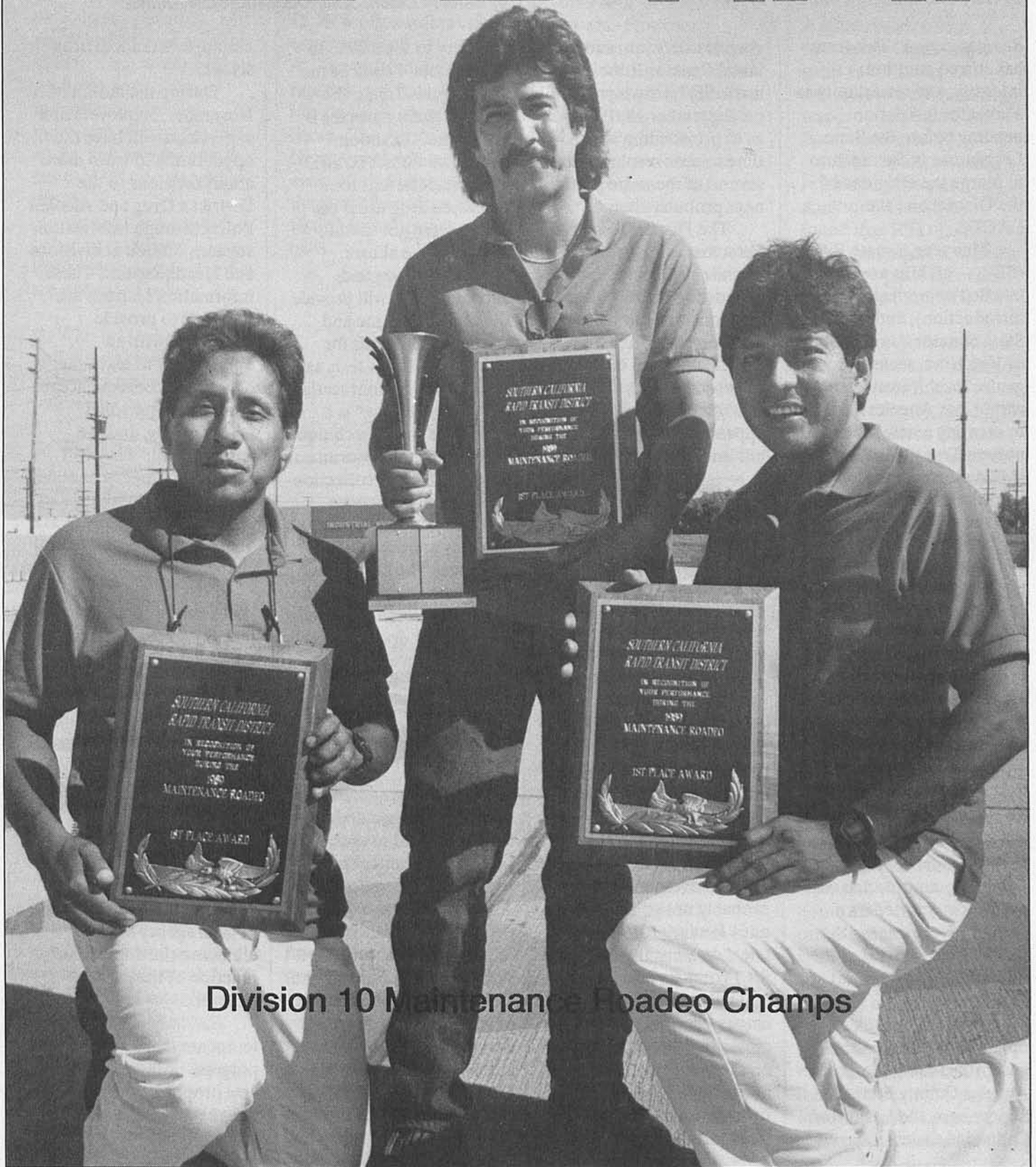


# HEADWAY



Division 10 Maintenance Roadro Champs

# RTD, Reorganization, and SB 1

by Gary Clark, Interim Manager of Government Affairs

**Reorganization.** This term has stirred emotion, intensity, and uncertainty as a label for legislation pending before the State Legislature in Sacramento to merge the activities of the District and the LACTC.

This year, Senate Bill 1 (SB 1 — all bills are labelled numerically upon introduction), authored by State Senator Alan Robbins of Van Nuys, seeks to reorganize local transit agencies within Los Angeles County by creating a new Metropolitan Transit Authority (MTA) through the abolishment of the RTD and the subsequent “merging” with the LACTC.

Somewhat similar legislation by Senator Robbins passed the State Legislature in 1987, but was vetoed by Governor George Deukmejian. This year, SB 1 was approved by the State Senate, by a vote of 21-13 on May 15, and then was approved by the Assembly Transportation Committee on July 19. However, the bill met a major roadblock in the Assembly Ways and Means Committee and was held in Committee on a vote of 18 - 1 pending the resolution of several of the bill's more controversial sections.

As a result of strong opposition from several groups including the Los Angeles County Board of Supervisors, the League of California Cities - Los

Angeles Division, and labor, Senator Robbins made SB 1 a “two-year” bill on September 15, 1989, so as to provide him more time to seek resolution of several of the more pertinent problem areas.

The District's Board of Directors is opposed to SB 1, while the Commission is supporting the bill with amendments.

Furthermore, Governor Deukmejian is officially opposed to SB 1, as currently drafted, and does not appear willing to sign the bill into law.

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*SB 1 seeks  
to reorganize  
local transit  
agencies . . .*

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Without considering the merits or weaknesses contained in the Robbins' bill, it is important that RTD employees are aware that if the bill should pass the legislature and is signed by the Governor, it will probably not go into effect until January 1, 1991 or later. As currently drafted, SB 1 contains provisions that will protect all current employees. The District's opposition to SB 1 is based on the fact that SB 1 does not provide the mechanism to achieve a more effective transportation system. The

# Q and A on the New Drug Policy

by Barbara Olson, Senior Administrative Analyst

Contrary to the article in the October 4 issue of the *Los Angeles Times*, the random testing process is not “blind.” Random testing would not be an effective deterrent to employee drug use if the results were not used to discipline the abuser.

RTD's Drug and Alcohol Policy will provide the same discipline and discharge standards for results of random tests as it does for the current testing.

“Blind testing” is a quality assurance technique required by the government to verify that the collection process and laboratory procedures comply with accuracy and security protocol. The District is required to send fake urine specimens, clean or spiked with various drugs, to test the collection and lab process. In no way does this impact the results of an

employee's random drug screen.

During the month of November, employees and supervisors will have the opportunity to learn more about revisions to the District's Drug and Alcohol Policy through information sessions offered at divisions and Headquarters. These information sessions are intended to provide employees with an opportunity to learn the effects and consequences of drug use on personal health, safety, and the environment. They will also receive an explanation of the policy revisions, and have the opportunity to ask questions about procedural changes.

Prior to the information sessions, each employee will receive a copy of the revised Drug and Alcohol Policy. Each

*continued on page 3 . . .*

bill still fails to address several important areas which will lead to the providing of better transportation services for Los Angeles County.

In response to the failure of SB 1 to provide a suitable reorganization, the District will sponsor a piece of reorganization legislation that will be introduced in January. Specifically, the District's proposal retains the Los Angeles County Transportation Commis-

sion and renames the SCRTD the Southern California Regional Transit District. The bill will carefully delineate the duties and responsibilities of each agency so as to eliminate the duplicative function of the current structure.

*Headway* will continue to update employees in the progress of the District's new proposal as it makes its way through the legislative process.

... continued from page 2  
employee will be responsible for reading, understanding, and complying with the policy and will be encouraged to attend one of the information sessions. Supervisory personnel will receive additional training to help them administer the program, to be able to recognize the various indicators of drug use and abuse, and to refer employees to EAP or order drug testing.

Some of the most common questions regarding the revised policy are addressed below.

**Q:** Who is affected by the policy revisions?

**A:** Every employee is covered by the revisions.

**Q:** When does the new policy take effect?

**A:** We are required by UMTA regulation to make these policy changes by December 21, 1989.

**Q:** Will all employees be required to take random drug tests?

**A:** No. The federal regulations require drug testing only for "safety sensitive" transit employees. A comprehensive list of personnel considered to be "safety sensitive" will be provided at the meetings.

**Q:** How can employees be assured that random drug tests are not used to single out certain individuals?

**A:** UMTA has established strict procedures to be followed to ensure employees are not singled out. We will use a computerized random number generator to select

employees for random testing. The process is so random that it is possible for the same employee to be called for testing two times in a row.

**Q:** How often will random tests be given?

**A:** Part of the nature of random tests is that no one should know when they will occur. The Personnel Department will make every effort to keep the times and frequency of testing on an irregular basis.

*"I do not*

*use drugs,*

*why should*

*I be required*

*to take a*

*drug test?"*

**Q:** I do not use drugs, why should I be required to take a drug test?

**A:** Drug testing promotes a drug-free workplace. Drug-free employees want their co-workers also to be drug free. Drug users create a more hazardous work environment, as well as abuse their sick time more than non-users. It is in the best interest of everyone to support drug testing as a means of creating a drug-free workplace.

**Q:** Can a supervisor send an employee for a drug test if they suspect the employee uses drugs?

**A:** The new UMTA guidelines provide for supervisor-ordered drug screens. However, supervisors cannot merely suspect drug users, rather they must observe and be able to document specific behaviors, physical evidence, performance indicators, or patterns to provide cause for testing.

**Q:** What sorts of behaviors would trigger drug testing for cause?

**A:** There are many behaviors. Some general areas which will be considered are attendance, quality or quantity of work, mood changes, physical or verbal altercation, personal appearance, and odor of alcohol.

**Q:** Where can I get more information on the Employee Assistance Program?

**A:** Call Luanna Urie in Personnel for a brochure that briefly describes the Employee Assistance Program. The EAP service is not run by District personnel. It is a service provided under contract with the District by ESSCO in Orange, CA. Any employee or family member can call toll free (800) 221-0942 for additional information about the services offered by EAP.

**Q:** How can I learn more about the revisions to the Drug and Alcohol Policy?

**A:** Attend one of the information sessions to be conducted this month.

## State Review of Operations Favorable

A state review of bus operations found major gains in RTD bus maintenance, lower absenteeism, less-crowded buses, and fewer accidents.

The report, recently released by the state Auditor General, also found that RTD carried more passengers and had a lower per-passenger cost than other California operators.

"This report confirms that RTD riders are getting better service in Los Angeles County," said RTD Board President Gordana Swanson. "There are 9,000 District employees working very hard to provide quality service," she said.

Among the Auditor General's findings:

- RTD employees' absenteeism (sick leave, jury duty, long-term leave) dropped almost 25 percent from 1986 to 1988.
- RTD kept its operating cost per passenger to \$1.22 in Fiscal Year 1988, well below the average of \$1.71 of other transit systems included in the audit.

- An average RTD bus carried 57.7 passengers an hour in FY 1988, significantly lower than the 70.6 average reported for FY 1985, resulting in less-crowded buses.

- The number of miles driven between maintenance service road calls increased nearly 51 percent, resulting in a 34 percent

*continued on page 8...*

# Metro Rail Cost Increase Not as High as Projected

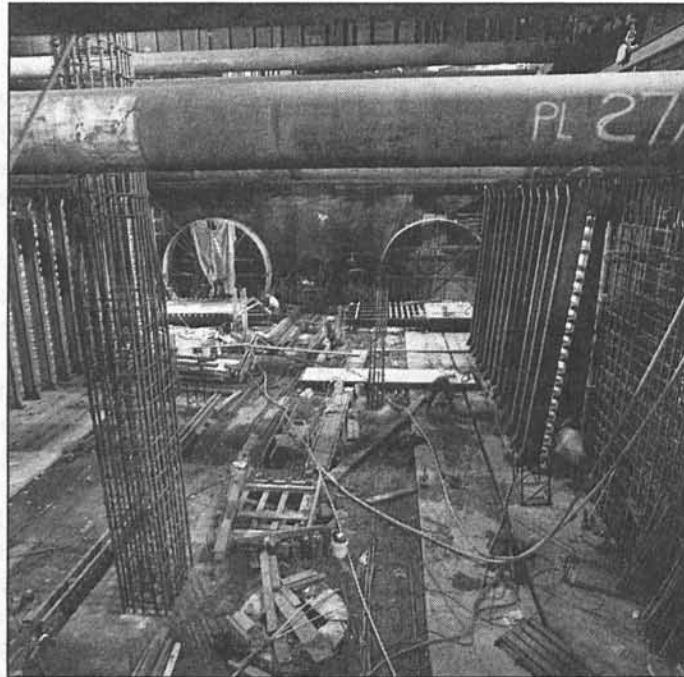
by Greg Davy, News Bureau Representative

An independent auditor has adjusted its initial estimate of cost increases to Metro Rail in its final report, lowering its original estimate to between 3.8 and 7.5 percent.

Translated to dollars, the percentages represent a range of between \$47 million and \$93 million.

High-Point Schaer, an Irvine-based engineering firm hired by RTD to reassess the projected final cost of Phase 1 of the project, offers five methods for approaching financial management of the remainder of the project, which it termed "Unique in its size and complexity." Each method suggests numerous ways that would progressively tighten control over expenditures.

A low of \$47 million could be achieved, the



View of the tunnels below ground level at Seventh and Flower streets.

review states, "depending on how rigid and conservative an estimating

budgeting practice is and how contingencies are applied."

"High-Point Schaer has presented us with a responsible, objective viewpoint of where our project stands," said RTD Board President Gordana Swanson. "We intend to carefully consider each suggestion to assure that Metro Rail is completed as economically as possible without compromising quality or safety."

In its July, 1989, draft report, High-Point Schaer predicted cost increases of between \$64 million and \$102 million. The figures were revised downward based on information supplied by a separate RTD consultant specializing in construction litigation.

Reviewers concentrated

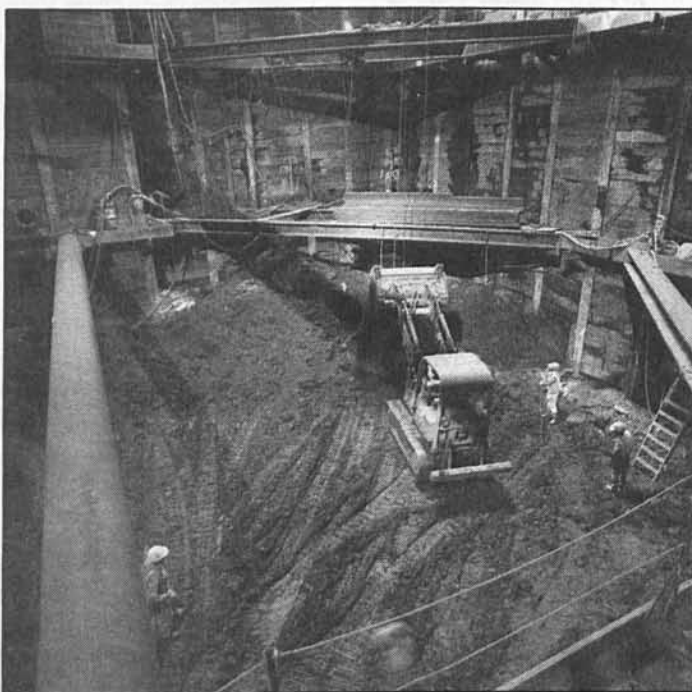
on clearly identifying the allowances, contingencies, and specified line item costs in presenting their final report. This included a consideration of the actual amount of outstanding contractors' claims the District is likely to pay before completion of the project.

*High-Point  
Schaer offers  
five methods  
for approaching  
financial  
management  
of the  
project.*

The Board also received September 21, a copy of a letter from General Manager Alan Pegg to Keith Comrie, chief administrative officer of the city of Los Angeles, stating that the city could be liable for an additional funding commitment of between \$40 and \$35 million, well within the 10 percent cost increase contingency set forth in the original funding agreement.

"The District continues to be committed to every cost reduction effort," Mrs. Swanson said.

The first phase of Metro Rail is about 40 percent complete. The initial cost estimate was \$1.25 billion.



Moving earth at the Fifth and Hill streets Station.

# Light Rail Opening Well On Its Way

RTD is well on the way to bringing rail service back to Los Angeles, and will be prepared to operate the Los Angeles to Long Beach system's scheduled opening in mid-1990, reported General Manager Alan Pegg to the Board of Directors on October 5.

"When the Los Angeles County Transportation Commission (LACTC) is finished building the system, we'll be ready to run it," he said.

During construction overseen by the LACTC, the District:

- continues to work with the Commission to determine a yearly operating budget for the light rail system.

- has hired 101 staff members, including 25 of the 32 Transit Police officers to be hired to assure system security.

- has developed proposals for an insurance package.

- held a series of public meetings in August and September to develop an efficient bus/rail interface plan for the rail corridor. A formal hearing on the final proposals is scheduled later this month.

"These are only a few of the many behind-the-scenes activities we're involved in while preparing for opening day," Pegg said. "They are all necessary to assure a smooth ride when the first passengers climb aboard."

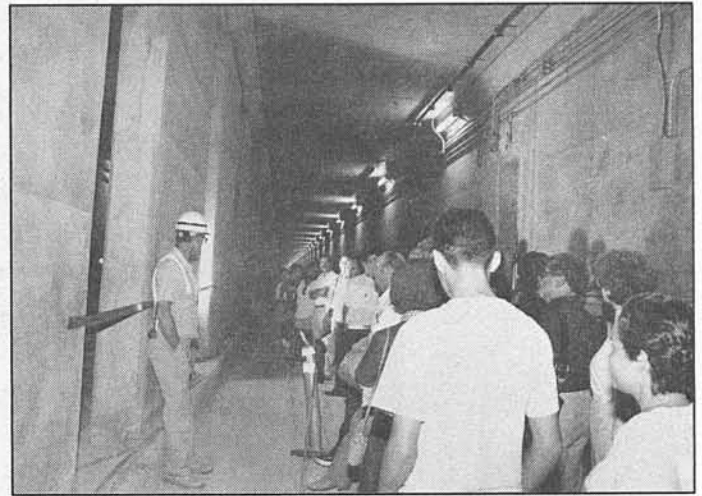
The LACTC reported that upcoming construction

activities include the completion of the mid-corridor segment from Willow Street to Washington Boulevard and the delivery of 20 more light rail cars by mid-November, allowing RTD and LACTC to begin performing integrated tests.

In a separate report to the Board, Pegg addressed some issues discussed in a light rail start-up review ordered by the LACTC and conducted by Deloitte/Kellogg of Los Angeles:

*"When the  
LACTC  
is finished  
building the  
system, we'll  
be ready to  
run it."*

"The review recommends restructuring of RTD's basic operating organization to create an assistant general manager for rail operations. This setup was considered more than 18 months ago, but rejected," Pegg said. "The District can manage more effectively by combining bus and rail operating functions as it is done at 75 percent of the nation's transit agencies. I believe we already are achieving benefits as a result of our approach."



*On August 5, RTD and LACTC employees and family members were invited on walking tours of the light rail tunnel system to view the progress as it descends from street level at 12th and Flower streets to connect at 7th and Flower streets at the Metro Center Station.*

A peer review panel of facility maintenance rail experts from the Buffalo, Boston, and Philadelphia was convened October 9 and 10 to discuss appropriate staff levels.

"The system that will open in Los Angeles has some design features mandated by the LACTC that are unusual for a light rail system," Pegg said. "Some of these will require greater maintenance and manpower costs. Comparing our staff and budget needs to other light rail systems is meaningless because of the substantial differences in design, technology, and operation."

As an example, Pegg noted that most of the station platforms along the 21-mile route will be able to accommodate only two rail cars at a time. While this will mean more frequent service, it also will result in

increased operating costs.

Calling system security a top priority in view of the increasing graffiti and vandalism on RTD buses, Pegg expressed concern about the review's recommendation to hire private security guards in place of District personnel.

In addition, RTD is keeping abreast of construction delays and will present a proposed fare structure to the Board this month.

Testing of the system is scheduled to begin May 15, 1990, with the first day of operations later the same year. When complete, the system will stretch from downtown Los Angeles, where it will terminate at the the Metro Center Station at 7th and Flower streets, about 21 miles south to Long Beach harbor.



*Governor Edmund G. "Pat" Brown told the audience he was proud of the legislation he had signed 30 years ago.*

## Celebrating the 30th Anniversary of the Fair Employment Practices Act

RTD officials joined dignitaries from around the state in celebrating the 30th anniversary of the passage of the Fair Employment Practices Act on September 22 at a commemorative luncheon held at the Biltmore Hotel.

Assistant General Manager for Equal Opportunity Walter Norwood was selected by the Southern California Employment Round Table, sponsors of the luncheon, to serve as chair of the event. Norwood coordinated the effort which succeeded in attracting many hundreds of employers to the Biltmore Bowl to commemorate the law which established a floor of decency for workers

in the state of California and extends opportunity to all state citizens regardless of color, age, heritage, disability, or their religion.

Some of the employers represented and supporting the event included A T & T; ARCO; Hughes Aircraft; Kaiser Permanente; Northrop; Pacific Bell; Security Pacific National Bank; Vons; Columbia Pictures; Gibson, Dunn & Crutcher; Lockheed; Manatt, Phelps, Rothenberg & Phillips; Munger, Tolles & Olson; Rockwell; and Southern California Edison Company.

Prior to its passage in 1959, a study done by the Urban League strikingly made the point for the need

for such legislation: Of 238 bank branches in Los Angeles, only four employed Blacks in other than custodial jobs. No Blacks had customer contact jobs in Los Angeles department stores, nor were any employed as waiters or waitresses in class A hotels. The employment picture was not any brighter for Hispanics.

Authored by Assemblyman W. Byron Rumford and co-sponsored by Assemblyman Augustus Hawkins, and 52 others, the act, then known as AB 91, passed the Assembly. The legislation passed the Senate and was signed into law by Governor Edmund G. "Pat" Brown on April

15, 1959.

The passage of this act came 19 years after President Franklin D. Roosevelt issued a 1941 Executive Order to establish the first federal commission to address employment discrimination complaints based on race, creed, color, or national origin. The president's order resulted from labor leader A. Phillip Randolph's (founder of the Brotherhood of the Sleeping Car Porters) warning that unless something was done, 100,000 Black workers would march on Washington to protest job discrimination.

Shortly after the employment law victory, the same lawmakers introduced



*Assistant General Manager Walter Norwood escorted Associate Justice Joyce Kennard to the head table at the Fair Employment Practices Act commemorative luncheon.*

legislation to end housing discrimination. Known as the Rumford Act, the statute prohibited discrimination because of race, color, creed, national origin, or ancestry in housing accommodations of three or more units, in public and redevelopment housing, and in owner-occupied single family homes with public financing.

During the first 20 years of the Fair Employment Practices Act its coverage was expanded to include sex, age, physical handicap, medical condition, and marital status.

In more recent times, the State Fair Employment and Housing Department

has been designated the authority to enforce the Unruh Civil Rights Act and the Ralph Civil Rights Act. These acts prohibit discrimination in all business establishments and/or public accommodations, and prohibit acts of racial, ethnic, or religious violence.

As the luncheon chair, Norwood planned and executed the event which included KCBS-Channel 2 Anchorwoman Tritia Toyota as the luncheon moderator, and a guest appearance by Governor Edmund G. "Pat" Brown looking spry as ever at 84. Presentations honoring Congressman Augustus Hawkins were made by



*RTD Vice President Marvin Holen (left) and RTD General Counsel Suzanne Gifford (right) discuss civil rights developments in the state during the past 30 years with Virginia Unruh, (center). Mrs. Unruh is the widow of the late Jesse Unruh, author of the Unruh Civil Rights Act which prohibits discrimination in all business establishments and/or public accommodations, and prohibits acts of racial, ethnic, or religious violence.*

MALDEF General Counsel Antonia Hernandez. And, honoring Congressman Edward Roybal, a co-chair of the California Committee for Fair Employment Practices in the early 1950's, was Executive Vice Chancellor of the California State University Dr. Herbert L. Carter. Assemblywoman Lucille Roybal Allard accepted the award on behalf of her father.

Perhaps the most powerful and galvanizing of the luncheon's many speakers was Associate Justice Joyce L. Kennard, 48, of the Supreme Court of California. Justice Kennard was appointed to the Court by Governor Deukmejian in April 1989. Ms. Kennard's

selection marks the appointment of the first Asian woman to the Court. Opening with a characteristic no-nonsense firmness that belies her warmth and charm, the justice congratulated the body on the progress achieved within the state during the past 30 years.

Justice Kennard told the group in her stirring account that discrimination was no stranger to her life. Born in 1941 in East Java, Indonesia, Kennard comes from a mixed stock of Indonesian, Dutch, and Chinese ancestry. A year after she was born the Japanese invaded her country and carted her

*continued on page 8 . . .*

## ... 30th Anniversary

... continued from page 7

father off to a prison camp where he later died. Kennard and her mother were taken to a separate camp where they remained till the end of the war. After the war, her mother moved them to Papua, New Guinea to work for a Dutch petroleum company. Because Kennard and her mother were not from the Netherlands they were treated as second-class citizens. Eventually, the family moved to Holland where Kennard was involved in a life-threatening

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*Justice Kennard  
told the group  
that discrimination  
was no stranger  
in her life.*

---

accident which resulted in the amputation of one of her legs. She and her mother lived in virtual poverty until Kennard emigrated to the United States. Declaring her fierce spirit of independence: "I did not feel that the United States owed me a living. I worked very hard for what I wanted," she recounted her first step toward destiny in her adopted country.

Using a legacy of \$5,000 left her by her mother, she started on her education at Pasadena City College. She earned a master's degree in German

and was going on to get her Ph.D. when she was convinced by her employer, an attorney, to go to law school. She entered USC Law School and graduated in 1973.

Making careful note of where California had been, particularly when it came to discrimination, Kennard reviewed early cases involving immigration exclusion laws directed primarily against the Chinese; ordinances that required them to cut their queues, and assorted violations of constitutional equal protection guarantees.

Questions as to her political leanings compelled her to tell the audience in a somewhat oblique fashion that she is staunchly independent and makes decisions based solely on her interpretation of the law. She did, however, suggest to those who would judge her to use a criteria that asked if she had exhibited the requisite courage, the correct judgment, the integrity, and the necessary dedication to the task. The luncheon concluded shortly after Justice Kennard concluded her keynote address.

Other RTD employees and directors in attendance included Board Vice President Marvin Holen, Director Joseph Dunning, General Counsel Suzanne Gifford, and Equal Opportunity Representatives Natalie Hernandez, Joseph Adams, and Jack Clayter.

## Open Enrollment

Open Enrollment season is just around the corner. Once again, it's time to reevaluate the medical and dental plans you've been enrolled in for the past year to ensure that your needs, and those of your family, are being met.

### What is Open Enrollment?

This is your opportunity to add a dependent(s) or change your enrollment in the medical and dental plans for Calendar Year 1990. This opportunity comes only once each year, and you owe it to yourself and your family to find out as much information as possible about these plans before you make any final decisions. Some of the plans currently offered may have some changes made to them. Remember, it's difficult to make a wise decision without making an informed decision. So plan to attend one of the Open Enrollment meetings listed below for your employee group.

### Non-Contract Employees and Transit Police

Enrollment is open for the month of December, and closes on December 28, 1989 with no exceptions.

Open Enrollment meetings with representatives of the various medical and dental plans are scheduled in the Board Room, Headquarters Building, on the following dates and times:

December 6	9:30 a.m.
December 6	1:30 p.m.
December 13	9:30 a.m.
December 13	1:30 p.m.

Further information can be obtained by calling Ann Craver at (213) 972-7186 or Ext. 27186.

### UTU Health & Welfare Trust Fund

Enrollment is open for the entire month of December. Individual counseling sessions begin December 11, 1989, at all operating divisions. Renewal packets will be mailed to the homes of UTU employees around the first of December. Further information can be obtained by calling the UTU Trust Fund Office at (213) 624-6487 or (818) 584-0680.

*continued on page 10...*

## ... State Review

... continued from page 3  
decrease in the number of road calls made.

• The number of preventable accidents declined 8 percent over a two-year period from FY 1986 to FY 1988.

The audit also reported that out of 22 procurements reviewed by the Auditor General, five did not meet the requirements of

competitive bidding. The report noted, however, that RTD adopted additional policies as of March 1, 1989, to ensure that requirements are met.

The RTD carried 416,634,000 passengers on about 2,300 buses in FY 1988, which accounts for nearly half of the entire bus ridership (842 million) in the state of California.





Los Angeles City Councilman Zev Yaroslavsky (center) posed with RTD Board Vice President Marvin Holen (left) and RTD Board Director Larry Gonzalez (right) in front of a \$160,000 bus that was clean the night before, but after a day on the streets, emerged vandalized and sprayed with paint. Declaring this "a ridiculous insult to RTD riders" and re-emphasizing the city's and RTD's commitment to crush vandalism, Councilman Yaroslavsky presented a resolution marking September 26 Anti-Graffiti Day.

# RTD on Frontline Against Vandals

by Andrea Greene,  
News Bureau Representative

Declaring graffiti to be an assault on the sensibilities of RTD bus riders and an expensive burden for Los Angeles County taxpayers, state and local officials joined with RTD at a September 25 news conference to proclaim September 26 "Anti-Graffiti Day."

"The cost to clean, repaint, repair, and replace parts of vandalized buses is astronomical," said RTD Board Vice President Marvin Holen. "The District spent nearly \$9 million last year in our war against graffiti. Every city in the county suffers from graffiti and vandalism, and at RTD the problem has mushroomed. We must and

we will set forth policy to fight graffiti because if we don't, these senseless acts will spread to our Metro Rail and light rail projects. We need to spend our resources on providing first-class bus and rail service, rather than spending them on the removal of graffiti," he said.

To replace bus windows taxpayers pay over \$1.4 million, exterior repairs are valued at \$2.2 million a year, and the price to refurbish vandalized bus interiors costs \$4.2 million annually. Putting it another way, it costs taxpayers over \$4,000 a year just to repair one damaged bus.

Attending the news

conference at RTD's Central Maintenance Facility along with Holen and other RTD officials, were State Senator Diane Watson, Los Angeles City Councilmen Zev Yaroslavsky and Marvin Braude, and Board of Public Works Chairman Ed Avila. Together they urged the public to eradicate graffiti.

"We especially need legislation, like that proposed by Senator Watson, that tackles graffiti and vandalism head-on," said RTD Director Larry Gonzalez, chairman of RTD's Police and Public Safety Committee. "Only by joining together can we

eliminate a nuisance which has such a devastating effect not only on RTD buses, but throughout the entire county as well."

Effective September 4, RTD Transit Police started confiscating student bus passes from young people caught in the act of vandalizing buses. Also, students cited for vandalism will have their RTD-issued student identification cards taken away. The special student IDs allow students to purchase discounted passes.

In March of 1989, the RTD Board set into motion an aggressive program to attack the escalation of

*continued on page 10...*

## ... Vandals

... continued from page 9

vandalism on District buses and property. Transit Police graffiti task force resources have been tripled and a new paint configuration for the District's buses was developed, reducing the cost of repainting buses by nearly 20 percent. RTD also increased the number

*We will set forth policy to fight graffiti or these senseless acts will spread to our Metro Rail and light rail projects.*

of bus cleaning and repair positions by nearly 25 percent. New anti-graffiti bills passed by the legislature are now awaiting the governor's signature, and a massive community awareness program has been undertaken.

Those joining the RTD at the press conference aim for increased law enforcement, reparations, and harsher penalties to stamp out graffiti. RTD is confident that the greatest deterrents are the quick removal of graffiti and replacement of vandalized

## ... Open Enrollment

... continued from page 8

### TCU Health and Welfare Trust Fund

Enrollment is open for the entire month of December. Information packets will be mailed to all employees and eligible retirees in early December. Please be sure the Trust Fund has your current address. Further information can be obtained by calling the TCU Trust Fund Office at (714) 739-8476.

### ATU Health and Welfare Trust Fund

Open Enrollment was held September 18, 1989 through October 13, 1989. All enrollment changes made by ATU employees during the Open Enrollment period were effective November 1, 1989.

windows and paint, since these actions deny the vandals the pleasure of seeing their work transported all over the county. Unfortunately, all of this requires increased resources which are currently not available to the District.

The District is urging every citizen to become involved with anti-graffiti efforts by reporting vandalism on buses and public/private structures by calling:

1. L.A.'s Anti-Graffiti Hot Line (213) 485-6651
2. (818) S-P-A-R-K-L-E
3. (213) C-L-E-A-N-U-P

## Transit Police Bring on 8 New Officers

Eight new Transit Police candidates graduated from Rio Hondo Police Academy on September 8, 1989. Effective on their graduation

they became members of the RTD's Finest and as trainees are busily learning about transit law enforcement.



*The new Transit Police Officers include, from left to right: Floyd Alvarado, Sean Richardson, Gary Rush, Cesar Macias, Clifton Ladage, David Seay, Gary Brown, and Thomas Trucinski. And, as Zsa Zsa would say: "They are all gorgeous!"*



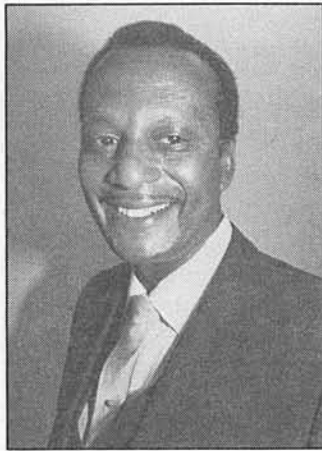
*Investigator Luke Fuller begins the rounds of orientation for the new officers.*

## Rayford Chosen Operator of the Month

Division 16 Operator Jimmy Rayford was chosen Operator of the Month for August. Operator Rayford came to the District in March, 1967. During this 22-year period he has worked at Divisions 2, 5, 9, and 16. He has proven himself to be an outstanding operator in that he has never had a chargeable accident and currently has the maximum accumulation of merits. He has not had a missout in the past 18 years and has only missed 8 days due to illness in the past 14 years.

Rayford prefers to work a regular assignment. He is currently working the 187 line which transports passengers between Pomona and Pasadena.

"Jimmy Rayford's record of accomplishment and overall excellent performance record is to be



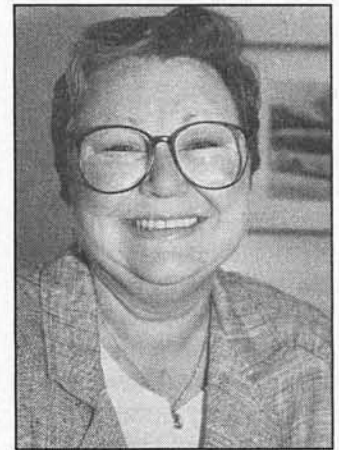
*Division 16 Operator Jimmy Rayford was chosen Operator of the Month for August.*

commended," said General Manager Alan Pegg. "He is a proficient operator who can be depended on to perform well."

Rayford has been married for 25 years and has a daughter 21, and a son, 18. He resides with his family in Chino Hills.

## Pedini Selected Information Operator of the Month

Telephone Information chose Karen Pedini as the Information Operator of the Month for August 1989.



*Karen Pedini was selected the Information Operator of the Month for August.*

*Her supervisors describe her as a woman who exudes charm and exhibits professionalism.*

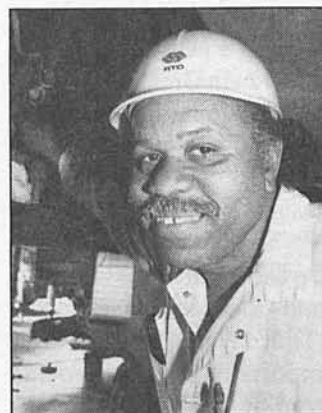
Ms. Pedini has been an Information Specialist for the past five years. Her supervisors describe her as a woman who exudes charm and exhibits the professionalism, personal dynamics, and communication skills that are required to effec-

tively interact with members of the public. In addition to her professional services, Ms. Pedini has been active in various District charitable campaigns such as the United Way and the Brotherhood Crusade.

## Sanders Named Maintenance Employee of the Month

Division 1 Mechanic A Leader Frederick A. Sanders was chosen the Maintenance Employee of the Month for August.

Sanders has been with the District for 18 years and is assigned to the first shift as a relief leader. He is described as the type of employee that "all hands" enjoy working with. His mechanical background is well-developed and without equal. He enjoys the challenges and opportunities of troubleshooting and



*Division 1's Frederick Sanders was chosen the Maintenance Employee of the Month for August.*

*He enjoys the challenges and opportunities of troubleshooting.*

has demonstrated exceptional expertise repairing air conditioning systems. He exhibits his outstanding leadership skills when acting as temporary supervisor or floor leader. Sanders knows "how to get the most from his crew" because the work flow is consistent and production is high.

In his leisure Sanders enjoys rebuilding race cars and playing golf. He is married and the father of two children.

## Who Says There Are No Free Lunches (or Steak Dinners)?

Celebrating an attendance record never before achieved, District management treated Division 6 employees, both transportation and maintenance, to a steak dinner on September 11.

Division 6, now under the single-manager administration of Mike Lensch, on the Transportation side, experienced the first nine days of June without any absences. They gathered momentum and went another 13 days without an absence. This attendance record has never been achieved in the history of the District. Beginning June 15, the division went 4 weeks with no (0) absenteeism. The division had previously had an 8.2 absenteeism record.

*The division  
went 4 weeks  
with no  
absenteeism.*

During the same period, the Maintenance side, headed by Senior Supervisor Alex Di Nuzzo, reduced its Lost-Time injuries from 10.3 in the first quarter of the calendar year 1989 to zero (0) for the second quarter. They also went from June 15 for 43 days, having only 4 accidents within that period.

Manager Mike Lensch maintains that everyone comes to work at Division 6 because they have pride in themselves and their jobs. "The Maintenance garage,



*Division 6 Manager Mike Lensch and Alex Di Nuzzo along with Assistant Director of Transportation Ralph Wilson, Equipment Maintenance Director Rich Davis, and Assistant Equipment Maintenance Director Tony Chavira reward Division 6 employees for their attendance feat with a certificates for a free steak dinner.*

is without a doubt, the cleanest garage around. The equipment is always in an orderly fashion and they constantly pass the surprise Safety Inspections with flying colors," said Lensch. He has seen service attendants who have discovered oil in the yard immediately put down absorbent material to clean up the oil. "The operators say they really enjoy the fact that they can come to work and are able to drive out of the yard in the cleanest buses in the system. They go down the street and point with pride saying, 'There goes one of our buses,'" he said. He said he takes a different approach these days. He calls employees who are on the sick list to let them know they are missed and needed.

Lensch also believes the single-manager concept

has a lot to do with the change. Lensch and Di Nuzzo--both were assigned to Division 6 in March 1989--said what makes Division work is the team effort between the mechanics and the operators. "Just as an example, the employees find it very easy to gain those unwanted pounds," said Lensch. "If John 'Chief' Woodrow isn't barbecuing downstairs, Operator Melvin Braxton is cooking something upstairs. Both sides take part in any festivity that the division has going."

The employees at Division 6 are also very goal-oriented, said Lensch. "They say their most important goal is to provide prompt, reliable and safe service to the riding public and they work very hard to accomplish that." Lensch noted that there has been a

significant decrease in the number of supervisor and service inspector write ups since March. "In fact, most of the reports received are commendations and OK rides," he reported.

On hearing of the accomplishment, Director of Transportation Leilia Bailey was so impressed she spoke to General Manager Alan Pegg. Both agreed that the employees should be rewarded for their accomplishments. They authorized a steak dinner, on the house, for all employees. With a check for \$1200, Lensch bought dinner certificates (valued at \$8.50) from Stuart Anderson's Black Angus restaurant and distributed them to all Division 6 employees. "The word is out that the general manager has made the same offer to the rest of the divisions," said Lensch. Sounds like challenge to the rest of you divisions!

## Bus Roadeo Update

Bus Roadeo Champ Crescencio Rodriguez came in 19th out of 65 operators participating in his classification as he competed in the International Bus Roadeo held in Atlanta on September 28. Over 111 total operators competed in the event this year. "This is the best we have done in 8 years," said Bus Roadeo Coordinator Vicki Varga.

## Employees, We Need You!

Four words--"ELIGIBLE FOR REFERRAL BONUS"--can mean extra money in your wallet!

Candidates for certain key positions in Management Information Systems and Transit Police are in high demand right now among all employers in our area. You may have friends who are qualified to fill these jobs.

The District will pay you a finder's fee of \$1,000 (for MIS) or \$500 (for Transit Police Officer), per

referral for each applicant you refer who is hired by the District. The finder's fee is paid to the finder at the end of the new hire's first 90 days of service.

The positions for which the District currently offers the finder's fee are: Transit Police Officer (\$500), Systems Project Leader (\$1,000), Systems Programmer (\$1,000), Senior Programmer Analyst (\$1,000), and Programmer Analyst (\$1,000). The bulletins for these and

other hard-to-fill positions will marked, "Eligible for Referral Bonus" when posted.

It's easy to refer your friends to be considered for District employment. Come to or call the Employment Office (Headquarters, Second Floor, extension 7153) and ask for an application, bulletin, and referral slip. Fill out the referral slip; have your friend fill out the application; attach the referral slip to the application; make sure your friend gets the application in before the closing date. It's that easy!

Placing excellent employees in every department and position helps all of us get our work done better. So call your friends, find out if they meet the qualifications stated in the bulletin, and refer them as applicants for District positions. A few minutes of your time could make you \$500 or \$1,000 richer!

[NOTE: Personnel Department staff at Human Resources Assistant level and above, and assigned department representative for the selection, are ineligible for the bonus.]

## Mr. Arce aka Division 1's Mr. Courtesy

Not only did Division 1's Fernando Arce win the Manager's Award for August but he also scored big on courtesy points as far as Division Manager Maceo Bethel is concerned.

According to Arce, although he drives some demanding urban lines, all he tries to remember to do is "call out all the the stops and smile a lot at the people." It must work wonders on shopworn patrons traveling on the RTD at the end of the work day, because the 15-year veteran won recently won the Riders' Choice award. "I try to leave any personal problems I may have at home when I get on the bus," said Arce. "And, similarly, I leave a work problem at work. It helps when you deal with people."

Arce's charm was discovered when Bethel started riding with the

operators on their lines during August. "I started riding the buses at random. Operation was fine, but I noticed most operators weren't calling out the stops. In the July newsletter I issued a challenge to Division 1 operators to be courteous for the entire month of August," said Bethel. Because it was summer, Bethel figured tourists from all over the world would be in Los Angeles and, for many, their first contact might be with an RTD bus operator. Bethel invited other staff members to ride the lines with him. Several supervisors were freed up and rode various lines until August 31 at which time each submitted a name of their most courteous operator. All the names submitted were put in a hat and Arce got lucky. "Fernando is a real courteous, cool operator," he said.

Bethel took Maintenance Division 1 Manager John Adams along on the rides. Adams found the rides beneficial regarding maintenance suggestions he received. "We have found it an effective division program in solving a lot of problems," said Bethel.

On September 15

Bethel awarded Arce with the Manager's Award, a check for \$25, and took him to the Velvet Turtle restaurant for lunch. "It may just be coincidental, but I noticed that Division 1 is down by 4 percent for complaints in the month of August," said Bethel with a smile.



Division 1 Transportation Manager Maceo Bethel presents Operator Fernando Arce with the Manager's Award and a free lunch as a reward for being chosen the division's Most Courteous Operator.

# SCHEDULE CHANGES



Ahuja, Gopaldas U., from Bus Operator Trainee Full-time to Bus Operator Full-time.

Aitken, Terri D., from Bus Operator Part-time to Bus Operator Full-time.

Alvaez, Francisco M., from Bus Operator Trainee Full-time to Bus Operator Full-time.

Andersen, Richard F., from Planner to Senior Planner.

Aparicio, Richard J., from Bus Operator Part-time to Bus Operator Full-time.

Arias, Annette, from Typist Clerk to Security Recorder.

Audelo, Saul, from Mechanic C to Mechanic B.

Austin, Elizabeth, from Bus Operator Trainee Full-time to Bus Operator Full-time.

Avelino, Jose P., from Bus Operator Part-time to Bus Operator Full-time.

Avila, Gloria M., from Bus Operator Trainee Part-time to Bus Operator Part-time.

Ballard, Famale R., from Bus Operator Part-time to Bus Operator Full-time.

Benavidez, Veronica L., from Bus Operator Trainee Part-time to Bus Operator Part-time.

Bentley, Lee K., from Bus Operator Trainee Full-time to Bus Operator Full-time.

Bernal, Linda, from Bus Operator Trainee Part-time to Bus Operator Part-time.

Bhular, Amjad N., from Programmer Analyst to Senior Programmer Analyst.

Boctor, Alfred F., from Senior Transportation

Operations Supervisor to Assistant Division Transportation Manager.

Boeche, Marjorie E., from Service Director to Supervising Service Director.

Boss, Linda F., from Bus Operator Trainee Full-time to Bus Operator Full-time.

Brown, Barbara K., from Bus Operator Trainee Full-time to Bus Operator Full-time.

Brown, Eddie B., from Bus Operator Trainee Full-time to Bus Operator Full-time.

Brown, Irma L., from Bus Operator Part-time to Bus Operator Full-time.

Burke, Michael A., from Bus Operator Trainee Part-time to Bus Operator Part-time

Bury, Paul J., from Bus Operator Trainee Part-time to Bus Operator Part-time.

Cabrera, Adolfo R., from Bus Operator Part-time to Bus Operator Full-time.

Camacho, Gilberto R., from Bus Operator Part-time to Bus Operator Full-time.

Camacho, Rogelio B., from Bus Operator Part-time to Bus Operator Full-time.

Campos, Francisca, from Bus Operator Trainee Part-time to Bus Operator Part-time.

Candler, Lisa S., from Bus Operator Trainee Full-time to Bus Operator Full-time.

Canel, Luis F., from Bus Operator Trainee Full-time to Bus Operator Full-time.

Castellanos, Ralph J., from Bus Operator Part-time to Bus Operator Full-time.

Chau, To, from Mechanic C

to Mechanic B.

Codina, Blanca L., from Bus Operator Trainee Part-time to Bus Operator Part-time.

Cohen, Michael A., from Senior Staff Assistant to Administrative Analyst.

Coman, Dorinel, from Bus Operator Trainee Full-time to Bus Operator Full-time.

Cordero, Anthony P., from Bus Operator Full-time to Traffic Loader/Extra Schedule Checker.

Craft, Robert L., from Bus Operator Trainee Part-time to Bus Operator Part-time.

Dames, Roger F., from Contract Administrator to Senior Contract Administrator.

Dhaliwal, Mohinder P., from Bus Operator Trainee Full-time to Bus Operator Full-time.

Dorling, Jeffrey L., from Bus Operator Part-time to Bus Operator Full-time.

Downs, Karl, from Transit Operations Supervisor to Assistant Division Transportation Manager.

Duarte-Orive, Manual A., from Bus Operator Part-time to Bus Operator Full-time.

Dunk, Edward G., from Bus Operator Trainee Part-time to Bus Operator Part-time.

Duran, Eulojia L., from Clerk to General Clerk II.

Early, Charles W., from Information Clerk to Assistant Service Inspector.

Farley, O'Rian R., from Transit Operations Supervisor to Assistant Division Transportation Manager.

Febles, Fausto A., from Bus Operator Part-time to Bus Operator Full-time.

Ferber, Juan A., from Bus Operator Trainee Full-time

to Bus Operator Full-time.

Figuroa, Jamie, from Bus Operator Trainee Full-time to Bus Operator Full-time.

Flores, Richard, from Bus Operator Trainee Part-time to Bus Operator Part-time.

Flores, Roberto, from Bus Operator Part-time to Bus Operator Full-time.

Fradejas, Harry F., from Bus Operator Part-time to Bus Operator Full-time.

Frawley, Daniel P., from Transit Operations Supervisor to Assistant Transportation Manager.

Frazier, Diane A., from Transit Operations Supervisor to Assistant Division Transportation Manager.

Garcia, George T., from Bus Operator Part-time to Bus Operator Full-time.

Gill, Lourdes, from Bus Operator Part-time to Bus Operator Full-time.

Goldman, Roderick T., from Labor Relations Assistant to Administrative Analyst.

Gonzalez, Albert, from Bus Operator Trainee Full-time to Bus Operator Full-time.

Gonzalez, Kari L., from Bus Operator Trainee Full-time to Bus Operator Full-time.

Green, Demetres, from Bus Operator Trainee Part-time to Bus Operator Part-time.

Greene, Scott D., from Planner to Senior Planner.

Grimes, Charlette, from Bus Operator Trainee Full-time to Bus Operator Full-time.

Gutierrez, Indolfo A., from Bus Operator Part-time to Bus Operator Full-time.

Gutierrez, Juan, from Systems Electronic Communications Technician to

*continued on page 15...*

... continued from page 14

Rail Systems Electronic Inspector.

Hain, Ervin W., from Bus Operator Trainee Part-time to Bus Operator Part-time.

Hancock, Ray S., from Bus Operator Trainee Part-time to Bus Operator Part-time.

Harrison, Timmie, from Bus Operator Part-time to Bus Operator Full-time.

Hawkins, Monica D., from Bus Operator Part-time to Bus Operator Full-time.

Henderson, Sandra R., from Bus Operator Part-time to Bus Operator Full-time.

Hernandez, Allan A., from Bus Operator Part-time to Bus Operator Full-time.

Hernandez, Manuel D., from Senior Community Relations Representative to Senior Public Affairs Representative.

Hoccom, Barbara E., from General Clerk II to Typist Clerk.

Hoffman Robert J., from Bus Operator Part-time to Bus Operator Full-time.

Holland, Frank R., from Truck Driver/Clerk to Stock Clerk.

Huerta, Sylvia G., from Bus Operator Part-time to Bus Operator Full-time.

Hurtado, Rene, from Bus Operator Trainee Part-time to Bus Operator Part-time.

Jimenez, Josef W., from Bus Operator Trainee Part-time to Bus Operator Part-time.

Kempton, Berney E., from Mechanic C to Mechanic B.

Kirsch, Linda L., from Bus Operator Trainee Full-time to Bus Operator Full-time.

Kraft, Berney E., from Customer Relations Technician to Administrative Analyst.

Lacour, Lena M., from Bus Operator Trainee Part-time to Bus Operator Part-time.

Lam, Calvin, from Mechanic B to Mechanic A.

Lawson, Edward C., from Bus Operator Trainee Full-time to Bus Operator Full-time.

Luevano, Rudy, from Bus Operator Full-time to Rail Facilities Maintenance Inspector.

Lopez, Richard A., from Bus Operator Trainee Part-time to Bus Operator Part-time.

Louie, Calvin S., from Administrative Analyst to Senior Administrative Analyst.

Luna, Jacqueline S., from Bus Operator Trainee Part-time to Bus Operator Part-time.

Luna, Rodolfo A., from Bus Operator Part-time to Bus Operator Full-time.

Malonzo, Virgilio L., from Senior Secretary to Staff Assistant.

Mann, George V., from Bus Operator Part-time to Bus Operator Full-time.

Marsh, William W., from Contract Administrator to Senior Contract Administrator.

Masa, Gerald A., from Information Security Analyst to Data Base Analyst.

Matias, Emily Z., from Senior Secretary to Staff Aide.

Maxim, Priscilla B., from Bus Operator Trainee Part-time to Bus Operator Part-time.

McDaniels, Joseph K., from Bus Operator Part-time to Bus Operator.

Mejia, Dario W., from Bus Operator Part-time to Bus Operator Full-time.

Melendez, Lorraine M.,

from Staff Aide to Office Supervisor.

Mercado, Hugo, from Bus Operator Part-time to Bus Operator Full-time.

Mijangos, Marcial F., from Bus Operator Part-time to Bus Operator Full-time.

Miller, Joe C., from Microfilm Technician to Micrographics Coordinator.

Molano, Jose V., from Staff Aide to Human Resources Assistant.

Muhammad, Al-Azeem B. S., from Bus Operator Trainee Full-time to Bus Operator Full-time.

Nathaniel, Lorenzo L., from Bus Operator Trainee Part-time to Bus Operator Part-time.

Nasa, Gerald A., from Data Base Analyst to Information Security Analyst.

Navarrete, Hernan Jose, from Bus Operator Trainee Full-time to Bus Operator Full-time.

Newton, Irene M., from Bus Operator Part-time to Bus Operator Full-time.

Nicholson, David W., from Service Attendant to Power Yard Sweeper.

Orduna, Israel, from Bus Operator Trainee Full-time to Bus Operator Full-time.

Oriseh, Dorahanna, from Bus Operator Trainee Full-time to Bus Operator Full-time.

Ortega, David R., from Bus Operator Trainee Full-time to Bus Operator Full-time.

Passaretti, Joseph G., from Bus Operator Trainee Full-time to Bus Operator Full-time.

Patron, Gonzalo, from Bus Operator Part-time to Bus Operator Full-time.

Pierovich, Blaise, from Bus Operator Part-time to Bus Operator Full-time.

Pilot, Teresa K., from Bus Operator Trainee Full-time

to Bus Operator Full-time. Portillo, Frank L., from Bus Operator Trainee Part-time to Bus Operator Part-time.

Robles, Jesse M., from Mechanic C to Mechanic B.

Robinson, Mary E., from Bus Operator Trainee Part-time to Bus Operator Part-time.

Rodriguez, Daniel Navaro, from Bus Operator Trainee Full-time to Bus Operator Full-time.

Rodriguez, Eliazzer, from Bus Operator Part-time to Bus Operator Full-time.

Rodriguez, Irene D., from Bus Operator Part-time to Bus Operator Full-time.

Rodriguez, Javier G., from Bus Operator Trainee Trainee Full-time to Bus Operator Full-time.

Rodriguez, Milton M., from Bus Operator Part-time to Bus Operator Full-time.

Rodriguez, Pedro G., from Bus Operator Trainee Full-time to Bus Operator Full-time.

Rodriguez, Robert, from Bus Operator Trainee Full-time to Bus Operator Full-time.

Ross, James, from Bus Operator Part-time to Bus Operator Full-time.

Salcido, Vincent T., from Bus Operator Trainee Part-time to Bus Operator Part-time.

Sanchez, Antonio C., from Bus Operator Part-time to Bus Operator Full-time.

Sandoval, Francisco, from Bus Operator Part-time to Bus Operator Full-time.

Schneider, Thomas M., from Bus Operator Part-time to Bus Operator Full-time.

Sewell, Wanda R., from Staff Aide to Information Clerk.

Siddique, Abdul S., from

continued on page 16...

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## Schedule Changes

... continued from page 15

Bus Operator Trainee Full-time to Bus Operator Full-time.

Siddiqui, Guadalupe R., from Bus Operator Trainee Part-time to Bus Operator Part-time.

Sira, Jawahar S., from Bus Operator Part-time to Bus Operator Full-time.

Spencer-Bozeman, Brenda J., from Senior Secretary to Staff Assistant.

Stringer, Nancy A., from Bus Operator Part-time to Bus Operator Full-time.

Suarez, Richard A., from Bus Operator Trainee Full-time to Bus Operator Full-time.

Suchin, Suwat S., from Bus Operator Part-time to Bus Operator Full-time.

Trachter, Ira, from Program Control Analyst to Senior Program Control Projects Analyst.

Valdes, Tony J., from Transit Police Officer Trainee to Transit Police Officer.

Vazquez, Gilberto M., from Bus Operator Trainee Part-time to Bus Operator Part-time.

Velasquez, Rachel, from Information Clerk to Supervisor of Telephone Information.

Villalobos, Barbara C., from Bus Operator Trainee Full-time to Bus Operator Full-time.

Ward, Carolyn J., from Bus Operator Trainee Full-time to Bus Operator Full-time.

Warren, James G., from Customer Relations

Technician to Administrative Analyst.

# SHIFTING GEAR



Clopton, Valerie A., began with the District on November 2, 1978, retired as a Bus Operator on August 8, 1989.

Davie, Francis T., began with the District on July 11, 1960, retired as a Bus Operator on September 6, 1989.

Descombes, Robert A., began with the District on November 13, 1965, retired as a Bus Operator on September 1, 1989.

Fondreaux, Hardy T., began with the District on March 5, 1966, retired as a Bus Operator on August 31, 1989.

Gauthier, Jules, began with the District on September 19, 1946, retired as an

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Watkins, Darvin A., from Bus Operator Trainee Part-time to Bus Operator Part-time.

Wert, Joan G., from Bus Operator Part-time to Bus Operator Full-time.

Wheaton, Suprena D., from Bus Operator Trainee Full-time to Bus Operator Full-time.

Williams, Deborah D., from Bus Operator Part-time to Bus Operator Full-time.

Wilson, Raymond E., from Equipment Service Supervisor to Equipment Engineering Technician.

Williams, Willa M., from Bus Operator Part-time to Bus Operator Full-time.

Wong, Wing S., from Mechanic B to Mechanic A.

Equipment Maintenance Supervisor on July 31, 1989.

Goodwin, Estelle, began with the District on May 17, 1979, retired as a Bus Operator on July 29, 1989.

Grosz, Mae E., began with the District on June 14, 1965, retired as an Information Clerk on June 28, 1989.

Hill, Billy L., began with the District on July 1, 1974, retired as a Schedule Checker on August 31, 1989.

Jacobs, Larry J., began with the District on September 15, 1972, retired as a Bus Operator on August 22, 1989.

Johnson, Calvin I., began with the District on August 20, 1966, retired as a Bus Operator on August 27, 1989.

Lewis, Eddie C., began with the District on June 9, 1975, retired as a Bus Operator on September 8, 1989.

Lucas, K. M., began with the District on April 16, 1966, retired as a Bus Operator on July 18, 1989.

Marquardt, Robert, began with the District on August 27, 1966, retired as a Bus Operator on September 5, 1989.

McClure, John M., began with the District on January 25, 1974, retired as a Bus Operator on July 31, 1989.

Mercadel, Walbert F., began with the District on January 12, 1973, retired as a Schedule Checker on June 2, 1989.

Morales, Ignacio N., began

with the District on May 25, 1975, retired as a Utility A on August 31, 1989.

Robinson, Billy R., began with the District on July 23, 1966, retired as a Bus Operator on August 1, 1989.

Scott, Frank R., began with the District on May 21, 1966, retired as a Bus Operator on July 31, 1989.

Shaw, Herbert E., began with the District on January 12, 1976, retired as a Service Attendant on July 17, 1989.

Sterling, Clarence W., began with the District on August 27, 1966, retired as a Bus Operator on August 31, 1989.

Sugarman, Charles M., began with the District on July 30, 1966, retired as a Bus Operator on August 1, 1989.

Sylva, George R., began with the District on July 19, 1969, retired as a Schedule Maker II on August 8, 1989.

Willoughby, Clyde G., began with the District on November 3, 1965, retired as a Mechanic A on July 10, 1989.

Wilson, Ellis E., began with the District on July 14, 1975, retired as a Bus Operator on July 31, 1989.



# COMMENDATIONS



*RTD Retirees were recognized at the September 14, 1989 Board of Director's Meeting and were presented with plaques by RTD Director Joseph Dunning. Front row, from left to right: Division 9 Maintenance Manager Milo Victoria, Mr. Hinrichsen, Division 9 Typist-Clerk Norma Hinrichsen, Division 15 Operator Valerie A. Clopton, Division 18 Operator Eddie C. Lewis, and Division 15 Operator Robert Marquardt. Back row, from left to right: Division 10 Maintenance Manager Ray Kunkle, Equipment Maintenance Director Rich Davis, Director Dunning, and Assistant Director of Transportation Ralph Wilson.*



*RTD Retirees were recognized at the September 14, 1989 Board of Director's Meeting and were presented with plaques by RTD Director Joseph Dunning. Front row, from left to right: Division 18 Mechanic B Edward R. Guzman, Mrs. Claude H. Brown, Schedule Checker Claude H. Brown, Schedule Checker Walbert F. Mercadel and Mrs. Mercadel, and Mechanic A Bobby H. Brice. Back row, from left to right: Equipment Maintenance Director Rich Davis, RTD Director Joseph Dunning, Director of Schedules Robert Holland, and Assistant Director of Transportation Ralph Wilson.*



*Mot Tang was chosen the General Services Employee of the Month for August. Tang has been with the District since 1983. During his employment he has proven to be an important asset to the department. Tang is one of 6 employees who service the entire CMF facility for General Services. His attendance and work performance has been outstanding. He also comes to work with an attitude and ability toward his duties that is nothing short of meritorious. From left to right: General Services Supervisor Darryl Calmese, Mot Tang, and General Services Manager Brian Soto.*

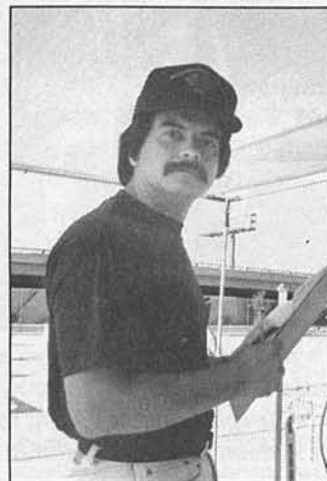
# Division 10 Wins First Bus Maintenance Rodeo



*Division 2 was selected as the site for the First Maintenance Rodeo.*



*With a little help from Transportation, the roadtest portion of the Rodeo is laid out.*



*Milo Victoria acted as Master of Ceremonies.*

Admittedly, watching any person use an airgun, a wrench, or a screwdriver isn't the most exciting event in the world. But, put three people and a bus bugged with defects together with only 10 minutes to discover them, correct them, and maintain an idle of 600 RPMs while a cheering crowd observes--now that's excitement.

Ten divisions of three-men teams each participated in this first-of-its-kind event. The teams competed in three different

tests which included the Power Train Defect requiring the members to identify within 10 minutes seven engine or transmission problems rendering the bus inoperable. This contest was followed by the Vehicle Inspection Problem in which all members had to discover 18 equipment defects planted inside or outside the bus in seven minutes. The last hurdle was the Obstacle Course on which one member operated a coach through lanes of diminishing clearance,

serpentine winds, sharp turns, and reverse turnouts.

Families and friends of contestants came early for the event held at Division 2 and cheered on their favorite teams, especially generous with their applause when they heard bugged engines turn over. Coordinator of the event, Mike Stange said he was pleased the rodeo went as smoothly as it did. "I think it was a great opportunity for the mechanics to show off their diagnostic skills and an opportunity for

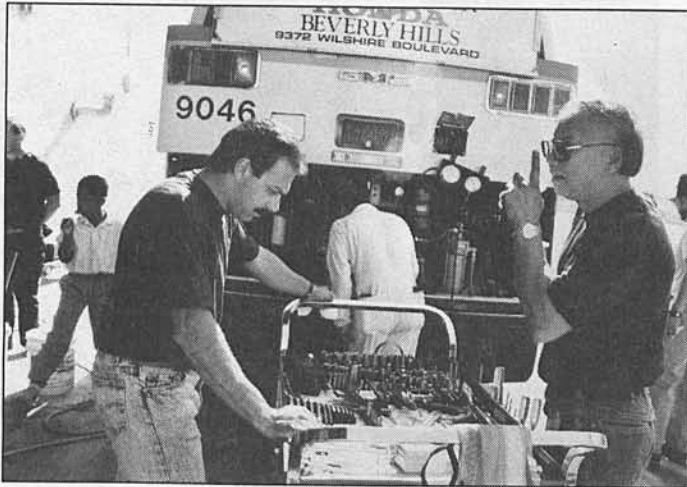
District departments to cooperate in a joint venture. When we do this on an annual basis, I think it will give the mechanics a new goal to strive for in this industry-accepted event."

CMF EMS Howard Shelter said that the teams were picked by the rank and file through a vote. "I don't think I could have done better myself in the selection. These are all top-notch people," he said.

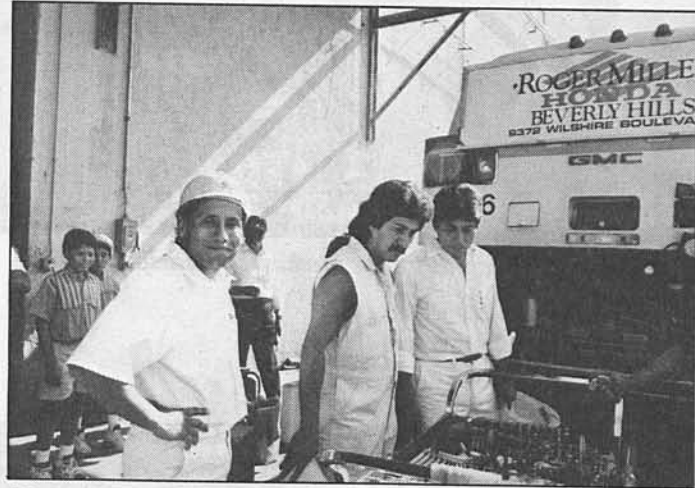
Second-place finishers in the Rodeo came from Division 7 and included



*Only mad dogs, English men, and Norma Flores and Dick Christie would be out in the midday sun judging hopeful mechanics on the obstacle course.*



*Instructors Ron Cotroneo and Richard Au decide how to bug the bus for the Power Train Defect Test.*



*Marco Pedemonte (left) Miquel Enriquez, (center) and Javier Castro (right) begin to "debug" the bus.*

Hyen No (known as Dr. No), Paul Rivera, and Dale Sutherland. The second-place team members each received \$750, a plaque, and two tickets to Universal Studios Tours. Division 15's team came in third with their team of Vic Uemura, Clyde Brawley, and James Badgett. Each member received \$500, a plaque, and two tickets to Medieval Times restaurant.

The now reigning first-place winners, Division 10, were awarded \$1000 each, a plaque, a watch, two tickets

to a Raiders game, and the pleasure of maintaining possession of the perpetual trophy. Division 10 team members Enriquez, Pedemonte, and Castro represented the District at the national Rodeo in Dallas, Texas, held October 14-16.

Commenting on his coup after the awards ceremony, Miguel Enriquez, 33, said: "All it took was practice, practice, practice.... We also had a lot of people helping us. I want to thank Salvador Bustos for all his help."

Enriquez has been with the District for 9 years.

Marco Pedemonte, 29, gave credit to the confidence he had in his team mates. "We trained for several hours each day. It was the team effort and we got lucky."

Javier Castro, 41, said it was perseverance which paid off. "I think we won because of our training and just following through step by step. Our communication and our attitude were factors. We always thought about winning. Everyone

here helped us. This is just the greatest experience for me. I have never won a trophy in all my life. I am just so glad that when I finally did, it was at the RTD."

Those mechanics who put themselves on the line in competition included, Division 1: Joe Drouin, Robert Scott, and Tri Tran; Division 3: Rosendo Jaurequi, Gerard Silva, and Roger Priest; Division 5: Michael Junyk, Herbert Lewis, and Anthony Taylor;

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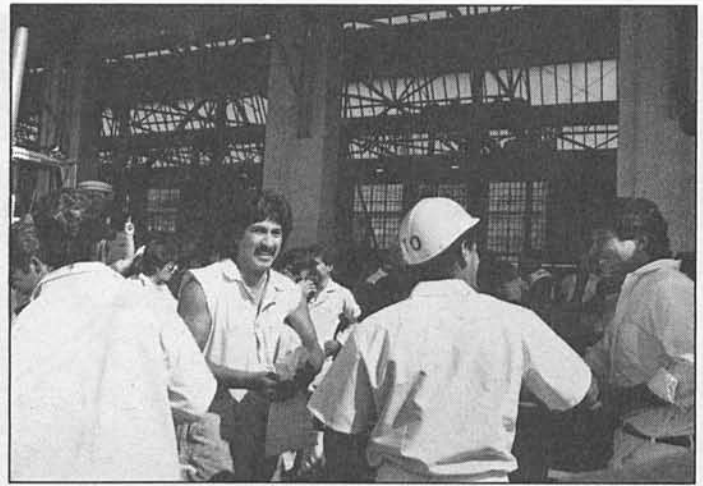
## Division 10 Wins



Every minute counts for the mechanics participating in the Power Train Defect Test.



"How much more time do I have?" shouts Enriquez.



The bus started and a happy Division 10 team goes on to the next hurdle.



Judge Mike Marelli observes Marco Pedemonte's recording of abnormalities during the Vehicle Inspection Test.

... continued from page 19

Division 6: Joe Williams, Ron Epps, and Joe Medrano; Division 9: Jesse Estrada, Jorge Perez, and Jack Atkins; Division 18: Melvin Dunbar, Manuel Rojas, and Luke Logan; CMF: Emmitt McGee, Frank Collison,

and Jose Villa. Coordinator Mike Stange admits that the Rodeo was an involved undertaking that would not have succeeded without a little help from his District friends. Those helpful folks included Division 18 Manager Max Martinez,

Division 7 Manager Emilio Caballero, Senior Instructor Mike Bottone, Bus Rodeo Coordinator Vicki Varga, EMS Robert Parreco, EMS Mike Marelli, FM Supervisor Russ Meek, and Senior Instructor Frank Cecere.

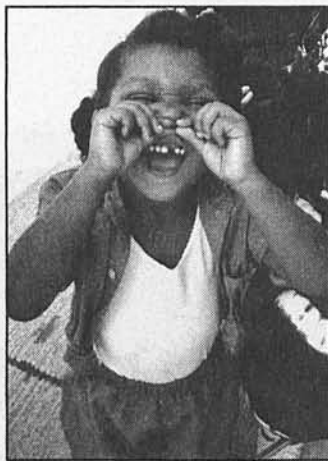
The maintenance crew

that created the defects in the buses that the mechanics had to correct included Instructors: Ron Cotroneo, Julius Rakisits, Carlos Rojas, Richard Au, and Mike Bottone.

Volunteer judges were recruited from many District departments.



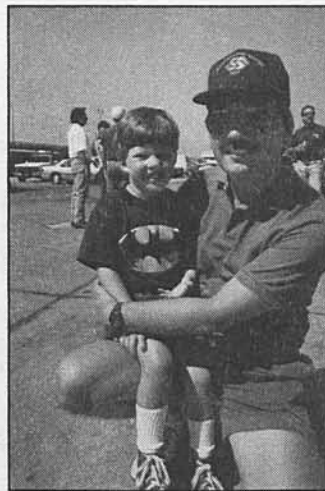
*CMF EMS Harold Torres came with his daughter Catrina, 5, and caught up with Yolanda Perez' daughter, Monique (right).*



*While watching her daddy, Division 15 Mechanic A Clyde Brawley compete, daughter Brittany shows why she got a dollar from the tooth fairy.*

These included Maintenance: Rosalyn Townsend, John Freeman, Ray Wilson, Annie Zavala, Brenda Cummins, Yolanda Perez, Allan Brown, Noreen Brown, and Steve Conlee; Risk Management: Norma Flores, Barbara Lorenzo, Marlene Allen, Norma

Alvarez, Jackie Hill, Marsha Kearns, and Kevin Lappi; Facilities Maintenance: John McElmon; Metro Rail: Mary Louise Rowsell; OCPM: Greg Chornak and Barbara Kasimates; Transportation: Frank Cecere; OMB: Dick Christie; and Division 10:



*Equipment Maintenance Assistant Director Michael Leahy came with his four-year-old son, Michael.*

Tari Debretson.

Director of Equipment Maintenance Rich Davis praised the event as a challenge that worked to inspire mechanics toward greater excellence in their craft. "And, I know our team will give 'em a good kick down in Dallas."



*Division 7 Mechanic Dale Sutherland gets a congratulations handshake from his supervisor on completion of the obstacle course.*

*continue on page 2 . .*

The event was sponsored in part by Amni-America (interior/exterior bus advertisers), Goodyear Tire Co., Detroit Diesel Corp., Utility Industrial Trophies, the Employee Activities Department, and the Equipment Maintenance Department.

## ... Roadeo

... continue from page 21



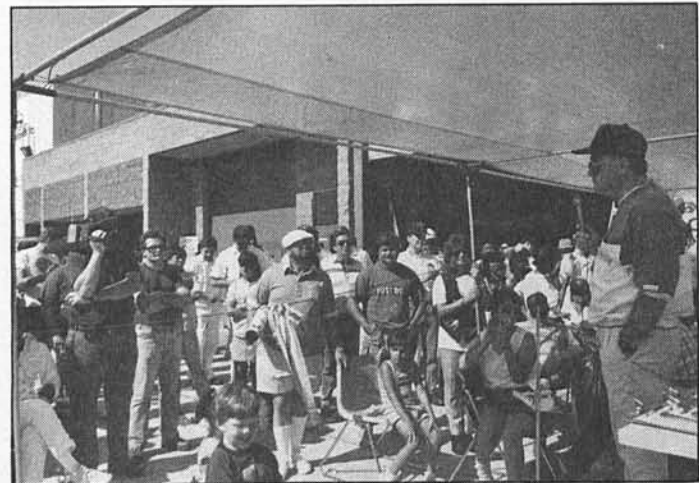
*"Now that's a job well done," sighs one mechanic after the Power Train Defect Test.*



*Winning ain't half bad!*



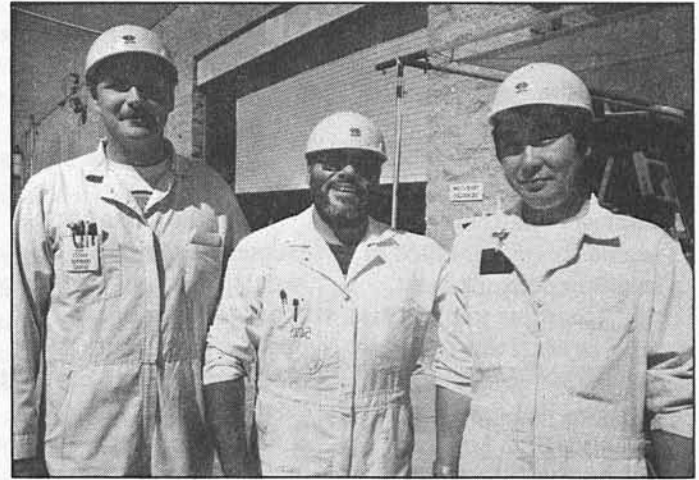
*Vicki Varga congratulates Roadeo Coordinator Mike Stange on a good show.*



*Equipment Maintenance Director Rich Davis ends the suspense and announces the runners-up and the winning team.*



*Division 15 came in third place. The team members included, left to right: James Badgett, Vic Uemura, and Clyde Brawley.*



*Division 7 took second place. The team members were, from left to right: Hyen No, Paul Rivera, and Dale Sutherland.*



*Rich Davis congratulates the winners from Division 10, including their coach Orville Steenbock. From left to right: Rich Davis, Miguel Enriquez, Javier Castro, Orville Steenbock, and and Marco Pedemonte.*

---

## Friends Remember Matthew Martinez

by Jim Montoya, *Materiels*

On Saturday, September 9, 1989, at 10:45 p.m., fellow employee Matthew Martinez was tragically killed in an automobile accident.

According to published reports, Matt was traveling east on the Pomona Freeway, just east of Atlantic Blvd. He was slowing down to avoid an earlier accident when his vehicle was struck from behind and sent into another lane. Once pushed into the other lane, he was struck by an oncoming car and his car exploded.

Matthew had spent that evening with friend watching his beloved UCLA Bruins in a football game at the Rose Bowl. Those of you who knew Matt, knew he was an avid Bruins fan.

Matthew began at the District as a Stock Clerk on December 17, 1984. He worked throughout the District at various divisions, including South Park, and eventually made his way to CMF. Matthew was known by his co-workers as an outgoing individual who lived his life with gusto. Those of you who knew him personally, loved him for his outgoing manner and friendly personality. Those who knew him casually, admired him for his ability to get along with others.

Matt's passions included baseball and football. He was a member of RTD's softball team and was known to attend every

UCLA home game possible.

Matthew was born September 21, 1966. He would have been 23 in two weeks had it not been for his untimely death. Matt had recently been engaged to be married. He is survived by a sister and both parents. His father, Max Martinez, is the Division Maintenance Manager at Division 18.

Our hearts and prayers go out to his loved ones. Words could not fully convey the true feelings we have for him. God Bless him.



## C PUBLIC COMMENDATIONS

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### Thanks for Job Well Done!

Division 3201  
Jacinto Lazo  
R. W. Schlumpf  
Division 3203  
Elmer Briscoe  
James Gardner  
Division 3205  
Frances Brown  
Gerald Luke  
Dennis Washburn  
Carl Winston  
Division 3206  
Mary Collins  
Division 3207  
Glen Booth  
Albert Evans  
Larry Feldra

Rondy Harris  
Division 3209  
Lloyd A. Jennings  
Division 3215  
Kenneth Keys  
Christine O'Neil  
Division 3218  
Jimi Greene  
L. C. Mitchell  
Dianne F. Rose  
Department 7500  
Andre Hanna  
Department 3900  
Walter Seiler  
Arthur Heywood  
Division 9310  
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## IN MEMORIAM

Fann, Miles, began with the District on January 9, 1948 as a Bus Operator, passed away on September 5, 1989. Flores, David, began with the District on January 14, 1975 as a Utility A, passed away on August 29, 1989. Lewis, Eddie, began with the District on June 9, 1975 as a Bus Operator, passed away on September 8, 1989. Martinez, Matthew J., began with the District on December 17, 1984 as a Stock Clerk, passed away on September 11, 1989. Natawidjaja, Frieda, began with the District on July 26, 1979 as a Schedule Maker II, passed away on September 4, 1989.



## War and Rememberance of a Transit Operator

by Allan Styffe

The year 1989 marks the 25th anniversary of RTD's role as the major transit operator in the Los Angeles area. Insofar as I retired from the RTD in January 1986, I enjoyed a twenty-one year share of that RTD history and I can tell you, the RTD and its employees have done a spectacular job over the past quarter century.

I am truly saddened by the unrelenting attacks on the management and employees of RTD by certain public figures whom I suspect have no real concern for good public transportation in the first place and even less concern

for those who work to provide it. Be of good cheer though, for as long as I can remember, politicians have used their transit systems as "whipping boys" here and elsewhere.

RTD employees are at least accomplishing each day that which they are paid to do. This is evidenced by the fact that the buses roll dependably every day, which in itself is a notable credit to each and every employee of the District.

Just compare District performance with that of its detractors. I point to the unsolved problems of crime, homeless people, air pollution, sewers contami-

nating beaches, traffic gridlock, and other ills that plague our area. In my humble but studied opinion, it would seem to make sense to work together to solve all of the problems in a spirit conducive to getting the job done cooperatively with less emphasis on ideological differences.

It is true that there have been operating problems charged to the District and its employees over the past 10 years in particular, but many of these problems were forced on the District's employees in the never-ending search for the ultimate in operating technologies which have been put into use without sufficient time for research and development. The chief case in point in this regard, in my opinion, was the wheelchair lift mechanism technology which was required to be included in

RTD bus specifications even though it was known that there were many imperfections rampant in it. Even so, the District and its employees went to work to make the program a success in spite of the shortcomings

---

*Just compare*

*District performance*

*with that of its*

*detractors.*

---

inherent in the then present state of the art. Oh, how the complaints came in and, oh, how the District and staff were criticized, but somehow we prevailed with little understanding from any one outside the District. This was just one example of how programs can be legislated without really knowing (or caring) how to make them work.

I won't comment at any length on the current dilemma on the subject of Metro Rail problems, as those are things to be solved by the engineers, but probably will be solved by the politicians. At any rate, there will undoubtedly be little credit given to the RTD staff and employees who have worked so long and hard on the project with unquestionable dedication and diligence. To me, there seems to be little to gain from trying to demoralize these dedicated employees, but for the sake of political expediency, who cares?

RTD employees over the past years, have responded to several outstanding challenges. In my

*continued on page 26...*

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## Ride Share Week



Celebrity moms joined the RTD and other transportation agencies in September to help kick off the week of October 2 through 6 as

California Rideshare Week, designed to encourage individuals to share a ride. October 5 was designated as the day when transportation

*Shown encouraging people to take RTD to work are, left to right: RTD Assistant General Manager for Planning and Public Affairs Albert Perdon, Georgia Holt (Cher's mother), and Jackie Stallone (Sylvester Stallone's mother).*

agencies including the RTD ask that workers abandon their solo commute and switch instead to ridesharing.

## ... Remembrance ... continued from page 25

opinion, the most notable of these were the 1) 1974 gas shortage, 2) 1976 service re-design projects in the San Gabriel Valley and other sectors, and 3) the 1984 Olympics.

I sincerely believe that the response to the 1974 gas crisis was the most noteworthy in that operating changes as the result of this crisis, and the county subsidized 25-cent flat fare program along with the short-lived 10-cent Sunday program put a greater strain on District resources for an extended length of time than anything else facing the District in its 25-year life. Almost overnight, service demands increased by leaps and bounds. The District found itself short of workers in all departments, and of adequate numbers of buses with which to do the tremendous job that unfolded.

I believe that the then General Superintendent of Maintenance, George Powell, and the entire Maintenance Department did the greatest job in its history during 1974 and 1975. Their dedicated response was just short of a miracle.

In order to meet service demands a number of old buses which had been retired and awaiting disposal were reactivated and put into service. Additionally, 182 old buses were acquired from Atlanta, Fort Worth, Kansas City, Memphis, and other cities and were driven or hauled to Los Angeles. Those buses were in various states of disrepair and needed to

be refurbished before being placed in RTD service. As a matter of fact, bus number 6501 which had been on the property as Pacific Electric's test prototype diesel bus #2700, the forerunner of diesel coaches used to replace the red cars from 1949 on, was included in the lot. This bus had been sold to San Pedro Transit Lines in the late 1960's and returned once again to the RTD bus roster where it remained in operation until the mid-1980's as the District's oldest bus.

Insofar as this fleet of "Boomer" [*Boomer* is railroad parlance meaning equipment or personnel who bounce from property to property.] buses arrived in a variety of the colors of their former owners, it was necessary to quickly repaint them so that they would be presentable. A quick decision was made to paint the buses solid white. Ergo, this collection of relics became fondly known as the

"Great White Fleet" (see photo).

During this time, the Transportation Department, which was led by Mr. John T. Johnston, took hold and placed every bus of this relic fleet into service the moment it was released by the Maintenance Department. New park-n-ride routes were planned and put into operation and supplementary service was added to other routes. Operators and schedulers worked long hours and under conditions not experienced since the trying days of World War II. Bus riders were many and tempers were short but the operators, instructors, and supervisors really came through. This was the shining hour for all District employees.

Since 1974, times for the District and its employees have never been settled ones. Management leaders have come and gone, resulting in many interest-

ing operating concepts, but the District has marched onward and I believe this is due to the combined strength of its employees who I believe will ensure quality transportation in Los Angeles long after the District's critics here today will have been long forgotten.

In closing, I'd like to credit the basic enduring management foundation of the District to the good judgment and management leadership of George Goehler, Jack Gilstrap, John Johnston, and George Powell, the men who were our teachers, and to Sam Black, Joe Scatchard, and Richard Powers who so ably guided the operations of the District into the early 1980's. And, last but not least, I salute Jeff Diehl, Russ Wilson, and Steve Parry for the leadership and successful outcome of the 1984 Olympics ordeal.

History will judge the leadership qualities of the managers and the employees over the next 25 years. Good luck, and may those years be as prideful as the past 25.



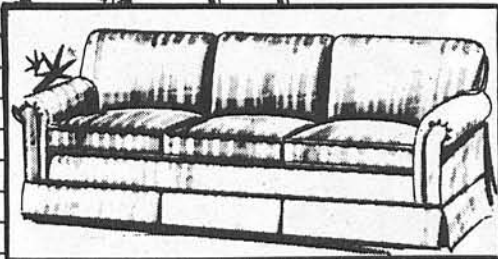
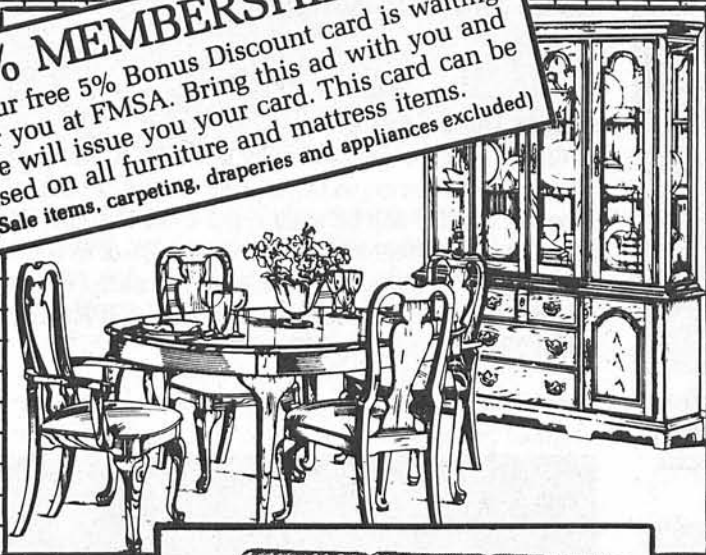
*Bus #6500, a GMC Model 4510, started its life with Pacific Electric Railway Co., in 1949. It was sold nearly 20 years later by RTD to San Pedro Transit, was retired by them and sold back to RTD during the 1974 fuel shortage where it served for nearly another decade as RTD's oldest bus assigned to various divisions including divisions 5 and 15. (photo by A. W. Styffe)*

*Allan W. Styffe retired from the Operations Department in 1986 as an Administrative Services Officer. His long career in transit began when as a teen-ager during World War II in his native Worcester, Mass., he worked on streetcar snow sweepers. His first job paid him 75 cents an hour. Nine years later in Los Angeles in 1952, Styffe hired on with the Los Angeles Transit Lines as a streetcar operator.*

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# The Long . . .

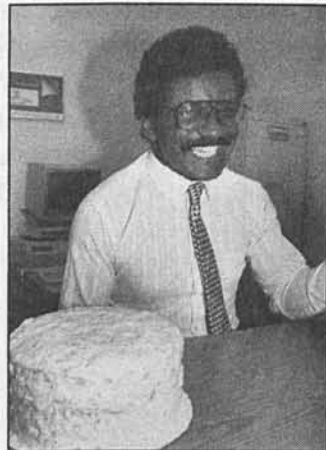


## RTD Goes the Home Show

*RTD employees advanced the news of the advent of light rail in the most entertaining way at the Vons Latino Home Exposition held at the Long Beach Convention Center on September 16. The Exposition was billed as a food and home show. The Marketing Department and Telephone Information Department teamed up with a light rail "Wheel of Fortune" that caught the eye of many of the attendees. From left to right, behind the counter are: David Wilson, Cynthia Gramajo, and Scott Smith. The event was timed to coincide with Mexican Independence Day. RTD was one of the sponsors along with KMEX-Channel 34, La Opinion, Radio Station KSKO, Vons, and Coca-Cola.*

## Homemaking Homebodies at the District

*It's no surprise to anyone that Benefits Technician Andre Hanna won three blue ribbons for his cakes entered at this year's County Fair in Pomona. First-place recognition was awarded for his 2-layer yellow cake with a pineapple cream cheese frosting (which is pictured), a first-time entry; and also for other first-time entries of a 2-layer spice cake with caramel frosting and a 2-layer coconut cake. His German chocolate cake came in fourth place. Benefits Technician Ann Craver placed fifth for her counted cross-stitching of a landscape. Employment Manager Nikki Barnard came in second place with her entry of honey lemon creme cookies. And, Labor Relations Manager Brenda Diederichs won fourth place for her table setting.*



## Blessed Are the Generous of Spirit and Body

On September 26, 1989, the AIDS Project LA sponsored its annual fund-raising walk. Of the many thousands of Angelenos who participated, 14 were RTD employees. They included (to name only a few known at press time): Jacqueline Davidson, Margaret McHenry, Rebecca Smith, Ron Stamm, and Marian Williams.

After the last blood drive held at the District on September 29, Senior Safety Specialist Jon Vandercook has donated a total of 44 units of blood (5-1/2 gallons) since he started donating in the early 1970's.

## Dance, Dance, Dance

A dinner-dance coordinated by Division 10 Mechanic Rigoberto Banuelos to benefit the senior citizens of Apozol, Mexico will be held at the Casa Latina on Friday, November 10, 1989 at 8800 E. Garvey Blvd. in Rosemead from 6 p.m. to 1 a.m. The price for the buffet and dance is \$15 per person. For more information, call Rigoberto at (818) 284-6177 or (213) 972-6310.



## So Long RTD

*Division 10 Mechanic A Renato Medina retired after 32-1/2 years with the District. Family and friends gathered at the Division at noon to bid a final farewell. Equipment Maintenance Director Rich Davis and ATU President Neil Silver were on hand to wish Medina a great retirement. Medina's children and his wife, Marcela, were also in attendance at the farewell party. Medina told his friends that he liked his work and that he liked to work. "For that reason it is painful...it is hard to leave," he said. Enjoy your retirement Mr. Medina, you've earned it. With Medina are from left to right: Neil Silver, Rich Davis, Medina, and Ray Kunkle.*

## ... and the Short of it

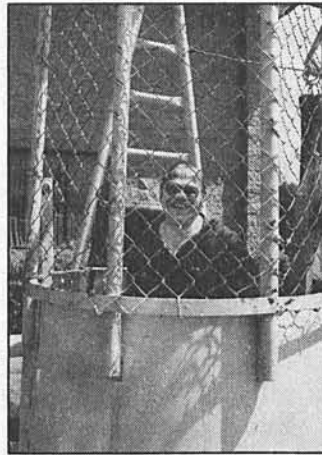


### Division 3 Barbeque

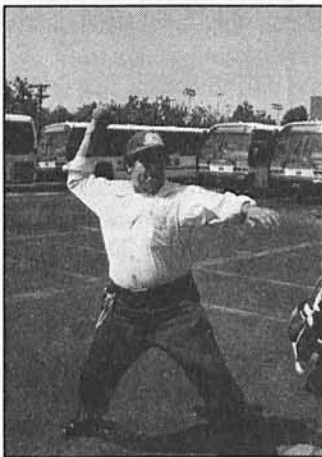
On September 1 Division 3 hosted their long-awaited barbeque. Family and friends were invited to partake the mouth-watering delicacies. Steered by Committee Chairwoman Maria Flores, employees planned and presented a fun-filled event which included a great menu, games for the children, and a dunking tank for the adults. Assistant Manager Jack Owens was the good-sport Dunkee. Good show Division 3! Cooks Kris Sharp (left) and Robert Gullart prepared the feast.



Lucky Jesse Castorena and Rick Van Der Geugten enjoy the finished product.



Jack Owens enjoyed the barbeque in his wet bathing trunks the entire time.



Operator Salvado Sanchez can't resist dunking poor Jack Owens with gusto.



Photo by Eastern Group Publishers, Inc.

### Charity Golf Star

Warranty and Equipment Mechanic Steve Mullaly won the First Annual Andy Vargas Scholarship Foundation Golf Tournament held in September at Almansor Court in Alhambra. Proceeds from this event benefit graduated students of Glen Alta Elementary School who, after they graduate from high school, can become eligible for college scholarships. As a winner, Mullaly received a gigantic trophy for his first-place win with a score of 69. Steve is pictured in the back toward the left, the one holding the biggest trophy. He is surrounded by Glen Alta students.

# Paean to the RTD en Español

*Editor's Note: The following poem was written by a passenger named Dario Quiroga Enriquez. Mr. Quiroga is an optometrist and a passenger on Division 9 Operator Jesus Leal's bus. Mr. Quiroga's son, Oscar, also happens to be an RTD employee. The original poem was written in Spanish, for the convenience of many of our readers it has been translated into English.*

## Paseo Entretenido Y Valioso

*por Dario Quiroga Enriquez*

Si te quieres divertir  
en apacible descanso,  
al Autobus debes subir  
y observar con entusiasmo.

Es un museo de gentes  
con rostros interesantes,  
de seres, tristes y alegres,  
inocentes o tunantes.

bellisimas entre bellas,  
de jóvenes ejemplares,  
asi tambien verás feas,  
para que así las compares.

Venerables ancianos,  
sobre el róstro, con su  
historia  
o jóvenes de pocos años,  
que en busca van, de  
victoria.

Con las vidas que tu  
observas,  
tendrás una clase especial,  
caras, felices de veras  
y que otras son de funeral.

Quizas ricos, preocupados  
y así pobres, mas contentos,  
algunos mas preparados  
a disfrutar los momentos.

Unos nacen optimistas  
y con poco, se complacen,  
otros nacen pesimistas,  
lloran, aunque todo  
alcancen.

No se encuentra en la  
riqueza,  
la mayor felicidad,  
Dios da el premio de la  
dicha  
al que reparte bondad.

Despues del bello paseo,  
notarás, que has aprendido  
a reforzar tu deseo,  
de observar, lo acontecido.

*--Los Angeles 1989  
Dedicada a la Compañía  
RTD de Autobuses en los  
cuales viajo comfortable-  
mente hace mas de 25 años  
y en donde en la actualidad  
trabaja mi Hijo Oscar  
Quiroga, como Ingeniero de  
Comunicaciones, en el  
proyectado Metro Rail de  
Los Angeles.*

## An Entertaining and Valuable Ride

If you want to take pleasure  
in a peaceful rest  
get on a bus  
and observe with en-  
thusiasm

It's a museum of people  
with interesting faces  
of beings sad and happy  
innocent and roguish

Beauties among beauties  
of model youth  
you will also see ogres  
for your comparison

Venerable old people  
with histories on their faces  
Or youth of few years  
looking for victories

With the lives you observe  
You will have a special class  
Faces, truly happy  
and others are funereal

Perhaps rich and worried  
and thus poor, some  
happier  
others more prepared to  
enjoy the moments

Some are born optimistic  
and with little are pleased  
Others are born pessimistic  
and cry although they have  
everything

One does not find in riches  
the greater happiness  
God gives the prize of good  
luck  
to the one who shares  
goodness

After the beautiful ride  
you will notice that you  
have learned  
to reinforce your wish  
to observe that which  
has been granted

*--Los Angeles 1989  
Dedicated to the RTD bus  
company with which I have  
traveled comfortably for  
more than 25 years, and  
where my son, Oscar  
Quiroga, works as a  
Communications Engineer  
on the the Metro Rail  
project.*

\$\$\$

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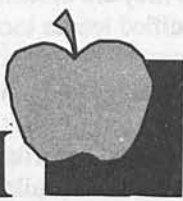
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# TO YOUR HEALTH



## The Great American Smokeout: November 16, 1989

Nag. Nag. Nag. You're tired of everyone reminding you about why you should stop smoking. You already know all the facts. Sure, you know more and more people are complaining about the stench. You know your teeth are yellow, and that every morning you wake up the entire household with your rasping cough. You know nicotine is addictive. And you know that you and your family and friends who breathe your clouds run a greater risk of dying from lung cancer ... a stroke ... emphysema ... heart disease ... or oral cancer.

But, you argue, I've got to die of something. And I don't want to gain the weight I'll take on if I quit. Come on, smoking relaxes me. I just don't have the willpower. I really like to smoke. So get off my back!

Quit kidding yourself. If you smoke, your body is addicted to nicotine. That's really not much different from being addicted to crack or any other street drug, you know. You're hooked on a drug.

Join millions of other smokers around the world and make November 16 the first day of your new fresh-air life. Make a commitment to yourself. Your life's worth it. Go cold turkey, but find a support

group (a friend, co-worker, spouse, or a gathering of soon-to-be, former smokers) to help you get through the hard times that are inevitable when you're addicted.

Toss out those expensive weeds and discover the many wonders that await you:

- Within just 12 hours, your heart and lungs will start to heal themselves. you'll probably feel worse for two or three days as your body rids itself of nicotine, a powerfully addictive chemical. Be ready to conquer temptation by keeping low-cal snacks and sparkling water nearby, and keep your hands BUSY. Take a nap if you're drowsy. Soak in a warm bath or sip herbal tea. Pamper your body for a change. CONGRATULATIONS! You're on your way!

- Within just a few days, you'll probably be able to taste and smell again. If you stop smoking now, you'll be able to relish the subtle flavor of the stuffing in your Thanksgiving turkey, or savor the scent of the season's first crackling fire. BRAVO! Life has some new joys.

- Before long, you can enjoy your freedom from coughing and bouts of bronchitis. Instead, you can concentrate your energy (and new-found money) on developing new habits and

hobbies that will last for your now-longer lifetime. Find a way to stay in shape. Enjoy your favorite activity, whether it's collecting ice cream scoops or sky diving. Discover a new zest for living. KUDOS!

- Put the money you would have spent on coffin nails into a treat fund-- you'll soon have saved enough for a movie (in a clean-air theater), new clothes (that don't reek of smoke), a ski trip (that won't leave you breathless), or some other way to celebrate being in control of your life. HOORAY!

How will you know when your battle with nicotine is won? You'll know you've taken control of your life...when you start urging your friends to give up the filthy habit...when you find that drifting smoke irritates your nostrils...when you realize how silly people look with weeds wrapped in paper dangling from their mouths. CONGRATULATIONS! YOU DID IT!

## Quit Tips from the American Cancer Society

- Hide all ashtrays and matches.
- Lay in a supply of sugarless gum or carrot sticks.
- Drink lots of liquids, but pass up coffee and alcohol.
- Tell everyone you're quitting.
- When the urge to smoke hits, take a deep breath, hold it for 10 seconds, and release it s-l-o-w-l-y.
- Exercise to relieve the tension.
- Try the buddy system and ask a friend to quit with you.

## JOIN THE GREAT AMERICAN SMOKEOUT

THURSDAY,  
NOV. 16



"Eliminate just one tablespoon of fat a day from your diet and you probably won't gain weight when you stop smoking," says Susan Schiffman, Ph.D., member of the Nutri-System Weight Loss Unit at Duke University Medical Center. New research has found that smokers burn an average of 100 extra calories a day (the equivalent of a tablespoon of fat), and tend to gain, on average, 5 to 10 pounds when they quit smoking. "So if your excuse for smoking is that you'll get fat if you quit, cutting down on your fat intake a little is an easy fix," Schiffman says.



The percentage of American adults who smoke has dropped from 40 percent in 1965 to 29 percent in 1987, according to the Surgeon General's latest figures. But the rate of decline was slower for women (32 percent down to 27 percent) than for men (50 percent down to 32 percent).

# Axel's Green Thumb

## Mexican Christmas Flower

This month I present the poinsettia. This plant is also known as the Mexican Christmas Flower, Christmas Flower, and most commonly Poinsettia.

I include, here, the botanical name (Latin) in capital letters and the common names in lowercase of each plant. A plant is classified by its plant family (basic characteristic of a group), its scientific name or botanical name (Latin) which includes the genus and species, and the common name. There could be several common names that are known to us for the same plant; also several different plants could have the same common name. If you purchase a plant by giving a common name and you are given a plant that is different from what you wanted, don't blame the sales person because it might be known by that name also.

The poinsettia was named after Dr. J. R. Poinsett, who is likely to have first discovered it. The family of plants that it belongs to is EUPHORIACEAE; this family has a common trait of an acrid, milky sap which can cause irritation to the skin. Several of the plants resemble cactus plants and most are succulents. The flowers of this family are very small and are located in the center of colorful bracts (modified leaves). The botanical name of the poinsettia is EUPHORBIA PULCHERRIMA.

The poinsettia is a native of Mexico and blooms in the early winter (November) to early spring. If you look carefully at the plant when it is in bloom, you will notice small, yellowish, and inconspicuous flowers above the showy red "leaves." These

"leaves" are called bracts and they are actually modified leaves located just below the flower or flower clusters (not all plant flowers have bracts). There are several colorful varieties of poinsettia available: bright red bracts, pinkish bracts, and white bracts. The red poinsettia is the best for outdoor use.

The poinsettia will grow outdoors in our climate against a sunny wall or a sheltered corner if you happen to live in an area where it might get frosty. Plant in mid spring/early summer in the garden. The poinsettia will become "leggy," up to 10 feet, so you might prune it back to maintain a bushy growth. This pruning also will produce larger bracts during blooming. While the plant is blooming, a fertilizer high in nitrogen will produce richer colors, but be cautious; using too much might burn the plant.

If you want to maintain the poinsettia as an indoor plant, trim the plant, otherwise it will become too large for indoor use.

Keep the soil "damp" but not wet. In October place the plant in a dark closet in the evenings for a "good nights sleep" (away from artificial light) for at least 14 hours a night. The plant requires this low level of light to produce the flowers for the winter. When the poinsettia is flowering, a sunny window is excellent but be careful of any sudden drops in temperature -- the leaves could fall off as a protection against freezing.

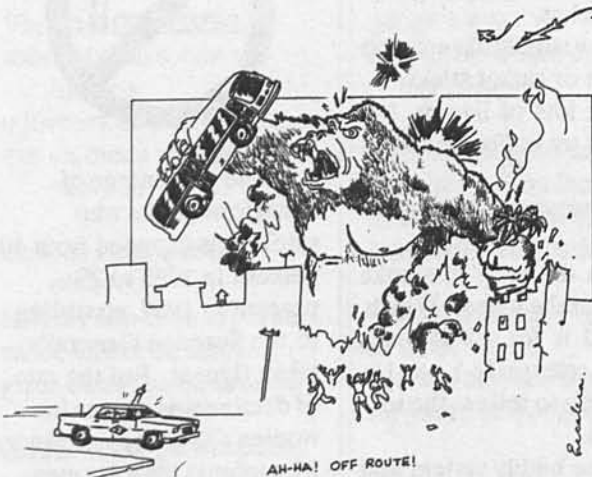
If you would like to purchase a poinsettia this season you may contact the Employee Activities office at 213-972-4740. If you place an order in advance you will obtain a special discount.

Next month I will cover a few different indoor plants.

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*Axel Heller is a Digital Technician with the Facilities Maintenance Department and has a Bachelor's Degree in Park Administration/Ornamental Horticulture from Cal Poly, Pomona.*

## Life on the Line *By George Escalera*





# RTD GOES TO THE MOVIES

## Our Rating System

\*\*\*\*\* A classic; something you'll want to see again

\*\*\*\* Excellent; worth paying full admission price for

\*\*\* Average; does what it sets out to do and no more

\*\* Fair; has some good moments, but badly flawed

\* Poor; a waste of time

**BOMB** *King Richard and the Crusades* -- "War, war, war. That's all you think about, Dick Plantagenet!"

## *Slaves of New York* - \*

I've been lucky; it's been a long time since I've seen a film that merited only one star. The research for this column is done outside of the office, and my time away from work is far too precious to waste seeing films that I know I won't like, or that I've had people I trust tell me are bad (This is why slasher films are not reviewed here and why I still haven't seen *The Abyss*; I've had too many friends make the joke that it was "abyss-mal"). I'm certain yours is too.

The problem is, I wanted to see *Slaves of New York*; while I haven't read

Tama Janowitz's book, I'm a fan of Bernadette Peters' work, and have been for a long time. She's primarily a stage actress, so we don't get the pleasure of her presence on the screen that often. I wasn't worried when the film came and went in a week; it only played at a few of the "artsy" theaters on the West side, which is not my normal stomping ground (I absolutely refuse to ever go to a movie at Westside Pavilion again. You have to allow forty-five minutes before the film to find a place to park. On a Wednesday. Even Beverly Center is easier.) Movies of this ilk don't attract a large crowd, so it's not profitable for theater owners to keep it running for very long. *Slaves* came out in June; the video came out at the end of September.

Boy, am I glad I waited until it was on video.

It's not that the movie is bad; it just has no point. Basically, Bernadette Peters plays a struggling hat designer who's caught in a slowly disintegrating relationship with a struggling artist. She's attracted to another man, a struggling novelist, but he's involved in a slowly disintegrating relationship with another woman, who, each time we see her, walks on, makes a rude comment and leaves. It looked like Peters was going to end

up in a relationship with the novelist, but I discovered I wasn't interested in seeing whether their relationship would slowly disintegrate. Instead, I turned off the VCR and turned to American Movie Classics, where they were running *Laura*, starring Gene Tierney. If you haven't seen that one, try to catch it on cable; it is not, unfortunately out on video.

Part of the problem may lie in the fact that the stories *Slaves* is based on are tied to the New York artistic community; the atmosphere just doesn't seem to translate that well outside of Manhattan. Yet, *When Harry Met Sally ...* is also very much a New York story, and it translated very well. Do yourself a favor. Don't rent this film just because it's in the new release section. It's not even worth a ninety-nine cent rental.

## *Department of Various and Sundry*

Christmas is coming, and it's time to think of Christmas gifts. If you have a movie buff on your list (or are a movie buff), there are a number of goodies to consider. To start the list off, there are some beautiful books on both *The Wizard of Oz* and *Gone with the Wind*, pictorials with behind-the-scenes stills and anecdotes. If special effects are your field, there is a large "coffee-table" book on the artists at Industrial Light and Magic, George Lucas' special effects firm. This is filled with color pictures of matte paintings, models, and storyboards for the films that the company

has done. It's an expensive gift, running forty-eight dollars at Crown Books. On a slightly less expensive level, there are a number of books about Batman, the series, the movies, and the comic books, although I would use parental discretion about the comic books if you're considering buying them for a kid. Many of them are not suitable.

In the video field, *Batman* is coming out this month, the film's distribu-

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Boy, am I  
glad I  
waited  
until  
it was  
on video.

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tors striking while interest is high. *When Harry Met Sally ...* is also out this month, probably for the same reason. And there are a number of video gift packs featuring John Wayne, Cary Grant, and Astaire and Rogers. Running about sixty dollars, they're actually a bargain, packaging three movies together with a background booklet. Considering the films usually run at least twenty-five dollars each, it's not a bad deal.

If you know that someone just likes movies, owns a VCR, and aren't certain what to get them, a reference book on movies might be the answer. The one I've been using this year

*continued on page 34...*

**... RTD Movies**

*... continued from page 33*

is Mick Martin & Marsha Porter's *Video Movie Guide 1989*. I actually like Leonard Martin's *Movies on Television and Video* better, but this one has the advantage of being dedicated solely to what's on video tape. A new edition comes out every year, so don't worry if they have one already.

Finally, a friendly piece of advice. Christmas is also a time when many people



*In the video field, Batman is coming out this month.*



buy new electronic equipment, such as VCRs. I don't care if you feel like the salesman is just trying to make more money in commission, buy the extended service policy. If your machine dies on you, the repair bill could cost almost as much as buying a new machine. A service policy will cover this, and could save you a bundle. As the machines become more and more sophisticated, there's more that could go wrong. By the way, my machine died last night, destroying a tape. Yes, I did buy the policy, thank goodness.

*Be seeing you --  
Carolyn Kinkead*

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# RECREATIONAL NEWS



## NOVEMBER

- 12 Whispers - Universal Amphitheatre \$22.00
- 17 Lakers vs. Denver \$12.00
- 18 Juan Gabriel - Universal Amphitheatre \$27.00
- 26 Kenny Rogers Christmas Show - Universal Amphitheatre \$28.50

## DECEMBER

- 1 Kenny G - Universal Amphitheatre \$22.00
- 4 Kings vs. Soviet Union (Hockey) \$16.50
- 7 Lakers vs. Phoenix \$12.00
- 10 KROQ Xmas Show - Universal Amphitheatre \$13.00
- 16 Joan Baez - Universal Amphitheatre \$19.50
- 17 Narada Xmas Show - Universal Amphitheatre \$15.50
- 30 Barry Manilow - Universal Amphitheatre \$36.00

It's not too early to start shopping for Christmas. The Employee Activities Department is once again offering goodies at discounted prices.

See's Candy regular \$7.90 per pound is yours for \$5.90. Order forms are available. All special orders must be received by November 24.

Grandma's Fruit Cakes \$4.70 to \$17.50 Available for Thanksgiving.

A variety of stuffed animals and gift items are available.

### Lakers Tickets

In order to get any of the better Laker game tickets this season, the Forum is selling the Lakers package with Boxing. We have two plans available and this is the only way these tickets will be sold. No Exceptions - No Substitutions.

Plan A - \$85.00 - 3 best Laker games @\$11.50 colonnade seats plus 6 action packed nights of boxing. 9 Thrilling Nights of Forum Fun for less than \$10.00 per event.

Laker Games:

- Fri., Dec 1 Lakers vs. Detroit Pistons
- Wed., Feb 7 Lakers vs. Chicago Bulls
- Sun., Feb 18 Lakers vs. Boston Celtics

Plan B - \$60.00 - 3 Great Laker Games, colonnade seats plus 3 action packed nights of boxing.

Laker Games:

- Sun., Dec 3 Lakers vs. New York Knicks
- Fri., Jan 26 Lakers vs. Milwaukee Bucks
- Fri., Feb 23 Lakers vs. Philadelphia 76ers

### District Basketball League Sign-Up

Start practicing your basketball skills, and get your teams organized. The District league will begin in January 1990. Team sign-ups will be taken through December 29, 1989. Team fees are \$300.00

### Mobile Unit Hours

Monday through Thursday  
9:00 a.m. to 12:15 p.m.

		Location
November	14	Division 6
	15	5
	16	18
	20	4
	21	12
	22	SP/DIV. 2
	23	OFF
	27	1
	28	10
	29	CMF
	30	3
	December	4
5		16
6		15
7		8
11		7
12		6
13		5
14		18

For more information on these and other Employee Activities call 972-4740. Open for business Monday through Friday 10:00 a.m. until 3:00 p.m.

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## HEADWAY

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