — ****

Rambo is a wimp and James Bond has no sense of humor compared to Remo Williams, the latest champion of truth, justice, and the A*M*E*R*I-C*A*N W*A*Y. Remo is a working man's hero, a regular guy like the rest of us. Once, he was an honest cop in New York City, who was forcibly recruited by the secret agency CURE (they pushed his squad car in the East River).

Now, with a new face and new name, he helps bring to justice the big guys, the corporate heads who lie, cheat on their taxes, buy public officials in order to secure government contracts, and refuse to help little old ladies across the street. We're talking mean, folks — real scum of the earth.

Remo is larger than life, with characters broadly drawn to give a pulp-comic book feeling, but its charm comes from the fact that its roots are still planted firmly in the ground. You like Remo, laughing with him as well as at him. Fred Ward, who turned in a fine performance in *The Right Stuff* as Gus Grissom, rises to the challenge of playing a hero for the common man.

Remo may be the star, but I'm sure the favorite will emerge to be Master Chiun, the Korean master of Shi-Anju he studies under, played to perfection by Joel Grey. Chiun is a fussy old man, set in his ways and dictatorial, but he comes to feel real affection for his student.

The plot is standard stuff, good guys vs. bad guys, but humor and pacing lift the film out of the average. Remo doesn't use gadgets, and there's none of the brittle, shallow humor of the Bond films. The action is wonderful, especially the fight over, around, and on the Statue of Liberty. Based on the popular (and prolific) *Destroyer* series, it ends, like so many other films have, with the promise of a sequel. My response is when? When? WHEN?

Jagged Edge — **1/2

The wealthy owner of a San Francisco newspaper is brutally murdered in her home. Circumstantial evidence indicates the husband, who certainly has a motive — he now stands to inherit everything. This is good enough for the DA, who pushes the case into court.

Glenn Close is the attorney who not only defends the husband, but becomes increasingly attracted to him. Jeff Bridges is the accused,

whom the lie detector test says is either innocent of the crime, or a total iceman; no one can reach him. Both actors enthrall you, drawing you into the web of passion and deceit that is skillfully woven under the direction of Richard Marquand. Credit must also go to Peter Coyote as the district attorney who is seeking a higher political office, and is more than willing to sacrifice this case on the altar of his ambition. There are one or two holes in the plot, little bits that didn't make sense. But I was able to forgive that at the end when the audience is faced with one, final twist.

Dreamchild — ****

Most of us remember from childhood the story of Alice, and how she fell down the rabbit's hole and went through the looking glass. But what really people don't realize is that there really was an Alice, a little girl in Victorian England. *Dreamchild* follows Mrs. Alice Hargreaves on her trip to America in the early 1930s to celebrate the centenary of Lewis Carroll's birth. In her eighties, it disturbs her to remember those days, for reasons she either can't remember, or doesn't fully understand.

The film is British in origin, and bears all the marks of craftsmanship that one has come to expect from that country. Lewis Carroll wrote that, though the almanac noted that it rained that day they rowed up the river and he first told the story, in his mind "it would always be brilliant with sunshine." And the filmmakers have followed that to the letter. The flashbacks are beautifully filmed, the weather perfect and the land green, just as you would see it in a faraway memory. We watch the memories unfold through the older Alice, as she begins to recall and understand what it was that moved the Rev. Charles Dodgson, her mathematics tutor, to write those pieces dedicated to her. In counterpoint to this is the hype and hoopla that accompanies her trip to America, where every reporter wants an interview with the real "Alice in Wonderland." The contrasts between the green meadows of her childhood, and the bustling metropolis of New York enhance the storyline, and help us to realize why simple childhood memories can be so appealing, and why Carroll's stories, written well over a century ago, still live today. In limited release, it will take some effort to discover where the film is playing, but I found the effort to be worth it.

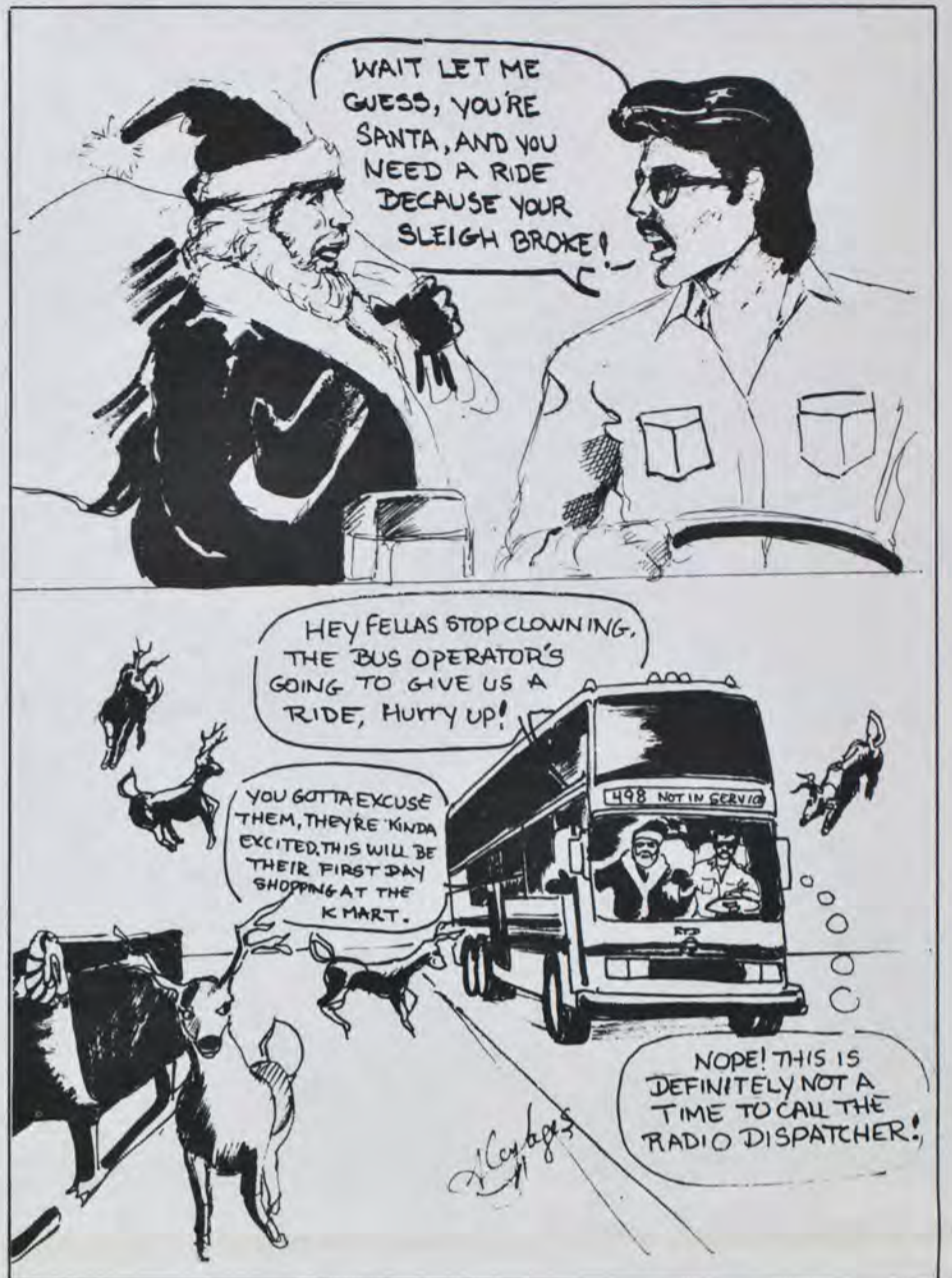
Coming Attraction Clue

Good evening ladies and gentlemen. No, I am not your host. That honor falls to Mr. Boddy, who has just been murdered by someone in this house. But who? Was it Mr. Plum with a revolver? Mrs. Peacock with a candlestick? Perhaps Miss Scarlett with the knife. Then there's always the gruff Colonel Mustard, who has no alibi. What? This all sounds familiar? That's because the movie is based on the popular board game, only someone's playing for keeps. Stick around. We might even discover the answer to the age-old question, "Did the Butler do it?" But don't tell; people who do will be fed to a certain hound owned by the Baskervilles.

— Carolyn Kinkead

Sic Transit. . .

by Alex Pagés



Ping-Pong King Looks For Challengers To Play

Division 15 Operator Robert S. Smith describes his skill at table tennis as "awesome." Smith has been driving for the District for 11 years and has been rated the number 1 player at the District for the last 10 years.

"Most people don't want to play me anymore because they don't want to lose," said Smith. He won the last District-sponsored table tennis tournament held in 1982. Division 15 Mopper/Waxer Ron Miller will tell you that Smith isn't bragging, just telling it like it is. "He's the best player around. There just isn't any competition for him around here," said Miller.

A few months back, Smith went to Division 7 to play Operator Larry Smith, a contender. "I won seven games to his four. He wants a re-match. I think Larry's a lot like me — he doesn't get beat. I think it took him aback," said Smith.

Despite his prowess at the game, Smith will be the first to tell you that it's lonely at the top. "There was a lot more competition in 1976. I want to play anyone willing to challenge me. I've beat everyone at Division 15, so I'm eager to try someone new." Smith hopes that enough interest can be sparked at other divisions to sponsor a District-wide tournament. All table tennis contenders at the RTD are encouraged, no, challenged to contact the Champ at Division 15.



Division 15 Operator Robert Smith shows his awesome ping-pong skill.

COMMENDATIONS & SHIFTING GEARS

COMMENDATIONS

Division 1

March, Warren J.
Zamora, Frank R.

Division 3

Arteaga, Jesus E.
Menjivar, Oscar Z.
Ortega, Enrique
Saenz, Jaime J.

Division 5

Cooke, Franklyn O.
Craig, James W.
Fortson, Hue
Hobbs, Louis H.

Division 6

Carter, Robert A.
Dorsey, S.H.

Division 7

Clark, Sharon A.
Hardson, Roland
Jones, Demetrius D.
Lee, Ralph A.
Matkins, Eric E.
Ramirez, Carlos
Ward, John H.

Division 8

Childers, Linda M.
Churchill, Steve R.
Davis, Odessa M.
Migal, William L.

Division 9

Delafuente, Robert R.
Leal, Jesus
Outlaw, Eddie
Santiago, Wilfredo D.

Division 10

Chudyk, Daniel J.
Grover, Sheila
Malone, Roshaun E.
Repp, Jan C.
Sharp, Theresa B.
Troy, Albert E.

Division 12

Hamilton, David C.

Division 15

Henry, Porter L.
Maynor, John E.
Miller, Austin P.
Perez-Mendoza, Helen A.
Rodgers, Debra S.
Roessner, Shirley G.
Sunfield, Nancy

Division 16

Kerich, Karen W.
Sanchez, Eddie

Division 18

Jackson, John

BIRTHS

Born to Division 8 Operator David D. Olney and his wife Cecilia, their first child, a daughter, Nicole Adrienne on October 7. Nicole weighed 8 pounds, 6-1/2 ounces and was 21 inches long at birth. The proud parents reside in Canoga Park.

Balague, Bing J., from General Clerk Marketing to Ticket Clerk.

Barenbaum, Jeffrey A., from Stock Clerk to Material Control Clerk.

Bowlin, Keith G., from Acting Security Guard II to Security Guard II.

Brackenridge, Sherley, from Stock Clerk to Storekeeper.

Calorino, S.C., from Senior Schedule Maker to Acting Schedule Planner.

Coleman, Shirley A., from Stock Clerk to Equipment Records Specialist.

Cosner, Lawrence G., from Transit Operations Supervisor to Acting Radio Dispatch Supervisor.

Dellosa, William N., from Mopper/Waxer to Property Maintainer B.

Derian, Aram, from Programmer Assistant to Programmer.

Falcon, James, from Schedule Maker I to Schedule Maker II.

Galle, James J., from Mechanic B to Mechanic A.

Gauss, Rudolph E., from Electrician Leader to Acting Electronics Maintenance Supervisor I.

Hadjinian, Rudik, from Service Attendant to Utility A Leader.

Hernandez, Natalie, from Equal Employment Opportunity Representative to Acting Senior Equal Employment Opportunity Representative.

Hernandez, Socorro C., from Typist Clerk to Ticket Clerk.

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

SHIFTING GEARS

Burks, Robert, an Operator since September 24, 1956, retired September 30, 1985.

Cazis, Raymond, an Operator since September 19, 1970, retired September 20, 1985.

Coates, Delos, an Operator since March 8, 1974, retired October 27, 1985.

Coleman, Jack, began with the District May 17, 1971, retired as a Mail Carrier August 30, 1985.

Cooper, Joseph, began with the District June 28, 1979, retired as a Schedule Planner November 1, 1985.

McKay, Paul, an Operator since August 22, 1970, retired October 14, 1985.

Moore, Donald, an Operator since September 28, 1959, retired September 29, 1985.

Reid, Harold, an Operator since November 19, 1959, retired September 30, 1985.

Scott, Walter, an Operator since September 12, 1960, retired September 30, 1985.

Sherrell, Bill, an Operator since August 15, 1951, retired November 1, 1985.

Williams, Maurice, an Operator since February 5, 1959, retired July 23, 1985.

SCHEDULE CHANGES

Lujan, Pedro, from Mechanic B to Mechanic A.

Marroquin, Jose A., from Mechanic A to Mechanic A Leader.

Meemken, David R., from Mechanic B to Mechanic A.

Melendez, Lorraine M., from Senior Secretary to Staff Aide.

Merriweather, M.L., from Transit Police Investigator to Transit Police Sergeant.

Milito, Joseph, from Mechanic C to Mechanic B.

Morin, Jerald R., from Transit Police Sergeant to Transit Police Lieutenant.

Parvin, Gregory M., from Utility A to Material Control Clerk.

Pennywell, James, from Stock Clerk to Equipment Records Specialist.

Powell, Audrey L., from Mopper/Waxer to Vault Truck Driver.

Ramos, Daniel C., from Lead Mopper/Waxer to Utility A.

Regalado, Rudy R., from Stock Clerk to Material Control Clerk.

Ridley, Robert F., from Transit Police Officer Trainee to Transit Police Officer.

Sharp, Charlette Y., from Stock Clerk to Storekeeper.

Shoemaker, Dennis A., from Schedule Planner to Assistant Systems Engineer.

Sidoti, Ricardo C., from Service Attendant to Service Attendant Leader.

Simon, Jesse A., from Statistical Analyst to Senior Statistical Analyst.

Sumagaysay, Primitivo, from Stock Clerk to Electrician's Helper.

IN MEMORIAM

Sympathy is expressed to the families and friends of employees or retirees who passed away.

Blakey, Jack, began with the District April 4, 1956, retired as an Operator, passed away October 14, 1985.

Chapline, Joseph, began with the District November 7, 1947, retired as an Operator, passed away September 17, 1985.

Content, Vincent, began with the District June 3, 1946, retired as a Mechanic C Leadman July 31, 1985, passed away October 3, 1985.

Dupre, Clement, began with the District March 1, 1936, retired as an Operator, passed away September 11, 1985.

Kelly, William, began with the District March 3, 1952, retired as an Operator, passed away October 3, 1985.

Richards, William, began with the District October 7, 1923, retired as an Operator, passed away December 30, 1984.

Robinson, Robert, began with the District April 3, 1941, retired as an Operator, passed away October 4, 1985.

Smith, Danny, began with the District November 9, 1980, as an Operator, passed away October 11, 1985.

Thill, James E., from Transit Operations Supervisor to Acting Assistant Vehicle Operations Manager.

Toussant, A., from Mechanic A to Mechanic A Leader.

Trachter, Ira, from Management Intern to Acting Program Control Analyst.

Valadez, Gabriel, from Transit Police Officer Trainee to Transit Police Officer.

Vandeventer, Gale E., from Systems Engineer to Rail Operations Superintendent.

Van Gundy, Albert R., from Mechanic A to Mechanic A Leader.

Ward, Gary W., from Mechanic A to Mechanic A Leader.

Wilson, Ralph, from Division Transportation Manager to Transportation Superintendent.

Wise, Melissa A., from Programmer Analyst to Senior Programmer Analyst (CICS).

RECREATION EVENTS

Lakers Basketball - \$9.50 Colonnade seats for \$7.50

Opponents:
December 12 - Phoenix
December 14 - Detroit
December 29 - Golden State

Kings Hockey - Senate Seats \$50.00 tickets for \$25.00. Includes parking pass.

Opponents:
December 3 - Edmonton
December 14 - Washington
December 18 - Toronto
December 21 - Vancouver
December 28 - Winnipeg
December 30 - Winnipeg

Lazars Indoor Soccer - \$14.00 Senate seats for \$7.00. Includes parking pass and Forum Club Admission

Opponents:
December 13 - Tacoma Stars
December 20 - Dallas Sidekicks
December 22 - San Diego Sockers

JANUARY

Lakers Basketball - \$9.50 Colonnade seats for \$7.50

Opponents:
January 5 - Washington
January 8 - Portland
January 10 - Indiana
January 25 - Denver

Kings Hockey

Opponents:
January 2 - Philadelphia
January 15 - New York
January 18 - Vancouver
January 21 - St. Louis
January 23 - St. Louis
January 29 - Minnesota

Lazars Indoor Soccer

Opponents:
January 4 - Wichita Wings
January 9 - St. Louis Steamers
January 11 - Tacoma Stars
January 17 - Baltimore Blast
January 24 - Kansas City Comets

TIS THE SEASON

ACTIVITIES

EMPLOYEES

December 20 - Jewelry Sale - Headquarters
Cafeteria 8:00 a.m. - 4:00 p.m.

December 28 - Nutcracker Suite - Shrine
2:00 p.m. \$30.00 tickets for \$25.00

December 28 - 29 - Patti Labelle Universal
Amphitheatre \$19.00

Christmas items for sale: See's Candy,
Grandma's Fruitcake, stuffed animals
and ornaments.

January 1 - Rose Parade \$19.00 Grand-
stand seats for \$18.00

January 3 - 4 - Walt Disney on Ice - Sports
Arena \$9.50 tickets for \$7.50

January 19 - Harlem Globetrotters - Forum
\$10.00 loge seats for \$8.00

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90013.

Mary E. Reyna, Editor
Staff Writers:

Kathi S. Harper, Stephanie Keyes,
Pat Padilla, and Luanna Urie

Behold, something greater than yourself!

RTD HEADWAY

—Alex Haley
APTA '85