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Brotherhood Crusade Drive Nets Greatest Increase

The Brotherhood Crusade showed their appreciation for a job well done by the RTD campaign coordinators at a luncheon held November 19 at the Dorothy Chandler Pavilion.

Assistant to the General Manager David Dominguez welcomed all the guests and informed the group that the RTD had more than doubled last year's contributions. "We began with a base of \$60,000 and through all of your hard work we finished with a grand total of \$141,729. This is a 137 percent increase over last year's contributions." It is also one of the highest increases incurred by any company in the history of the many Brotherhood Crusade campaigns held since its inception.

Several board members and staff members of the Brotherhood Crusade were in attendance at the luncheon. Among them was Executive Director Pam Brooke. Pam expressed her thanks to RTD. "People at RTD have a



Recognized for extraordinary effort in the 1986 Brotherhood Crusade were OCPM, the Personnel Department, Maintenance Division 3314 or South Park, and Transportation Division 3216. Frank Larson accepted on behalf of OCPM, Kathi Harper for the Personnel Department, Charleene Robertson for South Park, and Jay Sanders for Division 16. David Dominguez joined the winners' circle.

sense of commitment which is the same as that found in other companies but RTD employees go a little bit further." Pam also informed the group that some of the funds were used to feed over 2,500 people down the street from the Headquarters Building on Winston and Main Streets.

Entertainment was provided by the Talent Contest winners while a delicious lunch was served. It was very easy to see how these men won in their respective categories. The talent included delirious comedy by Division 5 Operator Doug Madison, heartwarming poetry by Division 10 Operator Hubert Watson, and a romantic duet by Division 10 Operator Jesse Zimmerman and his wife with his brother-in-law on violin and his mother-in-law on piano. A special song was also sung by Division 7 Operator Steve Jones.

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Safety Panel Forwards Findings to RTD Board



An independent safety panel of national transportation experts met at the Headquarters Building on November 21-22 and prepared recommendations for the RTD Board of Directors. The panel included from left to right: Paul Kadowaki, Leonard Ronis, George Krambles, George Smeck, Chief James Kellar, and Donald Dzinski. UTU General Chairman Earl Clark is in the foreground.

An independent safety panel of national transportation experts met in public session in Los Angeles November 21 and 22 to conclude its discussion and investigation of RTD safety records and policies.

The safety panel was formed in August to review RTD's training and safety procedures in response to recent accidents.

Both meetings were held in the RTD Board Room at the Headquarters Building. The panel presented an 18 page document containing its recommendations to the RTD Board of Directors on November 22, 1986.

The recommendations covered six major subject areas based on the panel's findings gathered through

interviews with employees at every level. These areas included: selection and employment, training and instruction, service supervision, accident reporting and investigations, administration of discipline, and accident statistics.

The overview of findings and recommendations furthered by the panel follow.

OVERVIEW

Findings

1. Some employees state that the current Drug and Alcohol Policy should be clearer and tougher.
2. Division managers are not always available at times when operators check in and out.

Continued on page 3

General Manager Meets Press To Counter Speculation on RTD

General Manager John A. Dyer met with the press on December 17 to respond to all the current news coverage on the RTD performance, his performance, as well as comments made by elected officials, and the call by the County Board of Supervisors for a grand jury investigation. His personal statement appears below.

It is impossible to manage a system as large and complex as the RTD without encountering problems. The RTD does have problems and we are committed to solving them. Let me assure you I am personally committed to solving them.

I do not plan to resign; nor do I believe that if I were to resign, that that action would solve RTD's problems. Instead, these problems will have my utmost attention as they have for months now.

Let me assure you if the grand jury elects to investigate the RTD, we will cooperate fully with them and answer any and every inquiry they may raise.

There are several items I want to discuss, but before I do, I want to talk about two current problems and six other issues with you.

DRUG ABUSE

On December 15, we instituted a stronger drug abuse policy, one which I am sure will be the model for government and the private sector for years to come. I am proud of that policy for I believe it will go a long way toward ridding the District of this plague. However, there is one element I am changing effective today which is the retroactive element.

TRAVEL AND BUSINESS EXPENSE REPORTING

The Board today (December 17) will consider much stronger travel and

business reporting procedures. I personally welcome those changes.

I wish to remind everyone that many of the expenses incurred in the last few years were spent on lobbying — an effort that brought to the county of Los Angeles more than hundreds of millions of dollars in state and federal funds and produced Metro Rail.

As to the foreign trips that have been discussed in the media, they were designed to make the Board of Directors capable of making cost-saving decisions. The trip to the Orient, expressly designed to increase awareness on joint development — could save the District millions.

DMV

We are arranging to have in place by the spring of next year the communication equipment that will allow us to do daily operator license checks. In the interim, we will continue to do monthly checks.

ABSENTEEISM

Bus operator rates have improved dramatically in recent months. Mechanic absence rates are approaching their targets. It appears that the District can achieve a five percent reduction in absenteeism this year.

WIN/COD

Today we do not have a WIN/COD agreement with the State. In the last year, we hired approximately one-fourth of our operators under the program. We are going to evaluate their performance before considering whether to again participate in WIN/COD.

SAFETY STATISTICS

Effective immediately, those statistics will be kept internally by the Safety Department to eliminate confusion.

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Four Employees Awarded Top Prize For Suggestions



Employee Suggestion Awards were presented at the November 19 Board of Directors' Meeting. Director of Personnel Gayel A. Pitchford distributed \$4,000 in appreciation of the suggestions submitted by four RTD employees. Front row, from left to right: Division 7 Storekeeper Gerald Gladney, Division 10 Mechanic A Mike Ortega, South Park Mechanic A Carlos Favela, and Division 10 Mechanic A Salvador Bustos. Back row, from left to right: Director of the Office of Contracts, Purchasing and Materiel Maynard Z. Walters, General Manager John A. Dyer, RTD Board President Jan Hall, Senior Equipment Maintenance Instructor Michael Strange, and Director of Personnel Gayel A. Pitchford.

Operator's Quick Heroic Action Saves Heart Victim's Life

As a youngster, Division 3 Operator Ernie Correa was taught to help his neighbors. In the afternoon of November 10, 1986, it was this early training of Correa's that probably saved a man's life.

He was working the 81 line that day. Exiting the Pasadena freeway, around noon, he approached the College Street stop, southbound on Hill Street, when he saw a man seated on the bus bench clutching his chest.

When Correa opened the bus door, the man, in obvious physical distress, told him he would appreciate a call made to the paramedics. The man then promptly collapsed to the ground. "I stopped the bus," said Correa, "and I remember one of the passengers screaming, 'I think he's dead.' I said, 'no, he isn't.' I began applying CPR (cardio-pulmonary resuscitation), telling him, 'Hang on, don't leave me.'" An elderly Hispanic woman watched while he administered CPR to the man. She encouraged Correa with the words "No te para, mijo!" (Don't stop, son!)

The man was revived through Correa's timely action. The activity at the bus stop, which, coincidentally, happened to be near the French Hospital in Chinatown, attracted the attention of one of the hospital's employees. She raced back to the hospital to summon an ambulance to the scene.

The paramedics who took over complimented Correa on his performance. Correa credits his 23 years in the Marine Corps for his knowledge of first aid. "I felt just great that the guy was alive. When I was working on him I wasn't thinking or feeling anything. My main concern was saving the guy's life."

Correa had approximately 25 to 30 passengers on his bus who witnessed his actions. When the excitement was over a few grumbled about getting back on the road. "They asked me, 'Are you finished?' or 'Can I have a transfer.' You know how some people are. I told them if they didn't like it

they could catch another bus." But Correa said there were other passengers and even an LAPD officer who commended him. "It was great, the cop came over and raved on me. He said he was so tired of the RTD getting ragged on all the time."



Division 1 Operator Ernie Correa

Correa, a line instructor, says he enjoys driving and never allows himself to feel rushed. "I'm a relaxed instructor. I figure I've got people depending on me. I tell my students not to try to make up time. It's when you rush that you make mistakes."

The woman who originally called the ambulance rides Correa's bus regularly and told him that the victim was doing so much better that in a period of a week he was released from the hospital and sent home.

Happiest when he's on his bus, Correa is quick with a smile for all his passengers. "I have fun on my job — the different characters on my bus. How they dress, how they smile . . . My wife always tells me I'm happier at work than at home."

Correa has been with the District for 11 years. He resides with his wife Dolores and their three daughters in El Monte.

Four employees won the top amount awarded by the Employee Suggestion Program at the November 19 Board of Directors' Meeting. Each employee received a tribute of \$1,000 for the suggestion he submitted.

Division 10 Mechanic A Mike Ortega was awarded his prize for suggesting an additional gas spring be installed on RTS rear engine doors. This modification will save the District approximately \$62,000 annually by significantly reducing the number of industrial injuries resulting from lifting heavy, defective engine doors.

A little common sense made Storekeeper Gerald Gladney \$1,000 richer when he suggested the interior cleaning soap at the divisions be pre-mixed with water to eliminate the use of the concentrated solution. Because the soap is of such a highly concentrated formula, a 50/50 ratio of water to formula would save the District approximately \$26,185 annually by cutting the consumption for the concentrated solution in half.

Mechanic A Carlos Favela of the South Park Radiator Shop suggested that natural gas and compressed air be used for welding rather than mapp gas and oxygen. This modification will save the District \$15,850 annually by reducing the funds expended for these supplies.

Division 10 Mechanic A Salvador Bustos designed a tool to be used when adjusting the fast idle control air cylinder on the buses. Use of this tool will save the District \$63,190 annually by minimizing the amount of time spent on tuneups at each operating division.

Top Operators for October

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

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

MANAGER'S AWARD

Division	Recipient
3201	Julio A. Figueroa
3203	Ricardo A. Perez
3205	James A. McGhee
3206	Lee F. Johnson
3207	Early Gentry, Jr.
3208	Emenuella R. Northington-Banks
3209	James W. Morris
3210	Bruce R. Geddes
3212	George W. Dailey
3215	Claude G. Lujan
3216	Arnest D. Fleming
3218	Ernest King

SWEEPSTAKES AWARD

Division	Winner
3201	Stephanie E. Terrell Glenn M. McGowan Keith A. Linton
3203	Michele Taylor Albert Chiriboga Arturo H. Delgado
3205	Alfred C. Taylor Robert Carroll Robert Perkins
3206	Kevin R. Eves Gregory C. Hughes
3207	Maria H. Aejjawi Naomi C. Bracey Demetrius D. Jones
3208	Kenneth L. King Marshall Wingate
3209	Lewis W. Thompson Federico Jimenez Paul E. Lajoie
3210	Larry E. Houston Robert G. Espinosa Rafael C. Biedrona
3212	Matthew Kim Wendell L. Agee
3215	Fernando Pinales Patrick Puchalla Gernot P. Hilke
3216	Almer P. Lewis Elmer P. Lewis
3218	James Dancy Herman H. Hank James W. Craig

Get To Know and Grow With Your Credit Union

A credit union is an organization formed by a group of people with a common bond (such as RTD) to promote thrift and savings. It is solely owned by shareholders (members) and is run by a board of directors elected by the membership. The success or failure of the credit union depends on the amount of support and interest the membership gives.

The Transit District Employees Federal Credit Union (RTD) was formed as it presently operates October 17, 1958. This was brought about by a merger of several small credit unions operating on the property. We are now into our forty-ninth year of operation under our charter by the National Credit Union Association.

As a federal credit union all members savings are insured up to \$100,000. Our current assets are over \$8.9 million as of November 30, 1986. Our business is to take care of members' needs and we have done such a good job in the loan department that as of November 30, 1986 we have loaned out in the amount of \$8.2 million.

There are many changes planned in the next two years for the credit union by the board of directors. At a recent planning seminar the following mission statement was adopted for your credit union by the board of directors.

MISSION STATEMENT

The Transit District Employees Federal Credit Union mission is to meet the financial needs of its large membership through developing more than sufficient resources to provide a wide range of quality financial services and counseling in a personal and profitable manner.

By adopting the above mission statement the board of directors are informing the membership what the ultimate goal of the credit union is.

We need your support and participation to grow and achieve our goal.

Brotherhood Crusade: Campaign Success

Continued from page 1

Assistant to the General Manager David Dominguez presented plaques to the talent contest winners and certificates to the Brotherhood Crusade campaign coordinators.

United Transportation Union representative Sam Harper arranged to have two celebrities in attendance at the program; the renowned trumpeter Harry "Sweets" Edison who has performed with Ella Fitzgerald, Billy Eckstine, and Count Basie and the famous singer and composer O.C. Smith.

Dominguez expressed his gratitude to the charitable campaign committee for another successful endeavor. The committee members included Sue Bailey, Transit Police; Mike Bujosa, ATU and South Park; Howard Crawford, Payroll; David Dominguez, General Manager's Office; Sam Harper, UTU and Division 10; Frank Larson, Safety; and Tom Wynn, Payroll.

The winners of this year's awards for the greatest percent in con-

tributions by departments with over 80 employees were Division 3216, Division 3314, and the Office of Contracts, Purchasing and Materiel. The

Personnel Department was recognized for achieving the greatest percent in contributions by a department with under 80 employees.



Members of the District Brotherhood Crusade Committee were awarded with plaques for their "outstanding leadership" in the 1986 campaign. These outstanding leaders included: Howard Crawford, Payroll; Liz Silva, General Manager's Office; Mike Bujosa, ATU and South Park; Frank Larson, Safety Department; Pam Brooke, executive director of the Brotherhood Crusade; and David Dominguez, General Manager's Office. Back row, left to right: Sam Harper, UTU and Division 10 and Tom Wynn, Payroll.

Blue Ribbon Safety Panel

continued from page 1

3. RTD services are spread too broadly to be covered by its management resources.
4. Shortage of operators results in excessive overtime and potential fatigue.
5. Early retirement aggravates shortage of operators; so does abuse of sick leave policy.
6. Some employees state that schedules do not always provide enough recovery time.
7. Some employees perceive that the Rail project causes management to give inadequate attention to bus operations.
8. Abuse of sick leave may be causing part of the operator shortage.

RECOMMENDATIONS

— RTD should adopt a stricter Drug and Alcohol Policy, with no exceptions: anyone found with alcohol or any sort of drug should be dismissed. At the same time, the Employee Assistance Program should be very strongly emphasized and those persons with drug, alcohol, or other problems should be given maximum encouragement to avail themselves of the help provided.

— Upper levels of management at the division level should arrange their hours to be available when the maximum number of operating personnel are present.

— RTD should seriously consider cutting back on its service to fit within the management resources available, or enlarge the resources to fit the need.

— The operating staff must be enlarged. More resources must be devoted to the training process to accomplish this growth.

— The early retirement program should be reevaluated; incentives should be given to help retain experienced employees. The sick leave policy should be reviewed and tightened to cut abuse.

— RTD should establish a regular practice to gain input from operators and road supervisors in the scheduling process. Schedules should be reevaluated for feasibility at least annually.

— There should be a regular review of the management structure to ensure that proper and adequate attention and personnel are assigned to manage the bus operations.

Seven nationally-recognized experts comprised the panel: Leonard Ronis, former general manager of the Cleveland, Ohio, Regional Transportation Authority, past president of the American Public Transit Association (APTA) and now a consultant with Parsons Brinckerhoff Quade & Douglas, Inc. in Cleveland; George Krambles, former executive director of the Chicago Transit Authority and currently a consultant; Dr. George Smerk, director of the Center for Transit Research and Management Development at Indiana University, Bloomington; Donald Dzinski, director of safety programs for APTA; Charles Thomas, deputy assistant general manager for operations at Southeastern Pennsylvania Transportation Authority in Philadelphia; Paul Kadowaki, director of instruction with the Chicago Transit Authority; and Chief J.A. Kellar, commander of the Southern division of the California Highway Patrol.

In addition, Earl Clark, General Chairman of the United Transportation Union, representing RTD's 5,000 bus drivers; Jerome C. Long, former president of the Amalgamated Transit Union, Division 1277, representing the District's 1,800 mechanics and maintenance personnel; and Robert S. Korach, RTD's assistant general manager — operations, were appointed as non-voting members.

Graffiti-Busters Vie for No. 1 Team Title

Two teams, part of the RTD Youth Employment/Bus Cleanliness Program, implemented in the summer of 1986, were honored at the first Team-of-the-Month luncheon for the month of October on November 21 in the Headquarters Building. RTD Director Nate Holden spoke to the youths and was presented with an official graffiti-buster cap and t-shirt.

Up to 60 youths were employed this summer to clean off bus graffiti through a grant for \$377,000 in Proposition A monies provided by Los Angeles County Supervisor Kenneth Hahn. At that time both Hahn and RTD Director Nate Holden said the money would be used to fund the project and hire youths from the second district through September 1986 to clean graffiti off both in-service buses and those stored at Divisions 1, 5, 10, and 18. Roving teams cleaned buses in the layover zones.

Funding to implement Phase II of the program became available in September. Extending the program enabled the program coordinator Senior OMB Analyst Ellen Friedman and



A pizza party was held November 21 at the Headquarters Building to thank the graffiti-busters for a job well done on District buses. The No. 1 teams from the RTD Youth Employment/Bus Cleanliness Program honored included (clockwise, seated around the table): Michael Mixon, Karon Heckard, Trevion Watson, Milton Brown, Louis Price, Ernest Nicolis, Derrick Patterson, James Moore, Sawndel Beverly, Steven Poindexter, Ray Farris, and Youth Coordinator Elvira Valdez. Surrounding the teams are the RTD staff members cooperating in the coordination of the successful project. They are (clockwise around the table): Community Relations Representative Tommy Chung, Team Leader Sandra Senteno, Supervising Planner Byron Lee, Administrative Analyst Jane Bouffard, Team Leader Mike Burke, Senior OMB Analyst Ellen Friedman, Planner Michael Brewer, and Equipment Maintenance Superintendent Sam Singer.

the program manager Equipment Maintenance Administrative Analyst Jane Bouffard to develop the Team-of-the-Month concept.

"The kids got really competitive, so much so we had a tie for the month of October," said Jane Bouffard.

The youths were rewarded for their hard work with No. 1 Team caps and t-shirts presented by Equipment Maintenance Superintendent Sam Singer at a pizza party held at the Headquarters Building.

"I really appreciate these kids," said Singer. "They took such an interest in making our buses look so much better. They are doing a great job. Now, they are just competing among each other. This will be an ongoing event and we are just here to encourage them."

Following the party, Director Nate Holden gave a short address praising the young people for their efforts. Holden was presented with his No. 1 Team cap and t-shirt by team members Ray Farris and Michael Mixon.



Bus Graffiti-Busters Ray Farris and Michael Mixon present the official cap and t-shirt of the month awards to RTD Board Director Nate Holden, accepting on behalf of Supervisor Kenneth Hahn.

Cover Story

Telephone Information Starts Open House Tradition

by Jim Warren

The birth of a new tradition went without a hitch the evening of November 12 as the Telephone Information Open House made its department debut. Over 200 enthusiastic family members, friends, and employees enjoyed the opportunity to tour Telephone Information's new home in the Headquarters Building. The festive and well-received occasion featured demonstrations, refreshments, and even instant photos with the evening's mascot, Gumby — all six feet of him, properly attired in his new RTD T-shirt and operator's headset.

Those interested in getting a feel for the work listened in on working operators as they took calls from the public and responded with the help of the innovative Computerized Customer Information System (CCIS). To learn more about CCIS, a 15-minute promotional video ran continuously, and supervisory personnel provided quick answers to visitors' routing

questions using the state-of-the-art system.

The Radio Dispatch Center and Passenger Services pitched in as well, offering tours of their facilities, and every group of operators was represented, from the Doo Dahs to the Smooth Operators, the Infomaniacs and the Clique, Whispers and the Chosen Few. Chief organizers Rhonda Garcia and Genelle McOwen were more than pleased with the success of the open house and particularly delighted to see so many former employees participate in the festivities. In full agreement, Manager of Telephone Information Elfriede Becker described the event as a "tremendous success. . . We have a wonderful department, and I am so proud to be associated with it." Thanks to the generous work of all concerned, the Telephone Information Open House already looks like a welcome tradition here to stay.



Family, friends, and coworkers attend the first Telephone Information Open House.



For some, the Telephone Information Department's Open House was the time to take a well-deserved bow.



Visitors to the first Telephone Information Open House were invited to check out all the department's high-tech gadgetry.

General Accounting Rewards First Group Recognized by New Incentive Program

The General Accounting Section put into effect their Staff Recognition Program in October 1986. The program is comprised of two component awards: employee of the quarter and perfect attendance.

The section's employee of the quarter receives a \$100 Savings Bond, an individual plaque, his or her name inscribed on the perpetual Employee of the Quarter plaque, and inclusion in the *Headway*.

All employees, clerical through senior accountant levels are eligible. The criteria for selection of nominees includes attendance, work quantity and quality, and special performance. Nominees are selected quarterly by supervisors and the General Accounting Manager.

Perfect attendance entitles any employee to be included in the monthly drawing for a \$50 Savings Bond. In addition, each quarter all employees with perfect attendance for the quarter receive a \$75 Savings Bond and an individual certificate.

"We initiated this program at the suggestion of one of our employees," said General Accounting Manager Josie V. Nicasio. "Since the program has been in effect other sections have

wanted to be included. We continue to hear positive comments about it. I think it is working both ways - well for managers and employees," she said.

The winners of the perfect

attendance drawing for October were honored on November 14, and they included Lois Athay, Winston Perry, Willa James, Sal Herras, Annelisa Madonis, and Allen Yeh.



General Accounting employees tally up perfect attendance for October 1986. These dedicated and punctual employees included (from left to right): General Accounting Manager Josie V. Nicasio, Senior Accountant Sal Herras, Accountant Annelisa Madonis, Accountant Allen Yeh, Accounts Payable Clerk Willa James, Accounts Payable Clerk Winston Perry, and Accounts Payable Specialist Lois Athay.

Operator's Song on Hit List

The *Headway*, October 1986 issue included a story about Division 7 Operator Lamar Barry who happens to be a singer/songwriter/record producer. At that time Barry had just released his first solo album entitled "There's Nothing Better Than Love" on the Tombionca label. Since that last report Barry's life has taken some exciting turns that hint at a success not too far out of reach.

Barry may be RTD's first operator ever to have a hit single on the charts. His single, "We've Got to Keep On Hang'n," is number 16 on *Cashbox* magazine's count down. *Cashbox* is one of the national magazines that caters to insiders in the music industry. Locally, Barry's single has aired on radio stations KIIS, KACE, and KJLH. His album is now available in all major record stores. Barry is asking that his RTD family support his music dream and at the same time make a gift to that special person in your life by calling radio stations KJLH and KACE to request or dedicate "We've Got to Keep On Hang'n." The *Headway* wishes Barry the greatest success. Here's hoping we'll see you on the *Johnny Carson Show* one night.

COMMENDATIONS



The 1986 Third Quarter Safe Performance Awards were presented at the November 13 Board of Directors' Meeting by RTD Director Nate Holden to Transportation Division 7 and Maintenance Division 1. Division 7 Manager Roy Starks accepted the award on behalf of the winning Transportation division. During the third quarter, the operators increased their miles between accidents from 13,500 in the second quarter to 15,000 miles. In addition, they increased their hours worked between lost time occupational accidents from 10,500 hours to 15,000 hours during the same period. Division 1 Manager John Adams accepted the award for the employees of the honored Maintenance division. During the third quarter, maintenance employees increased their hours between lost time occupational accidents from 8,100 hours in the second quarter to 16,600. "Each division manager received an added safety bonus of \$100 for their efforts in guiding the division to achieve safety excellence," said Manager of Safety and Occupational Health Joseph G. Reyes. Front row, from left to right: General Manager John A. Dyer, Maintenance Division 1 Manager John Adams, Transportation Division 7 Manager Roy Starks, and Manager of Safety and Occupational Health Joseph G. Reyes. Back row, from left to right: RTD Board President Jan Hall and RTD Director Nate Holden.



Certificates of Merit were presented to the September Employees of the Month at the November 19 Board of Directors' Meeting by RTD Director Gordana Swanson. Front row, from left to right: Director Swanson, Division 16 Operator George Zeranko, Division 6 Mechanic A Lech Gazinski, Mechanic A Joe Williams, and Telephone Information Operator Andrea Roland. Back row, from left to right: Division 16 Acting Transportation Manager J.L. Owens, Division 6 Acting Maintenance Manager Robert Parreco, General Manager John A. Dyer, and Director of Customer Relations Robert Williams.



The Transit Police Department's Employees of the Quarter for Summer 1986 included Security Guard II Herbert Vaughn and Transit Police Investigator Nicholas P. Aldana. Vaughn was presented with a certificate of recognition at a luncheon held at the Mayfair Hotel on November 11. Investigator Aldana was absent from the ceremony due to illness. A graduate of the Los Angeles Police Department Academy, Vaughn has been with the District since 1982. Investigator Aldana attended the Los Angeles County Sheriff's Academy and obtained his credentials as a law enforcement officer. He has been with the District for five years. During that time he has trained many new employees and served as assistant rangemaster. From left to right: Transit Police Chief James Burgess, Security Guard II Herbert Vaughn, and Assistant Transit Police Chief Harry Budds.



An RTD Retiree was recognized at the November 13 Board of Director's Meeting. Division 3 Operator Cesar A. Zeleda was presented with a plaque by RTD Director Jay B. Price. From left to right: General Manager John A. Dyer, Director Price, Cesar A. Zeleda, and Director of Transportation Ed Nash.



Data Technician Lil Moore was named the Scheduling Department's Employee of the Quarter for Summer 1986. Lil began with the District in 1974. She has maintained perfect attendance as well as exemplary performance. She was awarded the department's traveling trophy and a check for \$100.



Digital Systems Technician Bob Dodd from the Headquarters Building was selected the Facilities Maintenance Employee of the Month for October. Dodd was cited for his exceptional ability to diagnose complex problems and his concern that equipment users needs are met. He has also added excellent attendance to his record of achievement. Dodd received a \$50 cash prize along with a plaque of recognition. Air Conditioning Technician Billie Haire from Vernon Yard was the Sweepstakes winner for October. Haire received a \$25 cash prize.



Scott Smith was named Employee of the Quarter for the Marketing and Communications Department for the Summer 1986 quarter. The title is awarded to the department employee whose performance goes beyond the expectations of his job description and has a significant, positive effect on the department and the District. Smith, with the District for 15 years, was Project Coordinator of the Metro Rail Groundbreaking Ceremony held September 29, 1986, an event that required the skillful arrangement of a multitude of details and the talents of hundreds of District employees. Smith received a plaque and a \$50 Savings Bond.

Former Operator Rosalyn Gladney-Colley

Making the Fast Track to Systems Leader

by Adriene Corbin

Rosalyn Gladney-Colley smiles an easy, confident smile. "I took a gamble and obviously it paid off. It's just not in my psyche to wait for things to happen. I believe you have to make them happen."

Rosalyn was talking about her swift rise from bus operator to systems project leader for Materials Management and Production Control Systems. To those who don't know her, it might be assumed that her's is the female version of the Horatio Alger story. Maybe, to some extent, but up close it is quite a different story. "I came to RTD with a plan," says Rosalyn. "I definitely knew driving wasn't for me." Nevertheless, she started as an operator six years ago, out of Division 2. Three months later, Rosalyn became a full-time operator.

"This in itself was exemplary," Rosalyn points out. "Many operators remain part-time for a number of years before going full-time." Rosalyn, however, was a good driver, conscientious and hard working, showing promise even during training. In April of 1981, just five months later, she turned in her operator's uniform in exchange for a computer terminal. As an applications analyst, Rosalyn suddenly found herself on the fast track to a new career. Last September, she was promoted to her current position.

Rosalyn attributes her climb to a number of important factors. Although she knew she had the qualifications to move ahead with RTD, she also knew it was necessary to network. She would have to show others in key positions that she had ability, a clear-cut career plan, and a definite direction. A few of those she remembers as instrumental in her development are Alvin Taylor, Bill Dutton, and Marty Conway. "Yes, you have to believe in yourself. Yet, it's not always what you know . . . Most of the people I encountered recognized that I was different. The majority of the time I give 110 percent to my work. I've always put out that extra effort."

"In addition to this," Gladney-Colley says, "I let people know that I could do more. If I hadn't made connections with managers in DP (data processing), I still would not have remained an operator. I probably would be a supervisor in transportation," she says assuredly.

The first female to become a systems project leader, Rosalyn is no stranger to breaking new ground. There have been a number of firsts in her life. From Wisconsin, and a devout Catholic family, Rosalyn's childhood was immersed in parochial training. She read Nancy Drew mysteries as one of her diversions from study. Laughing at the memory, she recalls, "I was a real Pollyanna. My parents had instilled in me a dogma that demanded I achieve. And being the only black in so many situations while growing up, I had to always achieve. If I didn't bring home straight A's, I was in big trouble."

The first of her family to go on to college, Rosalyn was awarded scholarships to various universities. With the help of her parents who didn't want her to go too far from home, she decided to enter Marquette University with dreams of becoming a doctor.



Rosalyn Gladney-Colley stepped off the bus as an operator and slipped into the fast track, moving quickly up the ranks within the Data Processing Department to her appointment as Systems Project Leader for Materials Management.

She was side-tracked, however. As a child she was always taught to operate in an orderly and logical fashion. Now, away from home for the first time, and away from her parent's influence over her, Rosalyn began to question what she wanted to do with her life rather than what others wanted for her. "I had been going to school studying and excelling all my life," she explains. "Now, I had the chance to make my own decisions."

She decided not to become a doctor. Instead, she veered into marketing and sales. "It was hard because my parents had put out a great deal of effort. But, it was something I had to do," she recalls.

After her studies at Marquette, Rosalyn went to work for Xerox, where she spent seven years cutting her eye teeth in marketing and sales administration. It was with Xerox that she received her first exposure to data processing. Later, Rosalyn transferred to Los Angeles with Xerox, leaving the dead winter snow of her midwestern home for the sunshine and palm trees of an unfamiliar place. This trade-off also marked another significant turning point for Rosalyn. Tiring of Xerox, she began looking for new challenges in a search that brought her face to face with a myriad of bad luck and catch 22's. "I had quit my job to enter a computer training program. Then, after receiving my first position in data processing, I injured my back in an auto accident that made it impossible for me to continue to work." Finally, she entered the police academy and went along with flying colors but washed out on the physical when x-rays spotted the back injury she had sustained from the auto accident. Having already applied at RTD for an operator's position, the same day that Rosalyn found she would be dropped from the academy she got the call to report for work with RTD. Her rabbit's foot was back in her pocket. "Driving was fun," she admits. "But the strange people I came across on my routes, the traffic, and the scheduling time allowed to get from one point to another made it maddening. I chewed a lot of bubble gum to keep from telling people what I wanted to. If they had showed a video of a day in the life of an operator, I wouldn't have taken the job," she laughs.

According to Rosalyn, operators have a very stressful job. "They're mediating, navigating, and politicking with 50 or 90 people's lives in their hands all the time. There are some goof-offs, but there are a lot of operators who are professionals, too. There should be classes to teach operators how to cope with stress and the people they encounter," she says. "Or workshops to help them blow off steam. Operators are really the representatives of RTD, and everything should be done to make them the best. Management should be more in touch with these attitudes, and what is going on with operators. You know a characteristic of a good manager is being able to put himself in the other guy's position," she points out.

Though Rosalyn came across some shady characters while driving, her ability to divorce herself from situations was a certain advantage during this period. "I've always been like that. Sometimes it causes problems, too. I'm friendly, but reclusive when doing my work. I'm into it. I tend to forget about people then. People who don't understand this, interpret it wrong. They think I'm unsociable. I don't mean to forget about people," she says, almost apologetically, "but it's just that when I'm working I have other priorities. I center on my work."

As systems project leader, Rosalyn supervises a staff of three, who coincidentally are three women. "You know, this is supposed to be a male-dominated field. But, with four women here, I guess it's like they say, 'the best man for the job is obviously a woman,'" she quips.

And, what is the next destination on Rosalyn's career map? With a mischievous glint in her eyes, she answers, "Oh, I don't know, maybe I'll take John Dyer's job," she says jokingly. "Seriously, though, I'll be in this position for another few years. With the hierarchy being what it is, the next logical step would be to go further in management. It's hard to say. For the most part I'm pretty satisfied."

Hard to say what is next? Now, that does seem a bit out of character for Rosalyn Gladney-Colley. She does leave the definite impression that she moves with a purpose. Maybe she is just not saying . . .

A Letter to the Editor: The Groundbreaking Story

Dear Editor,

I am writing this letter as a reader of the *Headway*. I was very glad to read your article of "Metro Rail Ground Breaking Ceremony" but I was surprised and very disappointed at the end of the article when I realized none of the electrically involved personnel was listed at all.

I would like to request your consideration to run an additional list of contributors who were missed in the initial article, to show your fairness. Especially as a supervisor of 12 electricians who contributed to the ceremony, I strongly feel an obligation to write this letter for them.

And also I would like to mention those who are not under my supervision but I know who deserve to be included as contributors.

Richard Hunt, Electronic/Electrical Superintendent
William Heffler, Electrical Maintenance Supervisor II
James Loo, Electrical Engineer for Metro Rail
Jack Howell, Electrical Engineer for Facilities Maintenance
Armando Carillo, Electronic Supervisor I
Taiwu Lim, Electrical Maintenance Supervisor I
Fred Her, Acting Electrical Maintenance Supervisor I
Rudy Gauss, Leadman Electrician
Naguib Yacout, Leadman Electrician
George Ruffin, Electrician
Nara Uk, Electrician
Nicomedes Apsay, Electrician
Johann Gauss, Electrician
George Mera, Electrician
Oscar Rodriguez, Electrician
Zenon Trujillo, Electrician
Louis Campos, Electrician

I do not want to forget to mention that Louis Campos and Zenon Trujillo, electricians, had to run conduit wire in the rain. In case of rain I normally try to assign electricians to work which can be done indoors but this time I had to tell them to do it in the rain. They did not mind at all. I, as an electrical maintenance supervisor I, visited the site twice a day for the preparation period and the last Saturday and Sunday I had to stay there all day long to make sure everything would be all right without a moment of power interruption. I so much appreciate William Heffler and Richard Hunt, my bosses, who gave me unconditional support for our preparation activities, James Loo and Jack Howell, electrical engineers, who gave us technical support. Most electricians normally do not want over time work in the evenings and on Sundays but this time most of them were so anxious to help this one-time only ceremony. I am sure no one will argue that any ceremony can be held without a stable electrical power supply.

I would very much appreciate your carrying the list of additional contributors in any of the coming *Headway* issues. Thank you very much.

Very Sincerely Yours,
Taiwu Lim

Newsmakers

Two Operators Cited for Outstanding Community Work



Two Division 1 operators Robert L. Felder and Leonardo S. Mineses were cited for outstanding community service at the November 19 Board of Directors' Meeting. Front row, from left to right: RTD Board President Jan Hall, Robert L. Felder, Leonardo S. Mineses, and Division 1 Manager Chris Coleman. Back row, from left to right: Transportation Superintendent Marcus Johnson and General Manager John A. Dyer.

The RTD is obligated to respond in emergency situations to provide transportation assistance under the California Civil Defense and Disaster Mutual Aid Agreement. The District recently fulfilled its obligation under the pact with the assistance of two Division 1 operators — Leonardo S. Mineses and Robert L. Felder.

At approximately eight in the evening on October 24, the American Red Cross requested the District's assistance in evacuating 22 families from a partially collapsed structure at

116 N. Boylston Street, just west of the downtown central business district.

Mineses and Felder's buses were dispatched to the emergency location. The occupants of the dilapidated building were then transported to the temporary Red Cross Shelter at Virgil Junior High School.

The two operators were recognized for their professional assistance and humanitarian service to the community at the November 19 RTD Board of Directors' Meeting.

Passenger Assistants Hit Bricks



RTD operators on passenger assistance duty in the downtown area hand out announcements of the 31 local, limited, and express lines affected by the start of Metro Rail construction. A total of 203 stop locations were changed, affecting 1,654 bus line stops. Directing riders to their new stops are (left) Leonardo Ventus, James Weaver (center), and Jeff Spivey (right).

RTD Star Search 1986



The Brotherhood Crusade Talent Show winners were honored at a celebration luncheon held at the Dorothy Chandler Pavilion on November 19. Those first-place talents included front row, left to right: Division 5 Operator Doug Madison for comedy, Division 10 Operator Hubert Watson for creative talent, and Division 10 Operator Jesse Zimmerman for music. Back row, left to right: Safety Analyst Frank Larson and Special Assistant to the General Manager David Dominguez.

Riverside Retirees Enjoy Full House at Thanksgiving Bash



The Riverside Retirees Social Club met November 12 to celebrate their annual Thanksgiving Pot-Luck Dinner. Over 96 members attended the feast of homemade delicacies. The RTD Personnel Department sent Office Supervisor Nina Capoccia to discuss and answer any questions the group had about the new life insurance billing system. Outgoing President Dick Kelso and Vice-President Chuck Bertas thanked all the members for their continual support and encouraged the membership to give the same support to the new President Bob Miller and Vice-President Lou Costello.

RTD and UTU Meet with Disabled



UTU General Chairman Earl Clark joined Assistant General Manager for Operations Robert Korach, Senior Planner Terry Moren, and Westside Center for Independent Living (WCIL) Service Director Shoshana Tso-Kasheri at a panel discussion on transportation for seniors and disabled persons at the Center in West Los Angeles on November 6. The forum was intended to address facts concerning RTD policies, equipment, maintenance, operators, and the commitment to full accessibility, and dispel myths concerning accessible public transportation in Los Angeles. The program was moderated by the WCIL Community Advocate and newly appointed chairperson to the RTD Citizen's Advisory Committee on Accessible Transportation (CACAT) Jackie Tatum. From left to right, the panelists were Earl Clark, Shoshana Tso-Kasheri, Terry Moren, and Robert Korach.

Division 1 Takes Care of Its Own



Division 1 Operator Mike Harris prepares to donate blood for a drive held in the memory of Operator Salvador Villagrana.

Division 3303 Takes Top Quarterly Recognition



Division 3 Maintenance Manager Raul Rodriguez accepts the Division-of-the-Quarter award from Director of Equipment Maintenance Rich Davis. Not only was Division 3 recognized as the best overall for the Summer of 1986, but also for the best roadcall performance.

South Park Shops



The Automotive Shop at South Park scores as Shop-of-the-Quarter for the second straight quarter. Senior Equipment Maintenance Supervisor Howard Shelter accepts the award from Director of Equipment Maintenance Rich Davis on behalf of his employees who are behind him 100 percent.



At South Park Shops, the Automotive Shop won Shop-of-the-Quarter for Summer 1986. The Automotive Shop also took the honors in Spring 1986. This award-winning group of supervisors includes Bob Boyer, Director of Equipment Maintenance Rich Davis, Senior Equipment Maintenance Supervisor Howard Shelter, Norman Boucher, R.C. Gonzalez, and James Reynolds. Back row: CMF Superintendent Ken Miller.

Division 3303 not only took honors for the Division of the Quarter for Summer 1986 but they also nabbed the traveling trophy for Best Roadcall Performance in the specified quarter qualifying them as "best overall" in the Maintenance Recognition Program. Division 3 Manager Raul Rodriguez was presented with the plaque and trophy by the Director of Equipment Maintenance Rich Davis. Davis congratulated all of Division 3's mechanics saying, "This is a very tough competition. To make it happen it takes a team effort. Everybody has to work together. It doesn't happen because you have a few heroes." The employees were then treated to a raffle which included prizes to top-notch restaurants or leisure events such as concerts, shows, or sporting activities. Following the drawing, the division employees cut into the cakes baked for the celebration and received special pins and coffee mugs with the Maintenance Recognition Program logo inscribed on them.

The following recipients were awarded prizes in the drawing:

Prize	Employee
\$300 Trip for two choice of Las Vegas, San Diego, or Palm Springs	Sandra Jason
\$80 Employee Activities tickets to a show, concert, or sporting event	Leon Williamson
\$80 Employee Activities tickets to a show, concert, or sporting event	Andrew Anderson
\$50 Charley Brown's Restaurant	Ernest Campos
\$50 Charley Brown's Restaurant	Silvio Macias
\$25 El Torito Restaurant	Steven Chun
\$25 Reuben's Restaurant	Carlos Curiel
\$25 Reuben's Restaurant	Celestine Vierra
\$25 Reuben's Restaurant	Guillermo Mendoza
\$25 El Torito Restaurant	Abdul Janmohamed

South Park competed internally among its four different shops for honors in the incentive program. The Automotive Shop took the Shop-of-the-Quarter title. Senior Equipment Supervisor Howard Shelter accepted the shop's plaque and received a check for \$150. Supervisors I Jim Reynolds, Norman Boucher, Bob Boyer, and R.C. Gonzalez each received a check for \$100.

Of those eligible for the drawing based on performance and attendance, prizes were awarded to the following employees:

\$80 Employee Activities tickets to a show, concert, or sporting event	Rudolfo Rojas
\$80 Employee Activities tickets to a show, concert, or sporting event	Joo Kim
\$50 Charley Brown's Restaurant	Joseph Colantonio
\$50 Charley Brown's Restaurant	Arthur Rankin
\$25 El Torito Restaurant	Choon Lee
\$25 Reuben's Restaurant	Anthony Fiore
\$25 Reuben's Restaurant	Emiliano Diaz
\$25 Reuben's Restaurant	Sandra Brown
\$25 El Torito Restaurant	Gunter Kirstenpfad

Typist Clerk Katie McCoy was chosen South Park's Administrative Employee of the Quarter. She received a plaque and \$150. She also won a dinner in a drawing held, as did CMF Systems Coordinator Verbon Kelley.

Prize	Employee
\$300 Trip for two choice of Las Vegas, Palm Springs, or San Diego	Stanley Kanisaki



Typist Clerk Katie McCoy was chosen South Park's Administrative Employee of the Quarter. She received a mug, plaque, and a check for \$150 from Director of Equipment Maintenance Rich Davis. From left to right: CMF Superintendent Ken Miller, Supervisor Harold Torres, Katie McCoy, and Director of Equipment Maintenance Rich Davis.

Dyer Meets with Reporters: Discusses Issues Bandied in Press

Continued from page 1

SAFETY PANEL

Every element that can be instituted by the General Manager will be. Those which will require expenditure of additional funds will be presented and discussed with the Board.

COMPLAINT PROCESS

Complaints are down 33 percent from the previous month, although they are running higher than they were the same time a year ago.

SIDE LETTER AGREEMENT WITH UTU

We will be able to hire off the street full-time in approximately 9 to 12 months.

CONCLUSION

Transportation is one of the most critical issues facing Los Angeles. It is our responsibility to ensure that a trans-

portation crisis does not occur. With our bus system and with Metro Rail coming in the near future, we are going to meet that responsibility, as we have in the past, and work toward improving mobility for everyone. That is our goal.

from Equipment Maintenance in Summer 1986

Division 4—Maintenance General

At Division 4, home of Maintenance General, the three component sections competed against one another for quarterly recognition. Filling in for Director Davis, Superintendent of Equipment Michael Leahy added his dry wit to the presentations. Picked as Division 4's Employee of the Quarter, Mechanic A Manuel Montes from the Shop Section received a plaque and \$150. The Maintenance General Employee of the Quarter was Maintenance System Support Analyst Merlita P. Reyes. Representing Equipment Engineering as Employee of the Quarter was General Clerk Mary Martinez. Both Merlita and Mary received an award of \$150 and a plaque.

In the drawing held, the following employees won prizes at Division 4:

Prize	Employee
\$50 Charley Brown's Restaurant	Toshio Okamoto
\$50 Charley Brown's Restaurant	Francisco Perez
\$25 Reuben's Restaurant	Jim Porter
\$25 Reuben's Restaurant	Manuel Rodriguez
\$25 El Torito Restaurant	Phyllis King
\$25 El Torito Restaurant	Roslyn Townsend



Division 4 Mechanic A Manuel Montes from the Shop Section was named Employee of the Quarter. He was presented with his own mug, a plaque, and a check for \$150 by Superintendent of Equipment Michael Leahy.



The Maintenance General Employee of the Quarter for Summer 1986 was System Support Analyst Merlita P. Reyes. She received her laurels in the form of the Maintenance mug, a plaque, and a check for \$150 from Superintendent of Equipment Michael Leahy.



General Clerk Mary Martinez was selected Employee of the Quarter from the Equipment Engineering Department. She received the mug of champions, a plaque, and a check for \$150 from Superintendent of Equipment Michael Leahy.

Blood Drive Held in Memory of Villagrana

On November 18, Division 1 cordoned off its train room to set up an emergency blood drive in memory of one of their operators who had recently passed away.

Operator Salvador C. Villagrana died of trauma suffered from his involvement in a motorcycle accident on November 8. While hospitalized and on life support systems, he required over 40 pints of blood until he expired on November 11.

Villagrana began with the District April 1, 1974 and had worked at Divisions 2, 4, and 11. Since June 25, 1978 he had worked at Division 1. Villagrana is survived by his wife and two sons.

On the morning of the blood drive, the Red Cross nurses were busy setting up cots and instruments to facilitate the line of donors beginning to form by the entrance of the hastily arranged donor center. UTU Hospital Representative Pat King, coordinator of the drive, had fashioned a sign from brown wrapping paper that hung on the wall above the donors. On the sign she wrote, *Blood Drive in honor of Salvador Villagrana. "God Be With You." We Are Family.*

"We are like a family," said King. "We are more than just a bunch of drivers. Here at Division 1 we live together, work together, and play together," she said as she was helping the nurse sign in donors. Six Division 1 operators were pall-bearers at Villa-

grana's funeral. In addition to the \$400 collected and the special wreath sent to the Villagrana family, Division 1 wanted to contribute a living memorial as well as to replenish the blood supply at St. Francis Hospital in Lynwood where Villagrana was hospitalized.

"I think this was the minimum the Division could do for an operator who worked for the District for 12 years. He was very well liked," said Division Manager Chris Coleman. Coleman said a closeness has developed among the operators at his divi-

sion. "When people enjoy their workplace and care about each other I think it improves performance across the board," he said.

Not only was the first-time blood drive a valiant effort on the part of the Division 1 operators but the attendant Red Cross nurses as well, said Pat King. "Only very few companies have taken the initiative to do this type of drive," she said. "We owe the Red Cross nurses a special thanks for responding so quickly to our request."

The drive yielded 39 usable pints of blood from a field of 54 volunteers.



Division 1 operators donate blood in living memory to fellow Operator Salvador Villagrana who was fatally injured in a motorcycle accident on November 8. Front row, from left to right: Pat King and Edwin Hitchman. Back row, from left to right: Lawrence Thomas, Homer Rogers, Rudy Cardenas, Manager Chris Coleman, James Drago, Assistant Manager Jack Farley, Mike Harris, and Arnold Herrera.

Last GAS Day Was Just That

District employees enjoyed their second year of participation in the nation-wide Great American Smoke-out Day (GAS Day) on November 20.

David Ikeler, Wellness Representative for Vernon Yard invited all interested participants into his office for a little party complete with carrot sticks and celery for low-calorie munchies to replace cigarettes. All six adoptees survived the day without smoking and four are continuing not to smoke.

Tommy Elisaldez at Division 3310 decorated individual desks with balloons and kits as well as setting up a display near the main hall. A couple of chain smokers were encouraged to cut down quite a bit. Don Shields at Division 3316 said that not only did most smokers quit for the day, but two are continuing not to smoke.

Bill Crise at South Park created an outstanding display using a white tablecloth and red and blue ribbons combined with posters and handouts.

A frequently heard comment was, "Gee, I really want to quit, but I don't know just how to go about it." With the help of the American Lung Association and the American Cancer Society, more information and help will be available.

Congratulations to all of you who joined in this nation-wide endeavor to promote good health and longer, healthier lives.

To Your Health

Test Your High Blood Pressure IQ

Some fallacies of high blood pressure:

1. **High blood pressure (hypertension) is caused by stress. False!** There is no scientific evidence that stress causes high blood pressure. Stress can elevate your pressure but that elevation is temporary.
2. **High blood pressure isn't dangerous unless you feel sick. False!** High blood pressure is called the silent killer because irreversible damage to the kidneys, heart, and eyes can occur before any bad symptoms are felt. A stroke, heart attack, or kidney failure can happen before a person feels bad enough to go to a doctor.
3. **You have to be "hyper" to have high blood pressure. False!** There is no typical personality type that is prone to high blood pressure. Although very little is known about all the causes of high blood pressure, we do know that if high blood pressure runs in the family chances are that you will suffer from high blood pressure as you grow older.
4. **I should take my medicine when I feel bad or when I remember. False!** When you are prescribed medication for high blood pressure the medicine *must* be taken as prescribed even if you feel well. Medication can be changed or modified by your doctor, not by you or a well-meaning friend.



by Elia Hager
Visiting Nurse

5. **A little high blood pressure isn't so bad and I'm not going to worry about it. False!** Any blood pressure reading over 140/90 consistently causes permanent damage to the body. It also causes irritability and depression. You might not be as wonderful to be around as you think you are!
6. **I don't have high blood pressure because I feel fine. False!** The only way that you can say for sure that you do not have high blood pressure is by having your blood pressure read. This is a simple, quick test with a machine called a sphygmomanometer. A cuff around your forearm, a few minutes of your time, and you know for sure!

"Get Down, Keep It Down" Blood Pressure Project Begins

8 RTD WORKSITES SELECTED FOR 'GET DOWN, KEEP IT DOWN' BLOOD PRESSURE PROGRAM

Eight District worksites have been chosen for the "Get Down, Keep It Down" Blood Pressure Project to be conducted by the American Heart Association and Martin Luther King/Charles Drew Medical Center.

The eight worksites encompass a total of 5,684 RTD employees, of whom it is hoped 100 percent will volunteer to participate in the program.

The sites were listed as follows:

- Division 3201
- Division 3205
- Division 3207
- Division 3208
- Division 3209
- Division 3210
- Division 3218
- Headquarters Building

The eight sites were selected for their geographical distribution to allow equal access by all employees. All 8,500 RTD employees are encouraged to participate in the program.

The two-year high blood pressure screening, education, referral, and follow-up program, to be offered early this year, was announced in the December 1986 issue of *Headway*.

Joining forces in the "Get Down, Keep It Down," Blood Pressure Project are the American Heart Association Greater Los Angeles Affiliate, the Martin Luther King/Charles Drew Medical Center, and the RTD.

The program will be conducted under strict confidentiality. The Heart Association said, participating in the program will be informed of his or her blood pressure reading.

Early detection of high blood pressure allows an individual to seek medical treatment that can prolong a person's life by avoiding kidney disease, heart attack, or stroke, which are common results of high blood pressure.

Employees with elevated blood pressure, confirmed in two readings a week apart that are greater than the high normal of 140/90, will be referred to their doctor or clinic.

The screenings will be conducted a minimum of two days a week at each division until all eight locations have been covered.

All RTD employees will have the opportunity to participate in the screenings. Incentives, including drawings for free prizes, are to be announced. Watch for the blood pressure screening in your area and have your blood pressure measured.

Project Seeks Mascot

We have a name — the "Get Down! Keep it Down!" High Blood Pressure Project. Now all we need is a mascot. So, come one and all and submit your drawing to me. The winner will receive 4 tickets to Dodger baseball or 20 lottery tickets — it's your choice. Send your drawing to Elia Hager, RN in care of the Personnel Department.

Choosing Sensible Foods = a Healthier Lifestyle

The American Heart Association suggests you take a look at what you eat. If you eat "American Style," you're undoubtedly eating too much fat, and that's unhealthy for your heart.

The Heart Association recommends that you change your eating habits slowly and steadily to control the amount and kind of fat you eat. Here's what they consider a wholesome eating style, circa 1987, for the average American:

Vegetable & Fruits

Eat and enjoy vegetables and fruits. They are high in vitamins, minerals, potassium, and fiber; low in fat, calories, and sodium. And they contain NO cholesterol to clog your bloodstream. Eat three servings of fruit or fruit juice and three servings of vegetables a day. Eat at least one serving with vitamin C each day (e.g., potato, orange), and one serving with Vitamin A several times each week (e.g. broccoli, carrots). (One serving = 1 piece of fruit, 1/2 cup of juice or canned fruit, 1 1/2 cup of raw or cooked vegetable.) **AVOID:** Coconut and palm oil, avocados and olives.

Milk Products

Drink and eat milk products, for they are high in protein, calcium, phosphorus, niacin, riboflavin, and Vitamin A and D. Especially good are those fortified with extra Vitamins A and D. Best for you are milk products containing only 0-1 percent milk fat (that's everything from skim milk to low-fat yogurt), and cheese containing no more than two grams of fat per ounce (dry-curd or low-fat cottage cheese, low fat natural cheese). Adults need 2 servings daily. (1 serving = 8 oz. of milk or yogurt, 2 oz. of cheese, 1/2 cup of cottage cheese.) **AVOID:** Milk products containing more than 1 percent milk fat (low-fat milk at 2 percent, whole milk at 4 percent, condensed and evaporated milk, ice cream); cream (half & half, light, heavy, whipping, or sour); nondairy cream substitutes (most are high in saturated fat); cheese containing more than 2 grams of fat per ounce (cream cheese, creamed cottage cheese, and most other natural and processed cheese, e.g., American, Swiss, mozzarella, and blue).

Breads, Cereals, Pasta, Starchy Vegetables

Use low-fat breads, rolls, crackers and snacks, hot or cold cereals, rice and pasta, starchy vegetables, and low-fat soups. They are high in B vitamins, iron, and fiber. Use whole-grain and enriched flours when possible. Daily requirements: 4 servings. (1 serving = 1 slice of bread, 1/2 cup of cooked pasta or rice, 1/2 cup of cooked cereal or 3/4 cup of ready-to-eat.) **OKAY PRODUCTS:** All breads—English muffins, frank and hamburger buns, water bagels, pita bread; graham, rye, saltine, oyster, matzo crackers; all cereals except granola; pasta made without egg; potatoes, lima beans, corn, yams; quick breads made with vegetable oils and low-fat milk. **AVOID:** Products made with egg yolks, fats, and whole milk products (e.g., egg breads, cheese breads, croissants, commercial doughnuts, high-fat commercial crackers, muffins, sweet rolls, store-bought mixes. Try egg whites in recipes. Substitute 2 egg whites for one whole egg.) Pasta, rice and vegetables prepared with whole eggs, cream sauce, high-fat cheese, or fried in fat. Cream soups.

Meat, Poultry, Seafood, Eggs, Nuts, Dried Beans & Peas

It's okay to eat chicken, turkey, lean beef, veal, pork, lamb, fish and shellfish, and wild game. They are high in protein, B vitamins, iron, and other minerals. Adults need no more than 5-7 ounces of food in this category (about 2 small servings). It's advisable to trim the skin and any visible fat, to try meatless or low-meat main dishes a few times each week, and to use fish more often than red meat. Choose low-fat processed sandwich meats with no more than 2 grams fat per ounce (e.g., turkey, chicken roll, turkey ham, turkey pastrami, lean boiled ham). Buy only leanest ground beef with no more than 15 percent fat. Skim fat from meat juices before adding to stews, soups, and gravy. (Chilling the meat juices first allows you to remove hardened fat most easily.) **AVOID:** Prime grade and other heavily-marbled meats (e.g., corned beef, pastrami, short and spare ribs, rib eye roast or steak, regular ground meat, frankfurters, sausage, bacon, and high-fat luncheon meats). Goose and domestic duck. Organ meats.

Fats & Oils

Here's where your diet runs into trouble. Use no more than 5-8 servings of "okay" fats and oils per day. **OKAY FOODS:** Vegetable oils (safflower, sunflower, corn, partially hydrogenated soybean, cottonseed oils) (1 serving = 1 tsp); margarines (one of the above vegetable oils should be listed as the first ingredient on the label); salad dressing (1 serving = 2 tsp); seeds and nuts (all seeds, most nuts except cashew, macadamia, and pistachio) (1 serving = 3 tsp); peanut butter (1 serving = 2 tsp). Use cooking styles that use little or no fat—roasting, broiling, steaming. **AVOID:** Solid fats and shortenings (e.g., butter, bacon drippings, lard, salt pork, gravy from meat drippings); chocolate, coconut, coconut oil, palm oil. (Since these are often used in bakery products, nondairy creamers, whipped toppings, candy and commercially fried foods, read labels carefully.)

Desserts, Beverages & Snacks

Use the foods from the other five food lists to make your eating plan. Then occasionally choose a few of the foods listed below to add interest. **FIRST CHOICE:** Raw vegetables, fresh fruit, fruit canned without sugar, plain gelatin, tea, coffee. **SECOND CHOICE:** Frozen or canned fruit with sugar, dried fruits, seeds, "okay" nuts, plain popcorn, pretzels, "okay" crackers, sherbet, ice milk, frozen or fruited low-fat yogurt, angel food cake. **OTHER HIGHER CALORIE CHOICES:** Hard candy, gum drops; flavored gelatin; popsicles; fruit punches, sodas; sugar, honey, jam; home-made desserts made with "okay" ingredients; two drinks per day of wine, beer, or liquor. **AVOID:** Store-bought cakes, pies, cookies, and mixes; coconut; high-fat snack products; desserts and snacks containing cheese, cream or whole milk; ice cream.

This Month's Cover:

The Telephone Information Department adopted Gummy as their mascot. Holding hands with the good sport sans Pokey at the Open House were Director of Employee Relations Roger Kundert and Telephone Information Manager Elfriede Becker.

If Johnny Still Can't Read He Hasn't Met Phil Godwin

At first glance, Phil Godwin appears to be a pretty carefree, fun-loving guy. Not one to sit idle for too long, a property maintainer at Vernon Yard, he still finds time for the high-energy sports and hobbies that he enjoys. There is the hiking, the bicycling, the backpacking. Oh, and don't forget the wood carving, and the machine work, and the scuba-diving. Definitely a man's man, Godwin is the type of guy "the Duke" might have palled around with.

But there is much more to him than meets the eye. At night Phil Godwin is a reading tutor at the Baldwin Park Library in the community where he has lived for 20 years. Through this tutorial program, called the Language Learning Center, spon-

assign him homework and then assign myself homework just so I could keep up with him."

As teacher, Godwin goes the distance for his students. It is not required, but he makes the extra effort to teach the rules of English grammar, structure, and the parts of speech. "I don't know if handwriting is a requirement either, but I teach it because if someone can't read how can they write?"

Godwin himself is an avid reader. His favorites are westerns, science fiction, murder mysteries, and shoot'em ups. He also enjoys history, especially English history. According to Godwin, his favorite period is 1066, pre-Norman Conquest to Elizabethan



Property Maintainer Phil Godwin teaches adults to read in his spare time through a tutorial program sponsored by the Los Angeles County Public Library.

sored by the Los Angeles County Public Library, Godwin volunteers two nights each week to help illiterate adults learn to read.

"I do it purely for selfish reasons," he explains. "I don't know what it is, but to see the light that comes into a student's face when he understands something is a high for me. The feeling I get when I see their progress . . . the change is fantastic. It's a kick in the head," Godwin exclaims.

The fact that more than 12 million Americans cannot read strikes Godwin as something obscene. "It's terrible. And what's more," he adds, "You'd never know it. There are people who deserve academy awards for the great act they've put on all their life, faking their way through the school system and into responsible jobs. You'd be surprised," he confides.

Godwin, who has always had a fondness for teaching, at first thought teaching adults would be a difficult challenge, but, quite the contrary, he discovered it to be most rewarding. "An adult who wants to learn is more highly motivated than school kids," he observes. "They work much harder than kids. They're there because they want to be, and so am I. The experience is something so different."

Godwin recalls one student in particular, who has a master's degree in engineering. From Taiwan, the student spoke English poorly. "His sentences and syntax were just down right funny. He worked so hard to learn correct usage, though. I would

and up to Cromwell. "I like to read and I want other people to read. It can be so exciting. If you find good authors, you can travel the world in your living room. Actually, I'll read just about anything. There are a lot of junk authors but there are no junk subjects," he concludes.

Godwin loves the creative word so much that he carries one book in his lunch box to read during his breaks each day. There is one, sometimes two, separate books he reads while at home. Godwin confesses that sometimes he finds himself reading three to five books simultaneously. Married and the father of three, he admits, however, that his wife, Martha, reads even more than he does.

Godwin learned about the tutorial program from a television announcement recruiting volunteer teachers and wanted to get involved. "Usually, I'm not that community-minded, but, as I get older, I get so tired and frustrated with apathy. I got tired of my own apathy and had to do something," he concedes.

Having taught before joining RTD and as a naval reservist, Godwin already knew how much he loved teaching. So, after taking a five week preparatory course for tutorial instructors, he was ready to do it. He has been "doing it" for a little more than a year now. "And," says Godwin, "as long as the program is there and there is money for resource materials, I'll be there, too."

This story and the one about Rosalyn Gladney-Colley on page 6 were written by the new Headway Assistant Adriene Corbin

RTD Comes Through for Skidrow Families on Nov. 27



Employees from the Third Floor at the Headquarters Building made a generous showing of donations for the RTD Drive for Skidrow Families. Barrels were placed on each floor as collection sites for canned and bottled foodstuffs and were distributed by the Para Los Ninos Child Care Center to families before Thanksgiving Day. Our warm-hearted folks on the Third Floor were organized in an all-out effort by assistant Director of Transportation Leilia Bailey to contribute to the cause. The Third Floor barrel staffers include, front row, from left to right: Chauncey Carter, Yemi Nishimura, Willie Koskela, O'Neil McDaniels, Maria Palomino, Ann Parvin, Leilia Bailey, Alice Ellis, Leslie Wilson, Josie Holguin, and Lil Moore. Back row, from left to right: Van Ambert, George Sylva, Cynthia Toles, Lorelee Cannon, and Andy Gero.



The RTD HIT (Headquarters Improvement Team) committee spearheaded the 1986 Thanksgiving donation drive for non-perishable foodstuffs for the children of Skid row. The many barrels of food donated by Headquarters Building staff people were distributed through the Para Los Ninos Childcare Center on Sixth Street. HIT member and General Services Manager Anita Allen and her staff delivered the many boxes needed by Skid row families to Para Los Ninos Program Director Arleen Flores. From left to right: Arleen Flores, RTD General Services Supervisor Harold Kelley, Para Los Ninos Assistant Sam Quirino, RTD staff Jack Brass, Danny Threat, and Anita Allen.

The Heavy Cost of "Doing Drugs"

The drug problem is greater than most people realize.

Last year, illegal drug trafficking grossed more than the Exxon Corporation—more than \$80 billion.

Twenty percent of employees nationwide are estimated to use drugs on the job. In many circles, "doing drugs," especially cocaine, is the "in" thing, with significant status attached to the social use of designer drugs and marijuana. Most drug users, including those who consume alcohol and prescription drugs to the point of abuse, are deluding themselves.

Let's look at some facts:

- Insurance estimates show 47 percent of industrial accidents are related to drugs. Accidents are the fourth leading cause of death.

- Drugs such as "uppers," "downers," PCP (angel dust), and cocaine can cause death even in small doses.

- People involved in drug or alcohol abuse work at only 67 percent of their capacity.

- Drug-impaired employees are subject to immeasurable "goof-ups." Although they perform below capacity, they receive the same compensation as colleagues. This can cause morale to drop, gossip, cliques, product liability problems, computer mistakes, and corruption of other employees.

- Use of drugs dramatically affects company profits and therefore jeopardizes jobs. Companies lose an estimated \$26 billion annually because of reduced production, greater turnover, absenteeism, theft, severity of accidents, and medical benefits claims caused by drugs. Businesses spend \$50 billion a year to combat this drug drain and its resultant theft problems. The Justice Department expects that figure to double by 1995.

3309's Master Mechanic Is a World-Class Craftsman

by David Busch

Division 9 Mechanic Louis M. Cruz is a quiet, friendly man — balanced with a measure of humility as well as a sense of proportion. Cruz, a master craftsman, makes world-class concert guitars, instruments of powerful grace with all the strength of the rare woods that go into them.

As relief leadman, Cruz is helpful to his co-workers and is known as one who adds an extra hand whenever it's needed. At home he and his gracious wife Soledad enjoy the company of their four-year old granddaughter Roseann. And it is there that Cruz will show you one of the hundreds of classical guitars that he's made ever since he built his first one at age 15 — about thirty-five years ago. In his workroom, he shows you one of his guitars, a fine instrument of rare wood.

The wood he uses in guitar making is part of a collection he has gathered for 25 years or more; collected from such places as Brazil, Africa, India, and Alaska. For most of his guitars, Cruz uses a very rare and expensive Brazilian rosewood, selected for its perfect, straight grain. The rosewood is then fitted seamlessly to pieces of ebony and spruce. The inlays on Cruz' instrument should have a magnifying glass taken to them just to see the individual pieces. Delicate squares of wood, hundreds of them and almost all, without any exaggeration, hardly bigger than the heads of pins. All have been cut, shaped, and fitted by Cruz into an inch-wide, multi-patterned, multi-colored band which encircles the guitar's sound hole. Among these incredibly small squares of wood are lines of ripe yellow and brown positioned in a rosetta of clear red that's contrasted with mossy green. There's also little bits of ebony and contrasting ivory within these miniscule inlay patterns.



Division 9 Mechanic A Louis M. Cruz shows the exquisite and painstakingly crafted inlays on one of the classical guitars he made. Accompanying Cruz is his four-year-old granddaughter Roseann Perez.

The creation of any of his guitars begins with a special process in which he actually hollows out the wood until it is almost spongelike and very resonant. The wood is matched to ensure that each piece will age without cracking. It will bend, but only where intended. The planing is so precise that with aging, as the bridge causes the face of the guitar to bulge out, each string remains in perfect pitch. The design overall has been fixed by classic dimensions. The mold is literally the same worldwide for all classical guitars. But it is the finer details within that fixed pattern that have come from Louis M. Cruz.

The colors of the guitar that Cruz handles are rich and beautiful. There is no flashy pearl work display to ornament this guitar. "Oh no, there's never any pearl on a classical fretboard," he said.

The secrets of guitar making are almost Byzantine — going back directly to some of the secrets of the

violin-maker Stradivari. They cover everything from methods for removing all the resins in a piece of living wood down to what types of glues to use and where they go on the instrument. The end product is not only extremely durable but also attractive with its simple and elegant lines. Cruz offers this reporter one of his show pieces for viewing. Piece for piece, it is almost exactly the same as the very first one he made. Cruz learned to make guitars by taking apart one that he bought.

"I just knew I could make a better sounding one," he said. He used no books. No one taught him. He made his own molds based on the pattern he found in his carefully disassembled guitar. He bought wood with his own money. As a teenager living in the Bronx, all he had to work with were a few of his father's hand tools.

His first one-sixteenth-inch guitar parts: back, sides, and top, were made by hand-sawing slices from

two-by-fours of expensive woods and then planing them down to uniform thickness with an ordinary carpenter's plane. When finished, the new guitar, made almost by instinct, not only looked, but sounded better.

The pure sound of a classical guitar is quieter than what we are used to. Cruz grew up in the fifties, the era that gave birth to rock and roll, yet his favorite music comes from the flamenco and Spanish guitarists like Andres Segovia. "I like to listen to peaceful pieces," he said.

And so the highs of his guitar are not at all too sharp but are astoundingly clear. Asked by this reporter why the low strings don't boom, Cruz, taking no offense, said the answer to the question is implied in the guitar's design. The first requirement of a classical guitar is that all the notes on all the strings, up and down the fingerboard, have exactly the same volume; nothing is out of proportion. The effect is uncanny. A classical guitarist uses this essential characteristic to completely control the sound of each note in relation to the others. The instrument can blend harmoniously into the sound of an entire orchestra.

Since he began making the instruments, music stores all over the country have been calling for a steady supply. His guitars are now being played by professionals of every rank, from combo players to concert masters. "The guitar shops say 'send us guitars; we can sell three to four a month.' I could do it, but I don't like to rush." Estimating the value of these guitars is hard for him. Starting at about \$2,000, they are incredible bargains for buyers who'll abide patiently on long waiting lists to get one. And yet, said Cruz, "To me they're priceless."

David Busch is a mechanic at Division 3309 and he plans to contribute to the *Headway* in the future.

Thumbing Through the New Tax Laws

Like it or not tax reform has arrived, bringing with it a hailstorm of important questions. The big question on everyone's mind is: How will the new tax law affect ME? Take a gander at our thumbnail sketch of changes below to see whether you will come out thumbs-up or thumbs-down in 1987 and beyond.

TAX CALCULATION CHANGES

Tax Rates

Old Law: There were 15 tax brackets, ranging from 11 percent to 50 percent. *New Law:* By 1988, there will be only two tax brackets, 15 percent and 28 percent. In the transition year, 1987, there will be five rates (11 percent, 15 percent, 25 percent, 28 percent, and 38.5 percent), each applying to a selected income range. The old graduated rate structure is being replaced by a tax rate on a larger income amount because of fewer deductions.

Standard Deduction

Old Law: The standard deduction of \$2,480 for single taxpayers and \$3,670 for married couples were built into the tax tables.

New Law: By 1988, the standard deduction is to be removed from the tax tables to provide flat deductions of \$3,000 and \$5,000 for single and married taxpayers, respectively.

Exemptions

Old Law: \$1,080 was provided for tax-

payers and dependents.

New Law: Exemptions of \$1,900 in 1987 will be raised to \$1,950 in 1988, and to \$2,000 in 1989. Special exemptions for the blind and elderly have been eliminated.

Two-Earner Deduction

Old Law: Married couples could deduct 10 percent of the lower earning spouse's income up to a maximum of \$3,000.

New Law: This provision has been repealed.

Income Averaging

Old Law: Income averaging was applicable to all taxpayers.

New Law: This provision has been repealed.

CHANGES AFFECTING INVESTMENTS

IRA Contributions

Old Law: Taxpayers could deduct up to \$2,000 for contributions to individual retirement accounts with taxes deferred on all earnings until withdrawal.

New Law: Deductions are limited to the extent that the worker is covered by a company pension plan and earnings are in excess of \$40,000 for married couples and \$25,000 for single taxpayers. Even though deductions are limited, any wage earner may still make the \$2,000 maximum contribu-

tion and have the earnings on the money remain tax-deferred.

Capital Gains

Old Law: A 60 percent long-term capital gains deduction was allowed on sales of assets, such as stocks and most investments.

New Law: All long-term capital gains are to be taxed as ordinary income, starting in 1987.

Tax Shelters

Old Law: Losses from most tax-sheltered investments could offset all other income items on the tax return. *New Law:* Losses from passive investments in which the taxpayer does not actively participate, such as limited partnerships, may only be used to offset income from similar investments. This loss of the benefits of tax shelters is to be phased in over a 5-year period beginning in 1987. Any losses not utilized can be carried forward to offset future income from the investment.

Realty Property

Old Law: Losses from rental property could be used to offset all other income items on the tax return.

New Law: Losses up to \$25,000 are to be available to those taxpayers who actively manage their investments. This deduction will gradually be phased out beginning 1987 for those whose income exceeds \$100,000.

CHANGES AFFECTING ITEMIZED DEDUCTIONS

Sales Taxes

Old Law: Sales taxes were fully deductible.

New Law: Deductions for all itemized sales taxes have been repealed for 1987 and future years.

Consumer Interest

Old Law: ALL interest paid on bona-fide debt was deductible.

New Law: Consumer interest (on autos, credit cards, personal loans, etc.) is allowed at 65 percent in 1987, decreasing to 40 percent, 20 percent, 10 percent and 0, in each succeeding year.

Home Mortgage Interest

Old Law: Interest paid on all mortgage refinancing and home equity loans was fully deductible.

New Law: Beginning in 1987, home mortgage interest is still deductible for first and second homes, but only on loans up to the original purchase price of the home, plus the cost of home improvements. The only exceptions to this rule are loans for education and medical costs, where interest is deductible up to market value of the home, less other mortgages. The use of home equity loans to purchase investments or consumer goods will thus be less desirable.



Our Rating System

- ***** —Top of the line; a once-in-a-lifetime film
 **** —Excellent; worth standing in line for
 *** —Average; does what it sets out to do, but little more
 ** —Fair; good effort, but decidedly flawed
 * —Poor; Wait for it to hit video
 BOMB—*Zombies of the Stratosphere* — sometimes we understand why the movie serial died

Tai-Pan—**

This should have been a mini-series, along the lines of *Shogun*. The twelve hours allotted to the work of James Clavell managed to convey some of the sweep of the 500-page plus book, despite being forced to leave out many of the finer details due to lack of time. With only two hours and seventeen minutes for *Tai-Pan*, it is almost impossible to cram anything *near* the complete story onto film. The result is that of "Tonight, NBC will present selected scenes from its upcoming mini-series. . ." The action moves fast, with scenes over before they even begin. Characters walk on, are introduced, and walk right back off. In a story of the struggle between two rival families, a feud that stretches at least two generations, this can be quite damaging to the continuity of the plot.

Even so, *Tai-Pan*, filmed mostly on location in mainland China, is without a doubt the most visually splendid movie of the year, a feast for the eyes. Unfortunately, we don't always get as good a look at things as we would like. What you do see is almost worth the price of admission alone, and I wouldn't be surprised to see this in the running for cinematography, set design, and costume design when Oscar time rolls around.

Bryan Brown stars as Dick Straun, the *Tai-Pan*. On-screen for most of the film, playing the part with deadly seriousness, he could have easily damaged things past salvaging. Brown chooses to play it broadly, just a touch larger-than-life, enough that we can occasionally laugh at and with him. And his arch-enemy Tyler Brock, played by John Stanton, is as evil and nasty as Brown is a good-hearted rogue. There's some fine scenery-chewing here as each struggles to control the port of Hong Kong. Joan Chen, a prominent Chinese actress,

has a promising American debut as May-May, Brown's "China Lady," making the concubine a match for the *Tai-Pan* in wit and guile. It's all a bit silly, and will undoubtedly mellow through the years into high camp, but I've always had a weakness for camp. If you're looking for seriousness, my advice is to read James Clavell's book.

Star Trek IV: The Voyage Home - ****

I remember when "The Man Trap" first aired in 1966, and it's a pleasure to see how far *Star Trek* has come in twenty years. What makes this film special, makes the entire series special, is the sense of family; these are old friends we're watching, and it's good to spend a few hours with them. We're so familiar with the characters that a great deal of set up is not needed. Kirk is in command, Spock is logical, McCoy is a doctor, not a (fill in the blank), etc. The advantage to this is that, since we know everyone and where they stand, the message the film has to offer doesn't have to be hammered at constantly.

When we last left our heroes, they had managed to rescue Spock from the rapidly disintegrating Genesis planet, and returned him to Vulcan, where his *katra*, or soul, was transferred back to his body from its temporary storage place in McCoy's. Unfortunately, in order to do this, quite a few Starfleet regulations were broken, and one starship destroyed. The Federation is not happy, and orders the crew of the *Enterprise* to return to earth for trial. Before they can, however, a space probe appears that threatens the very existence of our mother planet. This probe has managed to shut down everything in its path, and its message is unintelligible, so the Federation is unable to communicate with it. The only one left that can possibly save the day? You guessed it. Kirk and company must travel back to San Francisco, circa 1986, in order to save their world, trying to rectify the damage men of our century have done to the future generations.

Most of the humor comes from the "fish out of water" feeling the crew experiences, especially Spock, who is still coming to terms with his recent ordeal. Each of the *Enterprise* Seven is featured in his or her bit as they try to fulfill their mission: Kirk and Spock go to visit the whales, Uhura and Chekov, our resident Russian, try to find fuel ("I am looking for the naval yards. I need nuclear wes-

sels."), while Scotty, McCoy, and Sulu fetch other materials needed. In doing so, Scotty comes face to face with a MacIntosh computer. He tries talking to it. Doesn't work. He tries talking into the mouse. Doesn't work. Finally, when McCoy indicates where he's going wrong, he responds, "A keyboard. How quaint."

Starring are William Shatner, Leonard Nimoy, DeForest Kelley, James Doohan, Nichelle Nichols, George Takei, and Walter Koenig, with Catherine Hicks playing the biologist who helps them in their quest (and gets the last word with Kirk!) Nimoy, as in *Star Trek III*, also directed this rousing tale. Enjoy this latest entry, and don't worry. Paramount has already committed to *Star Trek V*, with William Shatner directing.

An American Tail — **** animation/ *story

If *An American Tail* bears a visual resemblance to Disney's *The Great Mouse Detective*, released earlier in 1986, it is because Don Bluth, the guiding force behind the production, received much of his training at the Disney Studio before setting out on his own. This is old-style animation, rich, full, with great attention paid to the smallest details. Unfortunately, not as much attention seems to have been paid to the storyline, which is plodding, contrived, and saccharine.

Like many things commemorating the centennial of the Statue of Liberty, *An American Tail* is an immigrant story, concerning the journey of the

Mousekowitzs from their home in Russia to the streets of New York. Papa and Mama Mousekowitz and their two children, Fivel and Tanya, are forced to flee their home because of the pogroms that were waged against the Jews (A nice touch here is the cossack cats who chase the Jewish mice). So, they board a boat for America "Where the streets are paved with cheese and there are no cats." Along the way, Fivel is washed overboard, reaching the shores of the New World in a bottle. Now he must try to find his family. There are, however, too many close misses for us to really take this seriously; mostly it's a device to pad out the sagging plot.

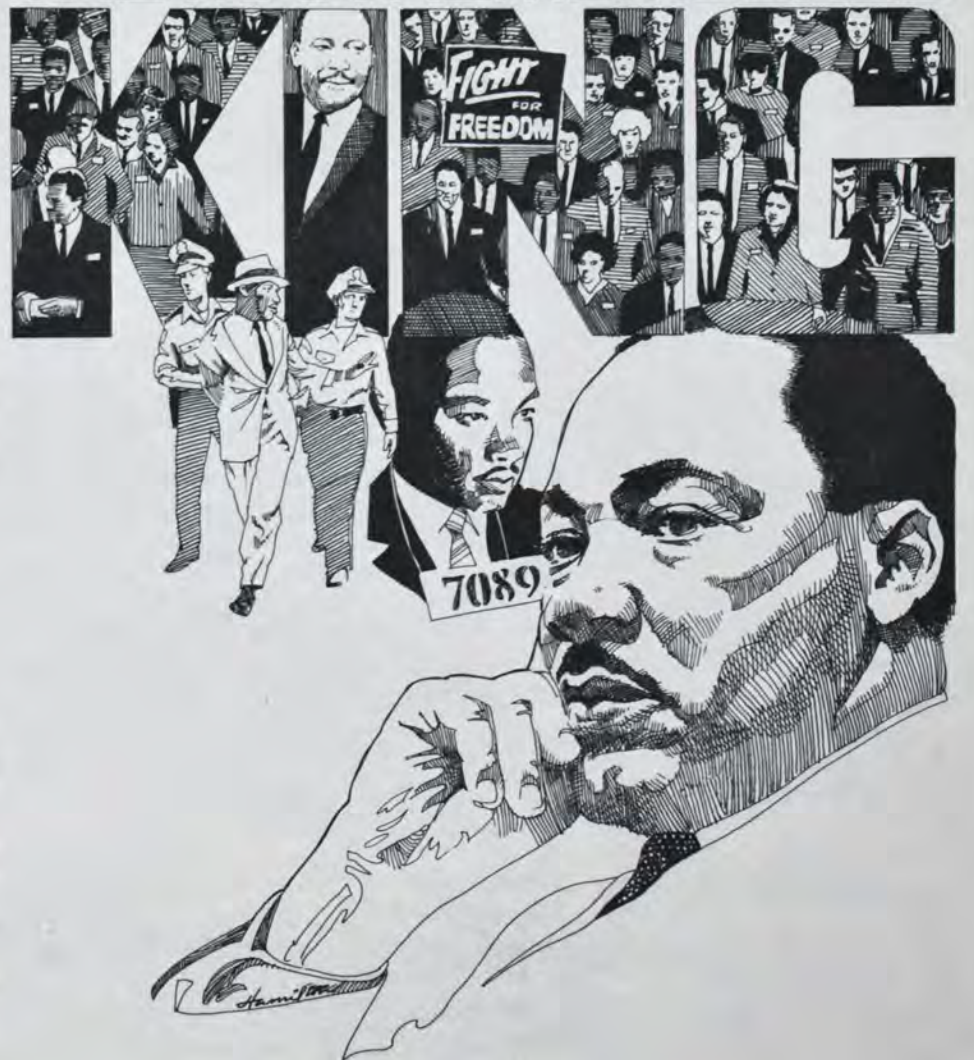
Another major problem of the storyline is that it assumes we are familiar with the immigrant experience. We're shown pogroms, Hester Street, Tammany Hall, registering dead people to vote, sweat shops, but all without explanation. Perhaps the writers thought it would only slow down an already pedestrian story, and that the kids wouldn't understand it even if you did explain it. In doing so, they have done a disservice to both their audience and the delightful animation. At just under an hour and a half, I wouldn't recommend this one for children whose attention wanders; there's nothing here to hold it.

—Carolyn Kinkead



January 15, 1929 - April 4, 1968

THE MAN REMEMBERED



Life Insurance Benefits, Family Coverage Increase

According to newly released statistics compiled by the American Council of Life Insurance, the life insurance industry paid out more than \$66.5 billion in benefits during 1985 — up 10.1 percent from 1984. Payments to beneficiaries of annuities accounted for most of this growth (from \$17.9 billion in 1984 to \$21.3 billion in 1985). Also, payments to life insurance beneficiaries rose by almost 9 percent, from nearly \$16.8 billion in 1984 to over

\$18.2 billion in 1985.

Other pertinent figures for 1985:

- Life insurance purchases exceeded \$1.2 trillion in 1985, a 10.4 percent increase from 1984.
- Life insurance in force increased from \$5.5 trillion in 1984 to \$6.1 trillion.
- Insured families now have an average of \$74,600 in life insurance, versus an average of \$68,300 in 1984 and \$33,000 in 1975.

New Tactical Sports Club Offers War Games

"Pop, pop, pop. . . a sound like muffled popcorn popping echoed through the valley floor as the RTD forces took up new positions. As if someone had amplified the popping sound, the sound of pistols discharging carbon dioxide filled the air. Small orange pellets of paint were flying in all directions. The game was shaping up to be one of "shoot and run" as we moved up one tree at a time. My squad, Delta, as part of the offense was assigned the task of taking the middle ground of the field while Charlie and Alpha squads took the left and right flanks, respectively. The RTD team, designated the Yellow team by the field management, surprised the Red Team by the speed in which it was able to take ground. Jumping from behind the tree I ran forward, paint balls flying around me. Suddenly, splat, one had found its mark on my chest. I shouted loudly "I am hit," as the orange paint oozed slowly down my camouflage jacket. Raising my pistol about my head, I began to walk back to the staging area" — Carl Ehlig, RTD data processing librarian and president of the RTD Tactical Sport Club.



At their first flag base, four squad leaders of the RTD Tactical Sports Club synchronize watches and prepare strategies for the "war game" to come.

The RTD Tactical Sports Club, an organized group of employees interested in the new sport of simulated combat, got started in August 1986. Since then its members have played games against members of such groups as the Head Hunters, the Bushmasters, Jason's Rangers, and the MIAs. More recently, the RTD club has even received challenges from the Southern California Edison employees team for a game. Other events on the club calendar include member participation in a mega-game located south of Corona, involving 600 players organized by a company operating a field known as "War Zone."

As a sport, these war games, or "paint wars" are one of the most recent recreational sports to be introduced to Southern California. Played on regulated fields and refereed by game officials, these fields also provide eye protection, which all players and spectators must wear, and the air pistols that fire non-toxic, gelatin-coated balls of paint.

In a real sense, the game is a play, a theatrical production, in which the script is allowed to evolve as a consequence of the players' actions. In moment-to-moment changes, each player writes a new line in the script. The players become collective directors of the play rather than actors being directed.

Like a gigantic chess set, a game proceeds on the skill and tactics of the players. The myth of the Rambo character is quickly dispelled as a player gains experience. Beyond the strategy devised by the team captain and squad leaders, the bottom line is always team work. Of course, the biggest draw of the games is that everyone is there to have a good time, without anyone getting hurt.

Employees are discovering the unique camaraderie and positive interpersonal contact that can be experienced on and off the playing field. Some companies are using the game as a way of building morale and posi-

tive competitive spirit between departments.

Off the field players from both teams gather to compare notes on the last game. For the company team member the rewards are even greater as they experience the strong sense of being part of a team where each person helps each other.

In recent months there has been a tremendous growth of the number of corporate teams; these include companies such as Rockwell International, Hughes Aircraft, Sears, and GTE.

The terrain of the regulated fields vary greatly, ranging from shrub land to bamboo jungles to the insides of converted warehouses. Some fields include small villages, in the case of the Quest field, located near Malibu. This field even includes a movie set still used for filming.

Future plans of the RTD club

include organizing social gatherings to discuss the games (how they are played and orchestrated) as well as some special games. One such special game that the club is eager to plan for is a challenge with the Orange County Transit District team. At present the club is waiting for the Orange County group to develop its skills before issuing the challenge.

Membership in the RTD Tactical Sport Club is open to all employees and their family and friends. As yet, there are no dues for membership and the club offers valuable assistance in purchasing supplies. If you would like to join send your name, phone number, and mail station to the RTD Tactical Sports Club in care of the Employee Activities Department. For more information call one of the following club officers: Carl Ehlig, extension 2012; Stan Ivener, extension 3279; Ron Meyer, extension 6088; and Sun Son, extension 3266.

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THE BOARD OF DIRECTORS OF THE TRANSIT DISTRICT EFCU VOTED ON NOVEMBER 19 TO WAIVE THE MEMBERSHIP FEE OF \$5.00 FOR ALL NEW MEMBERS DURING THE MONTHS OF JANUARY AND FEBRUARY 1987.

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PEOPLE HELPING PEOPLE

In Memoriam: Challenger Crew

Since January 28, 1986, many words have honored the seven whose lives were lost so tragically aboard the Space Shuttle Challenger. Their loss was a national trauma: One minute, we watched their graceful climb to the heavens; the next, we plunged with them to the depths to face our own mortality.

* * * * *

Families of the Challenger Crew recently announced a drive to establish the Challenger Center for Space Science Education, to be affiliated with the National Air and Space Museum of the Smithsonian Institution in Washington, D.C. The center will offer scholarship and residential programs for students and teachers; hands-on learning experiences for children; nationwide cable broadcasts for space science education; and national outreach programs for teachers. Family members have asked that support and contributions from individuals and corporations be sent to:

Challenger Center
P.O. Box 90077
Washington, DC 20090



There was this guy, a nationally known sports hero. And then I got busted. As a result of my lust for cocaine, I bypassed high and went straight to messed up. I mean zoom—there was no stopping. Some of you know exactly what I'm talking about because you're taking the exact same ride. A phone call could help you. It took prison to help me.

**COCAINE. THE BIG LIE.
1-800-662-HELP.**

COMMENDATIONS & SCHEDULE CHANGES

COMMENDATIONS

Division 1

Estany, Elizabeth C.
Hicks, Cleophus
Mix, Jim C.

Division 3

Castro, Ludovico M.
Correa, Ernest
Mercer, Scott D.
Miller, Ivan V.

Division 5

Granados, Raul

Division 6

Davis, Evelyn M.
Sidney, Meredith C.

Division 7

Goldstein, Norman
Jarnagin, Tijuana J.
Jones, Steven
Parker, Christopher D.
Watkins, Jerome
White, Walter J.

Division 8

Ford, Lillian M.
Reed, Michael G.

Division 9

Huante, Felipe
Rodela, Samuel R.

Division 10

Walker, Gail M.
Williams, Guy H.

Division 12

Scott, Albert E.

Division 15

Cooks, Robert W.
Resendez, Raymond J.
Sheldon, Arthur A.
Smith, Roy J.

Division 16

Perry, Tilmon
Spencer, Herbert W.
Williams, Ben L.

Division 18

King, Ernest
Webb, Bernard

IN MEMORIAM

Andrade, George, Sr., began with the District November 13, 1945 as an Operator, passed away July 26, 1986.

Broge, Bennett A., began with the District September 24, 1943 as an Operator, passed away August 14, 1986.

Gregg, Everett, began with the District April 8, 1946 as an Operator, passed away November 14, 1986.

Haulman, Frank V., began with the District November 10, 1917 as an Operator, passed away November 5, 1986.

Laird, William A., began with the District April 17, 1945 as an Operator, passed away November 12, 1986.

Muller, Fred W., began with the District October 19, 1942 as an Operator, passed away October 22, 1986.

Owens, Harold J., began with the District as an Operator October 6, 1942, passed away November 22, 1986.

Sheehan, Leo B., began with the District October 28, 1936 as an Operator, passed away October 2, 1986.

Tilley, Bernard, began with the District on April 14, 1972 as an Operator, passed away on July 21, 1986.

Villagrana, Salvador, began with the District on April 1, 1974 as an Operator, passed away November 13, 1986.

SCHEDULE CHANGES

Abbott, Richard D., from Operator Trainee Part-time to Operator Part-time.

Acosta, Norma, from Operator Trainee Part-time to Operator Part-time.

Ahumada, Luz M., from Operator Trainee Part-time to Operator Part-time.

Ali, Allah M., from Mechanic C to Mechanic B.

Aragon, Max, from Operator Trainee Part-time to Operator Part-time.

Bailey, Leilia M., from Transportation Superintendent to Assistant Director of Transportation.

Bell, Willia D., from Operator Trainee Part-time to Operator Part-time.

Bishop, Deborah J., from Acting Training Coordinator to Training Coordinator.

Bora, Dan C., from Operator Trainee Part-time to Operator Part-time.

Calderon, Jamie, from Operator Trainee Part-time to Operator Part-time.

Camareno, Robert E., from Utility B to Utility A.

Chmielewski, Norman, from Stock Clerk to Equipment Records Specialist.

Concepcion, Alberto, from Mechanic B to Mechanic A.

Cowan, Thomas R., from Operator Trainee Part-time to Operator Part-time.

Dragulin, Constantine, from Operator Trainee Part-time to Operator Part-time.

Duncan, Dordanius A., from Operator Trainee Part-time to Operator Part-time.

Estrada, Manuel E., from Operator Trainee Part-time to Operator Part-time.

Foster, Reginald V., from Operator Trainee Part-time to Operator Part-time.

Gagliardi, Rafael, from Operator Trainee Part-time to Operator Part-time.

Garcia, Jose L., from Operator Trainee Part-time to Operator Part-time.

Gianuzzi, Louis A., from Operator Trainee Part-time to Operator Part-time.

Gomez, Efrain R., from Operator Trainee Part-time to Operator Part-time.

Haynes, Marion S. from Relief Stock Clerk to Storekeeper.

Houdashelt, Stephanie, from Operator Trainee Part-time to Operator Part-time.

Jaramillo, Edward from Operator Trainee Part-time to Operator Part-time.

Keng, Wen-Jen L., from Programmer to Programmer Analyst.

Lara, Gloria, from Operator Trainee Part-time to Operator Part-time.

Lefton James M., from Planning Assistant to Planner.

Levidiotis, Thomas D., from Mechanic B to Mechanic A.

Lindsay, Cleo from Operator Trainee Part-time to Operator Part-time.

Luong, Ha, from Mechanic B to Mechanic A.

Marquez, Juan R., from Mechanic B to Mechanic A.

Matthews, Phillipa, from Division Steno to Secretary.

Martinez, Estelle D., from Operator Trainee Part-time to Operator Part-time.

McKay, Gardner G., from Operator Trainee Part-time to Operator Part-time.

Miranda, Daniel P., from Operator Trainee Part-time to Operator Part-time.

Navarre, Renee J., from Mechanic C to Mechanic B.

Nelson, Paul A., from Operator Trainee Part-time to Operator Part-time.

Neri, Jose A., from Operator Trainee Part-time to Operator Part-time.

Pham, Tien V., from Operator Trainee Part-time to Operator Part-time.

Pollan, Cynthia J., from OMB Analyst to Acting Senior OMB Analyst.

Ramos, Frankie D., from Operator Trainee Part-time to Operator Part-time.

Reid, Harold N., from Operator Trainee Part-time to Operator Part-time.

Roberts, Roquesa D., from Operator Trainee Part-time to Operator Part-time.

Rodriguez, Lillian D., from Operator Trainee Part-time to Operator Part-time.

Rosen, Kathryn, from Operator Trainee Part-time to Operator Part-time.

Roullier, Daniel A., from Mechanic A to Mechanic A Leader.

Runyan, Shawn J., from Operator Trainee Part-time to Operator Part-time.

Sandoval, George A., from Operator Trainee Part-time to Operator Part-time.

Sao, Wallon, from Operator Trainee Part-time to Operator Part-time.

Sauceda, Jose L., from Mechanic B to Mechanic A.

Silver, Carolann Y., from Planning Assistant to Planner.

Singer, Michael J., from Senior Equipment Maintenance Supervisor to Acting Equipment Maintenance Manager.

Sloan, Henry S., from Operator Trainee Part-time to Operator Part-time.

Smith, Douglas E., from Mechanic B to Mechanic A.

Stark, Steven, from Operator Trainee Part-time to Operator Part-time.

Thompson, Jolinda L., from Operator Trainee Part-time to Operator Part-time.

Trinh, Khanh D., from Operator Trainee Part-time to Operator Part-time.

Vasquez, Fortunata T., from Secretary to Senior Secretary.

Wesley, Gloria Y., from Operator Trainee Part-time to Operator Part-time.

Wilson, Ralph, from Transportation Superintendent to Assistant Director of Transportation.

Zamfirescu, George P., from Operator Trainee Part-time to Operator Part-time.

SHIFTING GEARS

DeVore, Anthony W., an Operator since May 20, 1974, retired November 15, 1986.

Feldra, Michael, an Operator since April 29, 1976, retired September 4, 1986.

Gaitano, Salvador, an Operator since October 22, 1960, retired November 1, 1986.

Hightower, Dan, an Operator since August 24, 1973, retired August 25, 1986.

Huskey, Beverly, an Operator since June 9, 1975, retired October 31, 1986.

Rabjohn, Donald R., an Operator since November 4, 1974, retired November 5, 1986.

Russell, Charles J., began with the District June 10, 1958, retired as the Manager of Schedule Checking November 28, 1986.

BIRTH

Born to Human Resources Analyst Kathi S. Harper and Division 10 Operator Sam Harper; their first child, a daughter, Sami Marie, December 2, 1986, in West Los Angeles. Sami Marie weighed in at 7 lbs., 10 oz., and was 20 inches long. Of her baby the new mother said, "She's so pretty and she's a good baby ... She looks just like her daddy."

JOB OFFERED

The City of Lakewood is looking for Transportation Driver/Escorts. The position will pay \$6.78 to \$8.77 per hour, but only \$4.92 an hour while in training.

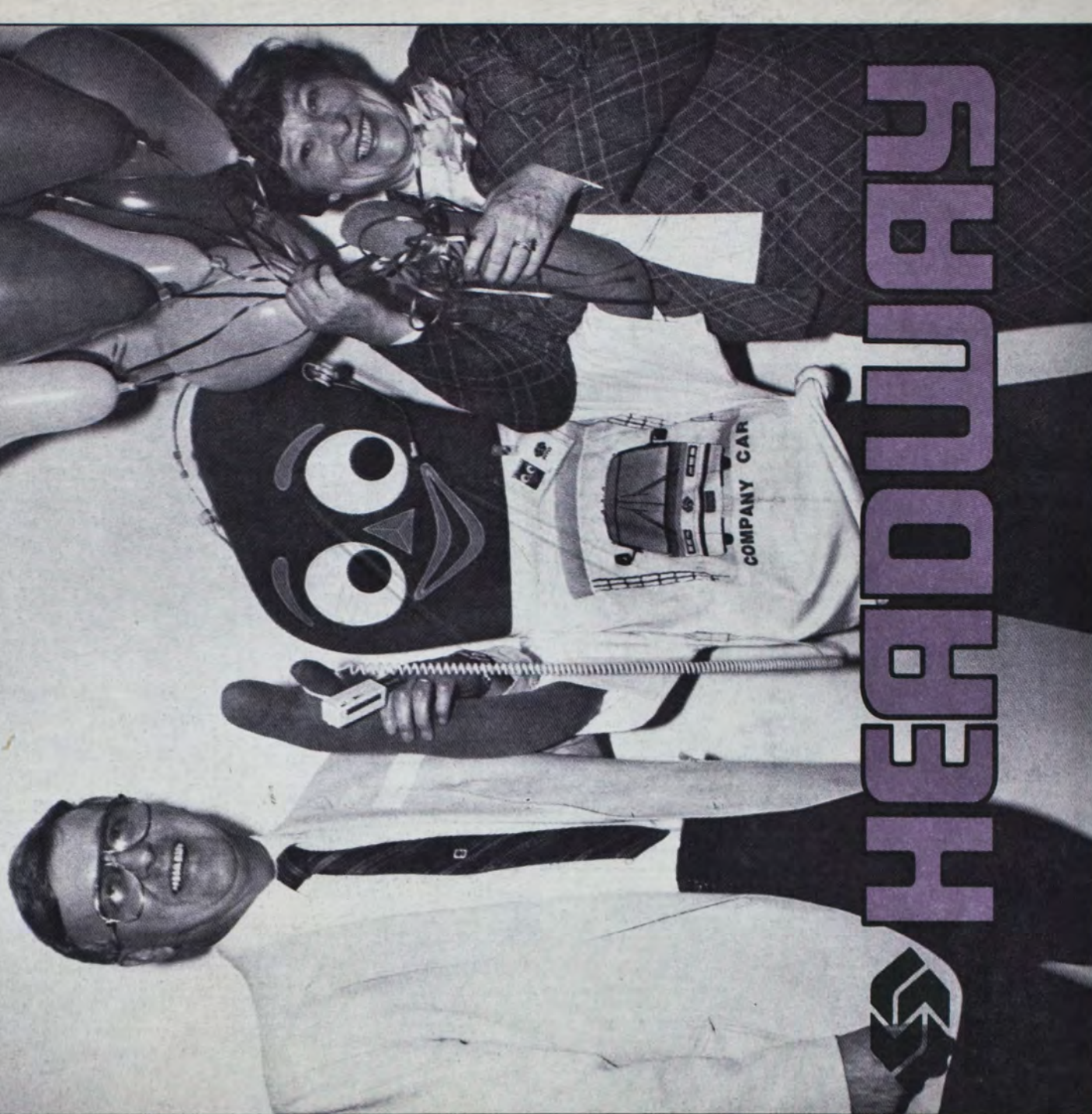
The duties of the position include the ability to perform first-stage maintenance of vehicles; operating a two-way radio; assisting passengers; maintaining records; maintaining positive public relations; and organizing and instructing travel participants in program specifics.

The qualifications for Transportation Driver/Escort require a Class II driver's license, a good driving record, and the ability to read maps.

Those interested in applying may obtain an application from Burns Community Center, 5510 Clark Avenue, Lakewood 90712, (213) 925-7512.



Telephone
Information
Open House



HEADWAY



Happy
New
Year!
1987

LAZERS INDOOR SOCCER \$10 tickets for \$6 includes parking

JANUARY

- 16 Lazers vs St. Louis Steamers — All Star pen give-aways
- 20 Lazers vs Wichita Wings
- 24 Lazers vs Minnesota Strikers
- 31 Lazers vs Kansas City Comets — Key chain give-aways

FEBRUARY

- 1 Lazers vs Chicago Sting
- 11 ALL STAR GAME

LAKERS BASKETBALL \$9.50 Colonnade Seating

JANUARY

- 11 Lakers vs San Antonio

FEBRUARY

- 4 Lakers vs Sacramento
- 13 Lakers vs Indiana
- 15 Lakers vs Boston

LAKER SENATE SEATS \$60 tickets for \$30 Loge level, parking included

JANUARY

- 11 Lakers vs San Antonio
- 15 Lakers vs Golden State
- 27 Lakers vs Portland

FEBRUARY

- 4 Lakers vs Dallas
- 13 Lakers vs Sacramento
- 17 Lakers vs Washington

KINGS HOCKEY Senate Seats \$30 tickets for \$18.50 includes parking

JANUARY

- 14 Kings vs Vancouver
- 19 Kings vs NY Rangers
- 21 Kings vs Pittsburg
- 23 Kings vs Minnesota
- 28 Kings vs New Jersey

FEBRUARY

- 14 Kings vs Hartford

OTHER EVENTS

JANUARY

- 18 Harlem Globetrotters + + + RTD All Star Game \$12 tickets for \$10 The Forum 6:00 p.m.
- 21 Julio Iglesias - Universal Amphitheater \$40
- 23 Clippers vs Detroit \$10 Sports Arena

FEBRUARY

- 3 Cindy Lauper - Universal Amphitheater \$18.50

Southern California Rapid Transit District
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RTD HEADWAY

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