

# HEADWAY



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### Cover Story

## Assembly Committee Meets To Consider Transit Restructure

RTD President Jan Hall, in testimony before the State Assembly Transportation Committee on February 11, said the RTD Board believes a consolidated agency that can operate a regional transportation network and deliver high-quality, cost-effective service to Los Angeles County needs to be put into place.

Mrs. Hall presented the Board's position before the Committee chaired by Assemblyman Richard Katz in the State building in downtown Los Angeles. Members of the legislature, including Katz and State Senator Alan Robbins, as well as other local officials, including Supervisor Deane Dana, Pete Schabarum, and Mike Antonovich are considering different proposals that would bring about significant changes in the way local transit agencies are organized. On February 10, the County Board of Supervisors voted to recommend incorporating the RTD with the Los Angeles County Transportation Commission (LACTC). With Senate Bill 2, Sen. Robbins is urging the creation of a superagency, the Metropolitan Transit Agency. The bill faced the public's scrutiny in its first committee hearing in Sacramento in mid-February. Small



Assemblyman Richard Katz convened the State Transportation Committee hearing held February 11 to solicit information on the restructuring of transportation in Los Angeles County.

cities, the LACTC, the RTD, and organized labor succeeded in blocking action on Robbins' bill.

Before implementing any organizational changes the RTD Board

feels certain fundamental questions must be addressed. "Alternatives must be evaluated with careful consideration given to the multitude of conditions and requirements within which the present system must operate," said Mrs. Hall. These constraints include dwindling state and federal funding in the face of increased service demands; the obligation to meet social needs which do not lend themselves to quantifiable, cost/benefit considerations; the demand for increased security to protect riders from urban crime; on-street conditions which impede safe operation and cause schedule delays, resulting from poor traffic flow; and restricted managerial authority which has resulted from labor agreements adopted under public pressure to avoid labor strikes and service disruptions.

In recognizing its limitations resulting from the above-mentioned conditions, the RTD Board is hopeful a legislative directive could strengthen the position of the transit delivery system including meeting such objectives as improved regional planning, better use of county resources, greater coordination and cooperation between the

transit agency and local jurisdictions regarding traffic flow and improved service.

Mrs. Hall did admit to the fear that a merger of transportation agencies in Los Angeles County could threaten the hard-won funding contracts that the RTD secured for Metro Rail in 1986. Recently, Secretary of Transportation Elizabeth Dole rejected the notion of funding Phase II of the Metro Rail Project. The financing contracts were made available only after lengthy negotiations with the Urban Mass Transportation Administration. "If they see a chink in our armor, the chink will get wider," said Mrs. Hall.

Whatever form the restructuring of transportation takes in Los Angeles County, Mrs. Hall said the RTD Board is not wedded to the RTD. "I don't think we believe that entity needs to be called the RTD. We do need to know whose job is whose. We are wedded to making transportation the best it can be in Los Angeles. We don't pretend to know what the answer is, but we sure know what the problems are," said Mrs. Hall in her concluding remarks to the committee.

## 33 Administrative Employees Laid Off To Check Deficit

In an effort to help reduce a \$7 million Fiscal Year (FY) 1987 operating deficit, the RTD announced the layoff of 33 administrative employees on February 2.

The positions eliminated were administrative support jobs. The layoffs are not expected to affect RTD bus service.

The layoffs represented a 2 percent overall reduction in administration staff. A total of 16 non-contract positions, as well as 16 BRAC (Brotherhood of Railway, Airline and Steamship Clerks) clerical positions, and one United Transportation Union (UTU) schedule checker position were eliminated.

"We sincerely regret having to take this action," said General Manager John A. Dyer. "It is only one of a number of steps we must, unfortunately, take to make sure the District remains financially able to provide the best quality service possible with the resources available."

When a reduction of the District's non-contract work force is required, department heads determine the department's business needs and the positions required to meet those needs.

After a review of each position's requirements, the qualifications of each person in the position are evalu-

ated. Those with the best record of performance are retained.

Those employees laid off were entitled to a number of benefits, depending on longevity of service. All received 10 days' notice pay; most received severance pay based on length of service to the District, and any accrued vacation pay.

The layoffs represented the first of seven cost-saving steps proposed by the RTD in January. The elimination of these positions is expected to save the District \$600,000.

Other measures being considered include decreasing non-driver overtime costs by 20 percent, resulting in a savings of \$650,000; reprogramming capital financing over a three-year period for a \$3 million savings in FY '87; reducing insurance costs by \$1 million; reducing peak-hour buses by 25 and selected Sunday service, thus saving \$1.5 million; and transferring a \$150,000 light rail expense to capital from operations.

Trimming travel expenses, another suggested measure, has already been addressed by the Board of Directors, who approved a comprehensive set of new regulations governing travel costs of Board members and District staff. This is expected to cut another \$100,000.

## City Commission Honors RTD 18

by John Hyde

Eighteen RTD employees—bus operators and managers alike—were honored for helping to make a difference in the lives of others. Their efforts range from raising thousands of dollars, to helping involve community youth in constructive activities, to capturing a suspect involved in a crime.

The ceremony took place January 30 in Mayor Tom Bradley's office with certificates awarded to each of our "unsung heroes."

RTD General Manager John Dyer publicly thanked the honorees for their outstanding and unselfish work to benefit the community.

Each honoree's accomplishments were read aloud by Juanita Dudley, president of the city's human relations commission. After photos were taken with Ms. Dudley and Human Relations Commissioners Jessie May Beavers and Gilbert T. Cardona, our employees, along with about 12 other citizens, were escorted to the chambers of the city council, which was in session. There, each employee stood proudly while his name was read aloud before the council.

What did our people do?

Take James Bernard, a senior instructor for Division 5. He and the fund-raising drive he heads raised

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## Leilia Bailey Named Acting Director of Transportation



Leilia Bailey was appointed the acting director of transportation on January 15.

Leilia Bailey, a former bus driver for the RTD who has worked her way up the ranks in a succession of promotions, has been appointed RTD's acting director of transportation.

Bailey, 47, is responsible for managing RTD's transportation network, which includes 12 operating

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# Metro Rail Means Business at Conference

Over 170 prime contractors and sub-contractors, inclusive of those businesses owned by minorities and women, had a chance to learn about contract and networking opportunities with the Metro Rail Project on January 29 at the USC Davidson Conference Center.

RTD jointly sponsored the conference along with the Mayor's Office of Small Business Administration, and Parsons, Dillingham Construction, and Deleuw, Cather and Co. (PDCD), the construction manager for Metro Rail, to inform those interested in doing business with the RTD on the Metro Rail Project and to offer an opportunity for contractors, subcontractors, suppliers, city officials, and Metro Rail planners to meet one another. In 1987, \$390 million in contracts is expected to be awarded on the first segment of Metro Rail. RTD Assistant General Manager for Equal Opportunity Walter Norwood said, "I wanted everyone to 'learn the ropes' of the process, and to get their questions answered. I especially wanted to put all the people interested in doing business with Metro Rail in the same room at the same time."

The conference opened at 8:30 a.m. with remarks by General Manager John A. Dyer regarding the RTD's commitment to Disadvantaged/Women-owned Business Enterprises (DBE/WBEs). He told those in attendance, "We have a very ambitious DBE/WBE program at the RTD. I encourage you to look at the opportunities here today."

RTD Board Vice-President Carmen Estrada offered greetings to the conference-goers as well as encouragement and support for the expansion of the RTD's present DBE/WBE program. "The members of the RTD Board of Directors came from different political and geographical persuasions, but when it comes to a commitment to the DBE/WBEs, we have a consistent theme. I would like to see us exceed the requirements. [Current RTD goals mandate that of those contracts or subcontracts financed in whole or in part with federal funds, 18 percent must be awarded to DBEs and 4 percent to WBEs.] The RTD staff is here to assist you in learning how to jump through all the hoops. If you don't succeed on your first try, please don't get discouraged. There are more contracts to follow [with Phase 2 of the Metro Rail Project]."



Assistant General Manager—Equal Opportunity Walter Norwood opens the Metro Rail Contract Conference held at USC on January 29. The conference was held to acquaint contractors and subcontractors with the contracting and networking opportunities available with the Metro Rail Project. To the left of Norwood, seated, are RTD Board Vice-President Carmen Estrada and General Manager John A. Dyer.

Norwood said later in the program the RTD is exceeding its own goals with regard to minority and women's business contracts. "We are now averaging 20 percent for DBEs and 2.9 percent for WBEs. I hope to see this number (for WBEs) increase."

Al Juarez, the representative from the Mayor's Office of Small Business Administration, reminded the audience that Metro Rail wasn't the only option for business contracts. The City of Los Angeles is currently awarding contracts for its resurfacing and redevelopment projects. Juarez reasserted the City's commitment to affirmative action. "We are moving ahead with Metro Rail and affirmative action is here to stay no matter what Edwin Meese does in Washington," he said.

The opening speakers were followed by a presentation of the Metro Rail contract opportunities. An entertaining prelude included the film show produced by Senior Community Relations Representative Clarence Brown entitled "Metro Rail: The Future is Now." RTD Senior Construction Engineer Al Vardanian and RTD Construction Project Engineer Al Griesbach addressed the scope of the work, required resources, and supplies needed for tunneling and stage 1 station construction and main shops and stage II station construction, respectively. Director of Construction Management James A. Strosnider fielded attendees' technical questions from the floor.

Construction Project Engineer

Fernando Quesada moderated the panel on the owner-controlled insurance program detailing such aspects as workers' compensation, general liability, builder's risk, and pre-construction survey.

Iris Rideau, a partner in the joint venture group of James-Kadowaki-Ortiz-Rideau who are doing business as the District's insurance administrators, outlined the District's bond guarantee program.

Following a reception to allow for informal networking, the conferees attended a working lunch covering the topic of joint venture partnerships. This session was led by RTD Contract Compliance Representative Alvin Rivera, Malcolm N. Bennett, the owner of International Glass, Inc. and Herman Sillas, a partner in the firm of Ochoa & Sillas.

The conference adjourned at 1:30 p.m. Reflecting on the conference, Assistant General Manager—EO Walter Norwood said, "I was very pleased with the attendance and the District drew a great many accolades from the participants. The attendees were appreciative of the content and format, but were most especially pleased that we covered as much information as we did in such a short amount of time. Many of our participants are owners of small businesses and for them time is an important commodity."

## Blood Drive at Division 7

In a joint effort, Maintenance and Transportation at Division 7 are sponsoring a blood drive on March 27 from 8:00 a.m. to 1:00 p.m. All those wishing to donate are asked to come to the division conference room. Managers Ted Brewin and Roy Starks invite all RTD employees to come by and donate blood.

## Volunteers Needed

The Fred Jordan Mission, which has a satellite agency on Skidrow, is starting their Winter Volunteer Program. If you wish to help with their "Caring for Kids" they will meet at the mission, located at 445 Towne Ave., every Thursday morning at 10 am and the first Saturday of each month at 10 am. For more information call 818/915-1981.

# Top Operators For December

The awards for the Operator Recognition Program for the month of December were announced in the latter part of January. The presentations include the Manager's Award with an award of \$35 and the Sweepstakes Award which offers an award of \$100. 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	Mario Ramos
3203	Daniel Reed Keen
3205	Will Roy Evans
3206	Ronald Murphy
3207	David Lee Doakes
3208	Kenneth Meyer
3209	Dwight Benavidez
3210	Wilbur James
3212	Robert Murray Ewell
3215	Harvey D. Parnell
3216	Robert A. Descombes
3218	Hubert Watt Hayes

### SWEEPSTAKES AWARD

Division	Winner
3201	Amuel Jackson Keuel Linton Leroy Balag
3203	Romulo Contreras Andrew W. Saunders William Bowen
3205	Louis B. Brown Martin A. Cadres Edward Stroman
3206	Allen Brodsky Tom Mendez
3207	Michael Walden David Monroe
3208	Quentin Patterson William Kimmey Richard Butler
3209	Angel Romo Roy Hawes Robert Jackson
3210	Richard W. Adams Floyd C. Covington Richard Lugo
3212	Monty Stratton Penny Clark
3215	Carl Berkowitz Peter Korling Michael Aranda
3216	James W. Beach Leslie Parks
3218	Malcolm E. Criner Michael L. Jones Clarence E. Fennell

## RTD Director Emerson Resigns



RTD Board Director Norman Emerson, an appointee of Mayor Tom Bradley, has tendered his resignation from the RTD Board. His resignation will become effective

this month when the mayor appoints his replacement. He plans to devote more time to the business he recently started and to his family. "I found myself confronted too frequently with time conflicts between RTD affairs and my own business," said Emerson. He felt the mayor, the board, and the city should have a person who could represent the city's best interests. "The controversy surrounding the RTD did not influence my decision. I saw nothing but increased demands on my time." He said serving on the Board of Directors has provided him with both challenges and rewards. Emerson has started a consulting firm specializing in the handling of public policy, strategic planning, and public affairs. He said he will continue his efforts in the field of transportation and his work with the mayor.

## UCLA Needs Volunteers For Cancer Study

Daughters of breast cancer patients are needed to participate in a study funded by the American Cancer Society at the UCLA School of Medicine. Also, women with no family histories of breast cancer are needed to form a control group.

Trained health care professionals will interview women whose mothers have or have had breast cancer to learn about their emotional concerns and health care practices. Volunteers must be between 18 and 65 years old and have no history of breast cancer themselves.

If you meet these requirements and are interested in participating, call 825-0340.

## City Human Relations Commission Recognizes 18 RTD Employees

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\$80,000 last year to help involve community youth in worthwhile activities. Due in part to Mr. Bernard's efforts, membership in the new, \$6.5 million Weingart Family Urban Center has grown from 500 youths to more than 3,000 and has contributed to bettering young citizens and reducing youth crime.

A bus operator for Division 10, Connie Amstone, formed a group of battered women which has grown to 55 members. Teaching from the book, *Women Who Love Too Much*, she fosters self-esteem for troubled women. Also, she speaks at various jails to alcoholics and drug-abusers.

Fuller Glover — also a bus operator for 31 years — helped raise half a million dollars to fund a move of a YMCA facility from a small house to a 65,000 square foot building.

Mary Reyna, editor of *Headway*, was honored for her work as a board member of *Comision Femenil*, an Hispanic women's awareness group, and editor of its newsletter. Additionally, she is a member of the East/Northeast Little Sisters organization, sponsored by the Latin American Professional Women's Association, and has a "little sister" who resides in Lincoln Heights.

There were many others:

Emanuella Northington-Banks and Cheryl Crockett, bus operators, for helping needy families.

Houston Campbell, transit operations supervisor, teaches children "life fundamentals" to instill personal responsibility.



RTD employees receive recognition for their outstanding community involvement. Eighteen employees received individual certificates from the Human Relations Commission in the Mayor's office on January 30. Those employees included, front row, left to right: Operator Cheryl Crockett, Operator Emanuella Northington-Banks, Headway Editor Mary E. Reyna, Contract Administrator Theresa Solis, Equal Opportunity Representative Monica Delgadillo, Staff Assistant Rhonda Garcia, and Operator Connie Amstone. Back row, left to right: Director of Personnel Gayel A. Pitchford, Division 8 Manager Audrey Ortiz, Community Relations Representative Ottis Hendricks, Human Relations President Juanita Dudley, Human Relations Commissioner Jessie May Beavers, and Human Relations Commissioner Gilbert T. Cardona. Back row, left to right: Operator Fuller Glover, General Manager John A. Dyer, TOS Houston Campbell, Senior Instructor James Bernard, Pension and Benefits Manager Ed Paull, Division 7 Manager Roy Starks, and Operator Ruben Guerra.

Natividad Castill, bus operator, provides Spanish translations at crime scenes to help victims and witnesses communicate with police. He has helped abused children and was instrumental in capturing a suspect at the scene of a crime.

Monica Delgadillo, equal opportunity representative, raised \$20,000 in scholarship funds for Hispanic stu-

dents.

Rhonda Garcia, staff assistant in the Telephone Information Department, organizes activities for delinquent youths through the Los Angeles County Detention Hall.

Veronica Gray, administrative analyst, Data Processing, co-directs a special religious program for disabled persons. She also trains the disabled

through workshops in the Los Angeles Catholic Diocese.

Ruben G. Guerra, bus operator, was ordained as a deacon of the Catholic Church in June, 1985, and assists bishops and priests in their duties.

Ottis Hendricks, community relations representative, is an ordained minister and provides religious counseling and service on weekends to prisoners in the city jail.

Ed Paull, pension and benefits manager, is a member of the Optimist's Club and is helping to plan and implement its Youth Drug Awareness Program.

Theresa Solis, contract administrator, spends 20 hours a week assisting the Hispanic Women's Council, a group dedicated to career development for Hispanic women.

Emmitt L. Phippen, transit operations supervisor, offers boys aged 9 to 17 business training, community action work, and camping expeditions through the Order of the Knights of Pythagoras, a Masonic Lodge, of which he is regional director.

Roy Starks, transportation manager for Division 7, raises money for the United Negro College Fund by securing sponsors for his running in the UNCF 10K Race. Donations amounted to \$2,000 through his winning first place and second place in the past two races.

Connie Ward, advertising manager, heads charity drives for Skid Row children in Los Angeles and has been instrumental in securing food and toys for them.

*John Hyde is an RTD News Bureau Representative.*

## Bailey: Named To Transportation Director Post

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divisions, central radio dispatch center, and stops and zones department. She replaces Ed Nash, who left the RTD January 15, as part of an ongoing program to restructure the District's operations section, which includes the departments of transportation, facilities maintenance, equipment maintenance, and bus scheduling.

She is the highest ranking black female in the District.

Bailey joined the RTD in July 1971 as a bus operator and after four years in the position achieved progressive promotions to assistant division manager, division manager, and transportation superintendent. Meanwhile, she earned a bachelor's degree in business administration from the University of Redlands.

As part of the reorganization, Bailey was named assistant director of transportation in December 1986. She served also on RTD's bargaining team in 1982 and 1985 contract negotiations with the United Transportation Union.

Though the District is soliciting candidates to fill the transportation director position permanently through a nationwide search, current managers, including Bailey, will be given full consideration, RTD General Manager John A. Dyer indicated.

## Risk Management Hires Trudell As Claims Manager

Roger Trudell, former manager of the Fireman's Fund Insurance Company, Woodland Hills branch, has been named claims manager for the RTD's Risk Management Department. This is a new position created to manage third-party claims administrator L.J. Russo Company, Workers' Compensation, Public Liability/Property Damage, and the Subrogation Units.

In addition to Fireman's Fund, Trudell has held supervisory positions with the Gallagher-Bassett Insurance Company. Subsequently, he became involved in self-insured public entities; responsible for administering claims for the City of Santa Barbara, County of San Luis Obispo, and Beatrice Foods among others. Trudell also served as claims manager of Keeman and Associates, a self-insured administrator for many of the school districts in the state of California.

At the RTD, Trudell will oversee the pursuit and recovery of damages to District property, authorize settlements, and assist in support services to L.J. Russo Company. His office is located in the Risk Management Department's Claim Unit in the Headquarters Building on the fourth floor.

Trudell is quite involved in community affairs. A trustee on the board for the Northern Los Angeles County Regional Center, an organization responsible for services to 5,000 developmentally disabled persons, Trudell has been an active member for two

has been an active member for two years. The center's service area includes the San Fernando Valley, Santa Clarita Valley, and the Antelope Valley. He is also a member of a self-help group called COPE which provides support to parents who have just learned their child is handicapped. Trudell said his activity with various community agencies assisting the handicapped comes as a result of the fact that his eldest daughter was born developmentally disabled. He is an active member of St. Euphrasia's Catholic Church in Northridge.

Before developing his expertise in the insurance field, Trudell served as a Marine and was a police officer for eight years in his native Boston. He attended Western New England College, UCLA, and California State University, Northridge.

He is an avid sportsman, those favorite sports include flying, freshwater fishing, and golfing. But he stated, he is a "real family man."

He makes his home with his wife of 24 years, Sheila, and their two daughters Jennifer, 11½ years, and Jessica, 10 years, in Northridge.



The new RTD Claims Manager Roger Trudell.

# COMMENDATIONS



RTD Retirees were recognized at the January 8 Board of Directors' Meeting and presented plaques by RTD Director Nate Holden. Front row, from left to right: Division 16 Operator Arthur D. Fleming, Division 4 Mechanic A Leader Manuel Montes, Division 15 Mechanic Leonildes Diaz, Division 12 Operator Robert M. Ewell, and Traffic Loader/Extra Schedule Checker Willie J. Greene. Back row, from left to right: Assistant General Manager for Operations Robert Korach, Director Holden, and General Manager John A. Dyer.



Certificates of Merit were presented to the December 1986 Employees of the Month at the January 22 Board of Directors' meeting by RTD Director Marvin L. Holen. Those employees included, front row, from left to right: Telephone Information Operator Bertie Joseph, Division 1 Operator Felix Rubio, Division 18 Mechanic A Jimmie Hubbard, and Division 1 Manager Chris Coleman. Back row, from left to right: General Manager John A. Dyer, Division 18 Maintenance Manager Theral Golden, Director Holden, and Director of Customer Relations Robert Williams.



RTD Retirees were recognized at the January 8 Board of Directors' Meeting and presented plaques by RTD Director Nate Holden. Front row, from left to right: Division 9 Operator Roy K. Breitz and his wife, Division 5 Operator Walter Thomas, and Senior Transportation Operations Supervisor Philip B. Powers and his wife. Back row, from left to right: Assistant General Manager for Operations Robert Korach, Director Holden, and General Manager John A. Dyer.



Afshin Kangarloo, a photocopying machine operator was chosen the Printing Department's Employee of the Quarter for Winter 1986. Afshin has been with the District since 1984. He is also a full-time college student. He has maintained an on-going degree of enthusiasm, cooperation, and excellent work performance. His technical abilities have allowed him to complete repairs on high volume copiers thus preventing lost production time and missed deadlines. Afshin receives his plaque (center) from Supervisor Michael Benninghoven (left) and Facilities Maintenance's Administrative Services Officer Gary Miller (right).



The General Accounting Section named Senior Accountant Sal Herras as Employee of the Winter 1986 Quarter. With Herras (holding plaque) are the Employee of the Quarter nominees. Front row, left to right: Rene Feria, Analisa Madonis, Sal Herras, and Clorinda Howard. Back row, left to right: Assistant General Accounting Manager David Wakeling, General Accounting Manager Josie Nicasio, and Director of Finance Mike Butler. Not shown is Jerry Solomon.

Chosen the General Accounting Section's Winter Employee of the Quarter was Sal Herras, currently the accounts payable supervisor. He is credited with bringing up the level of the section's productivity. Additionally, he was project leader for the team that updated the automated contract system. Sal received a \$100 Savings Bond, an individual plaque, and his name is inscribed on the perpetual

Employee of the Quarter plaque.

The section also holds a sweepstakes drawing for perfect attendance on a monthly basis. Each quarter those employees with perfect attendance receive a \$75 Savings Bond and an individual certificate.

Those employees with perfect attendance this quarter are Lois Athay and Willa James.



Honored at the January 8 Board of Directors' Meeting on the occasion of their retirement, and presented plaques by Director Nate Holden were ATU Local 1277 President Jerry Long and Assistant Counsel Don Grayson. Front row, from left to right: Assistant General Manager for Operations Robert Korach, Jerry Long, and Don Grayson. Back row, from left to right: General Manager John A. Dyer, Director Holden, and General Counsel Dick Powers. At the ceremony, Long told the Board: "The unions have been beneficial to the District and the District to the unions. In my work with John Dyer, I found him to be a most forthcoming and progressive general manager. And, I'd tell that to Bobbie Fiedler if she were here today!" Long plans to work with the Multiple Sclerosis Society in his retirement.



Mechanic A Duc Dan Banh was chosen South Park Shops' Employee of the Month for November 1986. Duc began working at South Park and for the District in 1980. He is stationed in the Body Shop. His supervisors regard him as a superior and versatile body repairman who completes all his assignments promptly. Currently, he is working on major accident repairs on RTS II buses and he also trains newly hired body repairpersons. His punctuality and attendance through November 1986 have been perfect.

# ... MORE COMMENDATIONS



Mechanic A Mark Hamasaki was named South Park Shop's Employee of the Month for December 1986. Mark has been in the Refurbish department at South Park since 1984. Of him, his supervisors say he is a very efficient worker who has the ability to perform all tasks required of his section. His quality of work is excellent and he performs all tasks in a timely manner. He works well with minimal supervision. He has demonstrated a very good attitude with his co-workers and has established himself as a valued employee at South Park.



Joe Salazar, the Locksmith at Vernon Yard, was chosen the Facilities Maintenance Employee of the Month for December. Joe has been with the District since 1971. His supervisors consider him a self-starter. He works independently and requires little supervision. He makes excellent use of his working time, and is representative of the ideal worker. He has also maintained good attendance. The sweepstakes winner for December was Robert Skarseth, a Division 9 electronic communications technician.



Mopper-Waxer Luis Esparza was named the General Services Department's Employee of the Quarter for Winter 1986. Luis has been with the District since 1974. His supervisor, Harold Kelley says of him, "Luis Esparza is a standout. He has not had any instances of absence since 1981. Luis is very conscientious about his work and is always willing to cooperate in every way he can. His division was rated 'good' for the past eight inspections." In general, the division was rated their employee recognition program with the winter quarter. Selection was based on attendance, quantity and quality of work, and adherence to District and departmental rules. Luis received a U.S. Savings Bond for \$50, a personal check for \$20 from Facilities Maintenance Administrative Services Officer Gary Miller, a plaque, and his name will be inscribed on the department's perpetual plaque. From left to right: Facilities Maintenance Administrative Services Officer Gary Miller, Supervisor Harold V. Kelley, Luis Esparza, General Services Manager Anita Allen and Supervisor Darryl Calmese.



Benefits Technician Ann Craver was chosen the Personnel Department's Employee of the Quarter for Fall 1986. Ann was hired in 1986 and her duties include administration of non-contract employees' medical and life insurance claims. She was selected by her supervisors for the superior quantity and quality of her work and performance beyond that of her job requirements. She also maintained perfect attendance during the fall quarter.



Community Relations Representative Nell Soto receives a resolution in honor of RTD Appreciation Day from Monterey Park Mayor Monty Manibog. Monterey Park was one of 16 San Gabriel Valley cities participating in this show of support for RTD held January 6 in Monrovia.



The Risk Management Department introduced an employee recognition program in the Fall of 1986 to honor those employees whose quantity and quality of work exceeded the duties of their positions. Senior Secretary Jani Gant was chosen Employee of the Quarter for Fall 1986. The section named as Section of the Quarter was Workers' Compensation, specifically recognizing Workers' Compensation Representative Marlene Allen, Claims Analyst John Brewer, and Clerk Frank Camacho. Special Recognition in the Fall Quarter was extended to Data Coordinator Wes Tremor, Staff Aide Adele Alipio, and Senior Safety Analyst Robert Torres. Front row, left to right: Marlene Allen and Jani Gant. Back row, left to right: Barbara Akk, Frank Camacho, Robert Torres, Adele Alipio, and Wes Tremor.

## Into Action. . .



Benefits Manager Edward G. Paull was recognized for his record of perfect attendance. Ed has been with the District for 9 years and has not missed one day of work.



General Manager John A. Dyer unveils his 14-point Action Plan to the RTD Board for approval on January 15. The plan was approved with some amendments on February 5.



The Risk Management Department's Employee of the Quarter for Winter 1986 was Staff Assistant Esther Cabison of the Insurance Unit. Esther was selected for the honor by making the greatest contribution to the department beyond the scope of her job duties. From left to right: Claims Manager Roger Trudell, Esther Cabison, Director of Risk Management Barbara Akk, and Data Coordinator Wes Tremor.

## To Your Health

### Protection From The Big "C"

The American Cancer Society wants to help protect you from cancer and recommends that you begin with:

1. Reducing the amount of fats and oils in your diet; especially animal fats.

2. Reducing the amount of smoked, barbecued, and nitrated foods such as bacon, ham, and luncheon meats eaten.

3. Stop smoking.

4. Increasing the cruciferous vegetables in your diet: broccoli; brussels sprouts; cabbage; cauliflower; and collard, mustard, and turnip greens.

5. For women, do a monthly breast exam and for men check the scrotum for any lumps or abnormal growths.

6. If you drink alcoholic beverages, drink in moderation.

7. Increase the fiber in your diet by eating raw vegetables, fresh fruit with the skin, whole grain breads, and adding Miller's bran to foods and salads.

The American Cancer Society wants you to know the "seven signals that can save your life...if you see your Doctor!" Summarized, these are the seven:

1. Change in bowel or bladder habits—constipation, pencil-thin bowel movement, diarrhea, black-tarry stools, frequent painful urination, difficulty to urinate or urination that is not easily stopped.

2. A sore that does not heal—a sore in the mouth or on the skin may be a forerunner to cancer.

3. Unusual bleeding or discharge—post menopausal bleeding, bleeding from the breast or rectal bleeding must be screened by your physician using the appropriate test.

4. A thickening or lump in the breast. Although most common in women, men have been diagnosed



by Elia Hager  
Visiting Nurse

with breast cancer. All lumps must be screened and treated quickly.

5. Difficulty in swallowing, frequent indigestion; unexplained weight loss.

6. Obvious change in wart or mole—darkening or growth, bleeding from a mole, dry-scaly patch of skin that becomes inflamed.

7. Nagging cough or hoarseness which is not explained by a cold.

Many cancer patients have survived the disease and show no evidence of the cancer after five years. They listened to their bodies and heeded the warning signals and did not delay going to their doctors.

If you would like a copy of the pamphlet from the American Cancer Society write to:

The American Cancer Society  
2975 Wilshire Blvd., Suite 200  
Los Angeles, CA 90010

and ask for *Listen to Your Body*.

## Risk Management Dept. Honors Staff and Supporters



Risk Management's Occupational Safety and Health Section was recognized as the Section of the Quarter for Winter 1986. From left to right: Senior Safety Analyst Robert Torres, Safety Analyst Dennis Shoemaker, Senior Secretary Lydia Garcia, Safety Director Joseph G. Reyes, Safety Analyst Frank Larson, and Director of Risk Management Barkara Akk.



Risk Management also recognized employees from other departments and presented them with the Risk Management team t-shirts. These employees have been most helpful toward accomplishments of the Risk Management Department's goals. From left to right: Data Processing Analyst Tom Harris, Customer Relations Supervisor Tom Horne, Operations, Control and Services Superintendent Danny Ibarra, Director of Risk Management Barbara Akk, Senior OMB Analyst Ellen Friedman, and OMB Analyst Rich Davis. Assistant General Counsel Suzanne Gifford was honored but unable to make the ceremony.

## UCLA Seeks Smokers For Ongoing Lung Study

Smokers are being offered free lung function tests by UCLA's Department of Medicine through the Medical Center's Santa Monica office. This office will provide a free lung function test to all smokers who qualify for this confidential program. Smokers between the ages of 35 to 59 who live within a 75-mile radius of Santa Monica or UCLA qualify. The lung function test will indicate if the smoker is in imminent danger of developing chronic bronchitis (COPD) or emphysema. The test results will be given to the smoker immediately, and will be given to no one else. The smoker may take the results to his or her own doctor, but results will not be given to any other third party.

People whose test results indicate they are dangerously close to developing or have already developed an early stage of chronic bronchitis or emphysema, will be invited to participate in a five-year plan for treatment and monitoring. This program is part of a major study on methods of controlling and treating emphysema and chronic bronchitis. The National Institute of Health chose and awarded grants to ten medical centers located around the country.

If you smoke and are between 35 and 59 years old and if you live within 75 miles of UCLA or Santa Monica, and if you are curious about the effects of smoking on your lungs, call (213)

825-3462 for an appointment at 1415 Third Street, Room 108, at the Santa Monica Mall. Testing hours are between 11 a.m. and 6 p.m., Tuesday through Saturday. There is free parking in the 4th Street parking structure #5 just in back of the UCLA Department of Medicine office.

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# First RTD-Sponsored Programmer Class Graduates

Eighteen programmers were graduated from the Abram Friedman Occupational Center on January 29. What makes this particular data processing class so special is that it is the first class of its kind to be trained in a program jointly sponsored by the RTD, the Los Angeles Unified School District (LAUSD), and the California State Personnel Board (SPB).

The nine-month training program began April 21, 1986, at the downtown training center and was monitored by RTD Human Resources Analyst Michaele Pearce, who oversees District jobs programs and is the RTD liaison with the State Personnel Board, and also by RTD Human Resources Assistant Woody Yee. Yee was responsible for daily administrative needs of the group.

This program is the third RTD-initiated training program targeted toward minorities and women. The first program was an all-women's Diesel Mechanic Training Program successfully completed in 1985 through Harbor Occupational Center; and the second was a nine-month program to train Electronic Communications Technicians. Of the three sponsoring agencies, the State Personnel Board subsidized the training at a cost of \$374,230; the RTD contributed \$93,958 which covered all administrative costs; and the Los Angeles Unified School District supplied the facilities and the instructor.

Upon graduation, the RTD hired seven members of the data processing class, while the private sector and the Los Angeles Unified School District employed the balance of the class.

Abram Friedman principal, Lanny Nelms, initiated the graduation ceremony by greeting guests and graduates. But before the formal program commenced, Dr. Nelms presented special awards to RTD personnel for their efforts toward the successful completion of the class. Those saluted included Woody Yee,

Rice introduced Bill Billingsley, SPB Program Manager for Career Opportunity Development, as the first keynote speaker. Billingsley noted that although the state underwrites most of the cost for the program, all authority is delegated to the RTD. "We can't run this program from Sacramento. But, our current state administration is taking a close look at this class to weigh its costs and benefits. While COD is not an affirmative action program we see it as a vehicle for agencies to accomplish their programs."

RTD Board Vice-President Carmen A. Estrada brought greetings to the graduates and their guests from the RTD Board of Directors and indicated her own personal interest in training programs such as the data processing class. "Several days a week I work on the RTD Board of Directors but in real life I'm an attorney who sues organizations like the RTD in order to make them offer programs like this. It's so very nice to be on the other side for a change. I had a chance to review your intense curriculum — you have every right to be proud of yourselves. I'm so pleased the District could be a part of this effort."

RTD Assistant Director of Management Information Systems Farzad Mogharabi, as the third speaker, praised the graduates on their ability "to stick it out in a tough class." Mogharabi stressed in his talk the high pressure of the data processing field. "It demands a lot of devotion. You will find you will eat, sleep, and dream data processing. In fact, you will discover that solutions to your programming problems will occur to you in the middle of the night." He welcomed those graduates joining the RTD, informing them that RTD has one of the most advanced data processing shops in the transit industry.

Director of Personnel Gayel A. Pitchford, with the assistance of



The graduates of the Data Processing Class sponsored in part by the RTD, the State Personnel Board, and the Los Angeles Unified School District celebrated their achievement on January 29. The new programmers are, front row from left to right: Bonita Alexander, Michael Armstrong, Fred Austin, Gloria Cheng, James Diaz, Gerald Hale, Maria Hernandez, Darolyn Howard, and Miguel Ibarra. Back row, from left to right: Ronald Ikehara, Kathryn Jackson, Diane Jacques, Joyce Malignaggi, Brent Mayfield, Frank Ochoa, Jose Perez, Sandra Villacarlos, and Gloria Dunn-Williams.

The class instructor Enrique Vargas presented his class to the audience as "persistent, quick learners, diligent — they never quit. They are a great group." Vargas introduced the student speakers Jose Javier Perez and Darolyn J. Howard.

Certificates of completion were given by Dr. Lanny Nelms and Celeste Makuta, adviser for the School Operations Unit, Adult and Occupational Education Division, LAUSD. Those graduates receiving certificates included Bonita Vanessa Alexander, Michael J. Armstrong, Fred Austin,

Gloria Siu Yin Cheng, James A. Diaz, Gerald L. Hale, Maria E. Hernandez, Darolyn J. Howard, Miguel A. Ibarra, Ronald S. Ikehara, Kathryn May Jackson, Dian Smith Jacques, Joyce Malignaggi, Brent R. Mayfield, Frank David Ochoa, Jose Javier Perez, Sandra A. Villacarlos, and Gloria Williams Dunn.

The ceremony was adjourned by Rosietta Gibson, the coordinator for special projects at the Abram Friedman Occupational Center. A reception for the graduates and their families immediately followed.

## RTD Employee Wins Superbowl Tickets From Radio Station 106



Power 106 FM DJ Jay Thomas presented Human Resources Assistant Stephanie Keyes with two free tickets to the Superbowl on January 23.

Human Resources Assistant Stephanie Keyes won two free tickets to the 1987 Superbowl from the Los Angeles radio station Power 106 FM.

The station was giving away free tickets to listeners who called in with correct answers to the sports trivia questions they asked. In Stephanie's case, the question she heard over the air on the morning of January 21 could only have been answered by a true-blue Giants or Broncos fan. The question — The Giants played the Broncos earlier in the 1986 season, who won and what was the score? Got the answer right at the tip of your tongue, right? Well, Stephanie didn't. But, luckily for her, her boyfriend is a sportswriter for the *Orange County*

*Register*. "I called Mark and he told me the score was 19 to 16 with the Giants winning. I called up the radio station with my answer. At first they teased me, telling me a girl wouldn't know the answer. They were surprised when I answered correctly, about as surprised as I was to win a pair of Superbowl tickets."

On January 23, DJ Jay Thomas from Power 106 FM came to the RTD Headquarters Building to present Stephanie with her tickets. Her co-workers cheered her as she received them from the garrulous, "more music — less talk" dj. Stephanie invited her sports mentor, Mark, to accompany her to the game.



Keynoters and presenters addressing the graduating programmers on January 29 were, from left to right: RTD Human Resources Assistant Woody Yee, RTD Director of Personnel Gayel A. Pitchford, RTD Assistant Director of Management Information Systems Farzad Mogharabi, RTD Vice-President Carmen A. Estrada, RTD Assistant Director of Personnel Alvin Rice, and State Personnel Board Program Manager Bill Billingsley.

Michaele Pearce, Director of Personnel Gayel A. Pitchford, and Assistant Director of Personnel Alvin Rice.

Alvin Rice acted as master of ceremonies and introduced those RTD staff members whose behind-the-scenes work enhanced the success of the program. Besides those employees already mentioned, the list also included Senior Human Resources Analyst Aida Lagrimas.

Woody Yee, awarded selected graduates with plaques in recognition of their scholastic achievement and for exemplary attendance. In closing, Pitchford told the class, "I'm the dreamer who dreamed up this program, but you are the ones who made my dream come true."

Other members on the platform included Loretta Walker and Celeste Makuto from the LAUSD.

## RTD Helps Route WWII Camp Artifacts To Smithsonian

It was a chance meeting while gathering a story for the *Headway* that led to a close-up view of one of the darker chapters in our nation's history. But, ironically, the story has a happy ending for all involved.

It began in June 1986. Your *Headway* editor met with Los Angeles artist John Noyes. Some of you may remember the story run in the July 1986 *Headway*. Noyes is an artist of cityscapes and uses RTD buses in most of his paintings. In fact, Noyes is such a bus buff that he has customized his own 1967 VW van to look like an RTD bus. It was during this interview with Noyes when I met his mother, Sarah Noyes.

Mrs. Noyes is the wife of the late Louis M. Noyes, a project attorney for the Japanese-Americans in the wartime relocation camp at Tule Lake, California. This particular camp was the site of incarceration for the dissident Japanese-Americans, those considered not loyal to the United States.

In the aftermath of the attack on Pearl Harbor, the government authorities worried that citizens of Japanese heritage would undermine the security of the West Coast. This Japanese phobia resulted in the creation of the War Relocation Authority in March, 1942. This enabled the U.S. Army to move 120,000 persons of Japanese ancestry from the West Coast to 10 relocation centers in western states through an exclusion order. After July, 1943, persons swearing loyalty to the United States were released to live anywhere except the West Coast. Many young men left these camps to serve in the army. In December of 1944, the Exclusion Order was revoked and by 1946, the War Relocation Authority was terminated, but not before thousands of dislocated people had lost property and goods valued at many millions of dollars, not to mention the toll taken by this disruption of their lives.



Community Relations Representative Tommy Chung (left) presents the drawings of artist George Namura and other artifacts from Sarah Noyes' collection from the WWII Tule Lake Relocation Camp to the National Japanese American Historical Society Executive Director Tom Kawaguchi (right).

As we chatted, Mrs. Noyes recalled images over 40 years old of Tule Lake. It is located in the northeast corner of California, about 35 miles south of Klamath Falls, Oregon. She remembered it as potato and barley country, one of the points on the flight path of Canadian geese. "It was a barbed-wire camp, about 18,000 were housed there," said Mrs. Noyes. She remembered the Exclusion Order issued by General DeWitt authorizing the federal government's relocation of Japanese-Americans. "That order was posted everywhere you went along the West Coast. Most of the Japanese-Americans lost all their possessions. They had 24 hours notice to relocate to camps." Of all the 10 camps, Tule Lake is the one camp with a reputation for brutality. It was reported that at least on one occasion 20 young Japanese-American men were beaten by their jailers.

Sarah Noyes' husband handled whatever legal problems existed

between the internees and the military. "He did his best to work in favor of the internees. It wasn't popular to think that way back then. But my husband was well liked for what he was able to do." Mrs. Noyes and her husband were civil libertarians. "We believed in civil liberties for everyone. The Japanese-Americans were warm and kindly toward us. My husband became quite persuasive with the legal authorities in Siskiyou County." The Noyes lived in the camp for one and one-half years. Their son John was a year and one-half old when they moved into their barracks home in the camp.

She described the camp as being composed of barracks structures. The camp internees made the best of the situation. "They made real homes out of those empty barracks; they made their own furniture." The life-style in the camp was communal with the mess hall serving as the central meeting place.

She remembered the more defiant internees. "They used to walk around with their headbands on and they shouted in Japanese. They weren't docile." The internees worked and earned money by cleaning the houses of the camp social workers, historians, attorneys, and the director. "There were teachers in the camp. They paid the teachers as well as other professionals like doctors a maximum of \$25 a month."

One of her more painful memories in the camp was of a young mother unable to cope. "This woman couldn't take the pressure and she broke down. She took her two small children and smashed them against the wall."

The camp was closed down in 1944. Huge trenches were dug and all belongings built or used were pitched in and burned. "When I watched them do that I thought 'what a wasteful government procedure.'"

Mrs. Noyes wasn't about to let the memory go up in flames. She saved as many of her husband's records and documents as she could. Her most treasured object saved from the camp was a set of drawings done by the artist George Namura, who was incarcerated at Tule Lake. Namura had taken a copy of the Exclusion Order and on the back of it drew 10 scenes of camp activity. For over 40 years, Mrs. Noyes safeguarded Namura's artwork along with over 300 pieces of documents, newspapers, briefs, correspondence, booklets, photos, postcards, affidavits, and ration cards directly related to the daily activity of the Tule Lake Relocation Camp. Among the artifacts is a hand-carved wooden train set made by one of the internees for the Noyes' young son.

Sarah asked the *Headway* to help her locate an agency or archives that could put the documents to use for study as well as exhibition. The *Headway*

Continued on page 9

## Don Waite Elected Fellow To Engineering Institute

RTD Manager of Quality Assurance Don Waite has a passion for automotive engineering. Not only is he, literally, immersed in it to his elbows with his study of District engine fluids, but he donates about 60 hours a month of his own time as the Group Chairperson of the Southern California Section of the Society of Automotive Engineers.

The Society of Automotive Engineers (SAE) has a membership of nearly 50,000 worldwide, who comprise 60 different sections and groups. SAE is a major force in advancing transportation technology. The imprint of SAE's work or that of its members is seen on all self-propelled machinery — automobiles, trucks, buses, agricultural and earthmoving machines, helicopters, space vehicles, and marine equipment.

Waite is responsible to the 1,950 members in Southern California who are as far north as San Luis Obispo and as far south as Oceanside. He arranges all monthly governing board and section meetings including the program content. In the five years that Waite has been a member of SAE, he has served on its governing board, and has been an active member of

their speaker's bureau; making appearances all over the state of California.

The criteria for SAE membership is an engineering degree or an extensive background in engineering. Other well-known members of SAE include Lee Iococca, Andy Granatelli, and Elliott Green from the Lockheed Corporation.

Waite's experience qualifies him as a member. He has spent 31 years in the bus business. He was the transportation director of the Whittier Union School District for 22 years until he transferred to the RTD in 1978.

He was a member of the California School Bus Safety Council, the California Association of School Transportation officials, and is still a certified school bus driver trainer. He holds a life-time teaching credential for that skill.

Nominated by fellow SAE members, Waite was recently elected as a Fellow of the Institute for the Advancement of Engineering, Inc. The designation of fellow is conferred on those who have made a significant contribution toward advancing the

engineering profession in local, national, or international circles.

At the RTD he is responsible for all the warranty processing of new coaches, the development of specifications for new products for the District, and bus maintenance inspection. In addition, he administers the District's Oil Analysis Program. "This is a laboratory study of engine fluids to determine their suitability. Fluid samples are sent for analysis and this gives us a preview of what can be expected in component performance, reliability, or identifies potential failures before they become catastrophic. It also lets us know that our fuel isn't contaminated and that our sulphur content is legal," said Waite. Waite represents the RTD at most fuels and lubricants meetings, including SAE meetings all over the country. "It gives me an opportunity to inform the manufacturers in attendance how we use and what we expect of their product. The SAE meetings are an excellent sounding board for this activity."

Waite regards the SAE as an organization that is on the leading edge of development. "Everything that's new on your car or bus is done through the SAE. Every event is stim-

ulating. Just to keep up with the latest developments is a challenge."



Quality Assurance Manager Don Waite surrounds himself with reminders of his passion for automotive engineering. Waite is the Group Chairperson of the Southern California Section of the Society of Automotive Engineers.



# The Budget: Developing and Monitoring District-wide Goals

by Larry Schlegel  
Acting Manager of the  
Office of Management  
and Budget

The *Headway* is featuring a series of articles in response to the General Manager's desire to have all employees better informed about the District's Budget, Short Range Transit Plan (SRTP), and the proposed Metro Rail alignment. The last edition of *Headway* featured an article on the District's budget process. This article is the second in a series of articles on the budget process. This month's article explores the development and monitoring of District-wide goals and objectives as a key element in planning, developing, and monitoring the District's Budget.

A goal can be defined as a primary purpose for which a unit exists, and is an ideal condition for which the organization is striving. An example is "providing safe, economical, and convenient transportation for all of Los Angeles County." This goal, admittedly, is a long way off and is impossible to measure. Yet, the goal serves as a common aim for the organization. In an organization as large as the District, clearly established goals are needed to ensure and enhance organizational cohesiveness. There are seven District-wide goals for Fiscal Year 1987 which were adopted as part of the Budget in June. They are:

Goal 1: To operate a safe, clean, convenient and efficient mass transit system for the general public in the metropolitan area.

Goal 2: To develop and operate, in conjunction with the Los Angeles County Transportation Commission, an integrated fixed guideway transit system for the general public within the urbanized area while enhancing the quality of life and the development of the urbanized areas.

Goal 3: To improve the productivity of the transportation, maintenance, and management sectors of the District.

Goal 4: To use the SCRTD leadership position to serve as a catalyst for the physical, land use, and economic development of the metropolitan area in relation to transportation and access.

Goal 5: To support and reinforce the Centers Concept of land use development in the Los Angeles region.

Goal 6: To maximize the availability of accessible transit service within the District's service area.

Goal 7: To protect the public's investment in public transit.

An objective is more specific than a goal, and when properly stated should be a realistic and measurable activity that contributes to the attainment of a goal. An example of an objective is "reducing bus accident frequency to no more than 4.2 per 100,000 miles." This objective is measurable, realistic and contributes to the goal of safe, economical, and convenient transportation for all of Los Angeles County.

There are 76 District-wide objectives for Fiscal Year 1987. The District-

wide objectives fall into five general categories: Service Delivery; Light and Heavy Rail; Facilities Construction; Cost Control; and Policy and Management.

District-wide objectives are developed in conjunction with the preparation of the SRTP. Existing District-wide objectives are reviewed for consistency with the goals, basic assumptions and policy direction of the SRTP. During this process, District-wide objectives may be modified to reflect expectations for the coming fiscal year, deleted if they have been accomplished, or added to incorporate new programs or to reflect policy changes. Following this review, proposed District-wide objectives are sent to the Board of Directors for review and discussion and are also included in the Budget Manual transmitted to the departments in January. These proposed objectives serve as the basis for the development of each department's budget submittal.

The District's goals and objectives for Fiscal Year 1987 are contained in part three of the Fiscal Year 1987 Annual Budget. You are encouraged to review them and further your understanding of the District.

Departmental objectives were also adopted in June as part of the Budget. These objectives may be the same as District-wide objectives or may complement or contribute to meeting the District-wide objectives. Major departmental objectives are listed in the description of each department in part five of the budget document.

Departmental objectives provide standards for supervisors, department directors, executive staff and the general manager to use in rating departmental and individual performance. These objectives also provide a set of guidelines against which all members of a department may judge their own or subordinates' performance and provide a clear understanding of what the District expects to accomplish during the coming year.

At the end of each quarter, every department prepares a status report on each of their departmental objectives. The report indicates what progress was made toward accomplishing the objective, what problems, if any, were encountered, and what the performance plan is for the next quarter.

The Office of Management and Budget (OMB) staff utilizes the information provided by the departments and other performance data to develop a status report on District-wide objectives which is submitted to the Board of Directors within one month after the quarter ends. The report provides the Board with information on major accomplishments toward meeting each objective, problems encountered, and major activities planned for the next quarter.

During the second quarter of the fiscal year, the District met or made satisfactory progress on 58 of the 76, or 76 percent, of its objectives. Significant accomplishments include a reduction in reported crime, the continued improvement in the reliability of lift equipment, and notable progress on all of the light and heavy rail objectives. Significant objectives which are not being met include the

costs per revenue service hour and per boarding, farebox recovery ratio, the availability rate of buses with operable lift equipment, construction schedules for the Central Maintenance Facility and Division 1, and scheduled pull-out rate.

Some of the key District-wide service delivery objectives include operating within 1 percent of 7.15 million annual revenue service hours, averaging between 65 to 70 boardings per revenue service hour, providing a 99 percent on-time pull-out rate, reducing customer complaints by 10 percent from last year, and increasing the average miles between mechanical failures on buses.

During the second quarter, the District operated 1,842,000 revenue service hours. It is projected that the District will operate 7,338,000 service hours during Fiscal Year 1987. The system-wide average boardings per service hour were 63 passengers during the second quarter. The on-time pull-out rate averaged 96.8 percent during the quarter. The District averaged 4,604 miles between mechanical failures.

Customer complaints about pass-ups, unsafe operation, and schedule reliability have all increased from the same period last year. However, complaints in all major categories except pass-ups were reduced from the first quarter.

Light and heavy rail District-wide objectives include facilitating construction of the Metro Rail Project, coordinating plans for developing regional rail transit projects with other agencies, and completing final design for the light rail communications system. Some construction contracts have been awarded for the Metro Rail Project and a number of other contracts have been advertised for bid. District personnel have continued to meet with personnel from CALTRANS, the Los Angeles County Transportation Commission (LACTC), and local cities to develop plans for regional rail projects. Plans for the light rail communications system have been reviewed by the LACTC and should be completed this year.

Facilities construction objectives include completing the Central Maintenance Facility and completing the improvements at Division 1. Both projects are scheduled for completion in April. The unanticipated need to remove contaminated soil at Division 1 delayed that project.

Cost control objectives include limiting the increase in cost per revenue service hour to the Consumer Price Index (CPI) for the Los Angeles area, reducing the traffic accident frequency for buses to no more than 4.2 per 100,000 miles, and reducing absenteeism by 5 percent for all labor groups. The cost per revenue service hour is down 1 percent from the same period last year while the CPI rose by 2 percent from the same period. The projected annualized cost per revenue service hour for the fiscal year is 4 percent less than the actual cost for the previous fiscal year. The traffic accident frequency was 4.6 per 100,000 miles. Current projections for the fiscal year are that bus operator absenteeism will be reduced by 4 percent while equipment maintenance

employee absenteeism will be reduced by 8 percent.

Policy and management objectives include providing for the participation of minorities, women, and the disabled in District activities, continuing the development and implementation of Benefit Assessment Districts, and developing a program for private sector participation in, and brokerage of, District operations. The District's annual DBE/WBE goals for minority, women, and disabled participation in District activities were adopted by the Board and UMTA. District staff made over 60 visits during the quarter to District construction sites to ensure labor and DBE/WBE compliance. Benefit Assessment bills were mailed to property owners with their tax bills and some appeals have been processed. District personnel are negotiating with the LACTC to broker our telephone information system to some of the local municipal bus operators.

The use of goals and objectives in the budget process does not resolve all operational problems. It is, however, an effective technique for assuring that proper planning and management are done at each level of responsibility. By monitoring progress toward goals and objectives, the District is able to identify problems early and consider how resources may be reallocated to resolve problems.

The next article will focus on performance indicators.

## Camp Artifacts: On Way to Smithsonian

Continued from page 8

way contacted Community Relations Representative Tommy Chung, who is also president of the Pan-Asian Chapter of the Japanese-American Citizens League. The Los Angeles-area league is the only chapter in the nation composed of the multi-ethnic Asian membership. The league accepted Mrs. Noyes' collection gratefully with the hope that the documents might fill in some of the gaps in the history of the period.

The artifacts were later turned over to the National Japanese-American Historical Society in San Francisco. "This collection is necessary to document Japanese-American history, especially the World War II period," said Chung. Most of the history recorded has been gathered through oral testimony, therefore, the documents and objects, according to Chung, are of considerable visual value to historians and students. "Not only will these objects assist Japanese-Americans in understanding their history, but ultimately all Americans will benefit," he said.

The executive director of the society, Tom Kawaguchi, accepted the artifacts from Chung. Kawaguchi said that the material will be displayed at the Smithsonian Institute in Washington, D.C., when the museum opens its exhibit, commemorating the 200th anniversary of the U.S. Constitution, ". . . For liberty and justice for all" in October.

# Counselor Grayson Moves Away From Bench



Assistant Counselor Don Grayson retired on January 23 after 43 years with the District. Don poses here with his wife, Jean, at his retirement dinner.

When Benjamin Franklin wrote in his autobiography, "Persons of good sense, I have since observed, seldom fall into disputation except lawyers...." One is sure he would have considered RTD Assistant Counselor Don C. Grayson an exception to this rule.

Grayson retired on January 23 following a distinguished 43-year career in the transit industry. Over 90 of his RTD friends and associates met that evening to honor him and his noteworthy career at Les Freres Taix restaurant in Silverlake. Among those retirees in attendance were Joe Cooper, Ralph and Billie Costello, Leroy Disney, Ray L. Bacchus, James Cenderelli, Jack Greasby, Leroy Homrighausen, Roland Krafft, Vern Marye, Victor Muniz, Sid Scott, Allan Styffe, and Gerry Woods.

General Counsel Richard Powers opened the retirement ceremony with a brief overview of Grayson's work history. Grayson started with the Pacific Electric Railway Co. in 1943 working as a conductor out of the West Hollywood division. Pacific Electric changed hands and became vari-

ously known as Los Angeles Metropolitan Coach Lines, then the Los Angeles Metropolitan Transit Authority before finally assuming the RTD logo. Grayson drove the very last old "700" Hollywood streetcar on the streets before Los Angeles converted to bus transportation. "And that's the truth," said Grayson. "I still have the brake handle to prove it."

Grayson then drove buses but had to rearrange his schedule in 1971 when he started law school part-time, attending at night. In 1976 he was admitted to the State Bar on his fiftieth birthday. In the meantime (1974), he had become a division dispatcher and also represented the UTU as counsel. By 1980 he assumed the duties of division manager at Division 1. In 1981 he moved to the Legal Department and became an assistant counsel.

Speakers representing many departments came forward to pay homage to a man who was obviously well liked and respected.

Retired Administrative Services Officer Allan Styffe read a letter of tribute from former Superintendent Jeff Diehl which said: "The mighty

mouthpiece is about to take the vow of silence and join us retirees .... He has paid his dues and is deserving of a long retirement." Styffe, agreeing with Diehl, said "Don Grayson is an excellent person to deal with — he is honest, diligent, and hardworking."

Assistant Director of Personnel Alvin Rice portrayed Grayson as a unique individual. "He is able to deal with people at different levels. He has remained a real person, a super guy!"

Director of Transportation Leilia Bailey wished Grayson a happy and healthy retirement. "I hope to see you in 15 years at mine," she concluded. She presented Grayson with the Retirement Club check.

UTU General Chairman Earl Clark, demonstrating that wit is the soul of brevity, exclaimed "Don was a good, faithful representative for the UTU." And with that he presented Grayson with a \$500 gift certificate to the Broadway.

RTD General Manager John A. Dyer lightheartedly remarked that, "For a while there, I thought my retirement was going to come sooner than yours." Dyer expressed amazement at Grayson's versatile career and regards his range of experience and expertise as unparalleled. "If we can't make it on our 14-point plan I'll send out an alert to have you come rescue us," he said. Dyer concluded by making an offer that no transit person could resist — "If I'm still here when Metro Rail opens, we'll toss a coin between you and Allan Styffe as to who will start the first Metro Rail and Light Rail cars."

Equipment Maintenance Superintendent Sam Singer presented a farebox lamp, of which he joked had Grayson's badge number on it.

UTU Local 1564 Chairman Jim Williams and Vice-Chairman Ben Cooper bid Grayson farewell, saying he is sure to be missed by all. "Through good times and bad times he stayed a man of integrity," said Williams.

Benefits Manager Ed Paul roasted the lawyer when he teased, "The man's a slow learner. It took him 30 years to decide to change careers. Years ago I told him he'd make money if he retired. Finally, he listened. What did I tell you — slow learner!"

Assistant General Counsel Suzanne Gifford declared Grayson the "quintessential renaissance man," and honored his contributions to the RTD. "We operate under legal opinion that he developed in his years of service."

Schedule Department Director Art Leahy presented Grayson with his own special schedule — Line 897 — service cancellation notice.

General Counsel Richard Powers presented Grayson with a Mont Blanc fountain pen in hopes of "replacing the quill and feather he now uses."

At long last, the evening's honoree had the opportunity for rebuttal. "I don't know if I'm entitled to all the kudos," he said. "I do appreciate all who showed up tonight. I see that virtually all departments are represented. I don't want to get emotional. So, with that, I think I'll sit down and shut up."

## Thanks to All Who Donated to Alex Bigno

Mrs. Rosa Bigno, wife of Division 9 Electronic Communications Technician Leader Alejandro Bigno, wishes to thank all of her husband's co-workers in Facilities Maintenance who generously donated blood prior to his surgery. Bigno underwent open heart surgery on January 7 and required 16 pints of blood. He is resting comfortably at home as he recovers from his operation.

# EDP Supervisor Swindell Retires After 39 Years

After 39 years with RTD, EDP Scheduling Supervisor Murphy Swindell retired on January 31, 1987.

Swindell was honored by his department on January 29 with an afternoon ceremony commemorating his career at the RTD and his imminent departure. He began with the agency (then called the Pacific Electric Company) on September 25, 1947, as a typist-clerk. Over the years he won seven promotions culminating his career as a supervisor in the Schedules Department.

Director of the Schedules Department Art Leahy acted as master of ceremonies for the event held in the Headquarters Building cafeteria. Leahy mentioned that Swindell was an active member of the Republican party, "that explains all the red, white, and blue decorations," he said. On the tables set up with patriotic bunting, congratulatory letters from a variety of public officials were displayed.

Leahy read letters from the City of Placentia, the Orange County Board of Supervisors, California State

Senator Edward Royce, U.S. Congressman William E. Dannemeyer, Governor Duekmejian, and "last, but not at all least is a letter that begins, 'Dear Murphy, Nancy and I...' and it is signed by President Ronald Reagan," said Leahy.

Accepting the letter, which was in a twin frame next to a picture of the president in the Oval Office, Swindell recounted the story behind it. "A few weeks ago I got a phone call. Without thinking I thought I recognized the voice as one of the division stenos. So I said, 'Hello, Norma' and went right on talking. Abruptly, the voice on the other end said, 'This is not Norma, this is The White House!'"

Leahy concluded his presentation by saying, "It is the career people who make this place work and Murphy is one of them."

Assistant General Manager for Operations Robert Korach was also on hand to wish Swindell a happy retirement.

Systems Project Manager Joe Vicente made a presentation of 1401



EDP Schedule Supervisor Murphy Swindell retires after 39 years with the District. He shows his letter of congratulations from President Ronald Reagan.

computer tape to Swindell. Vicente told the audience he started his career

at the RTD under Swindell's tutelage. The computer tape represented one of the lighter moments they shared on the job. As a more meaningful remembrance, Vicente gave Swindell a copy of the book *History of People Power in the Philippines*.

In response to his RTD friends and co-workers, Swindell said, "This is mind-boggling. I have mixed emotions about leaving after 39 years. Rewards, challenges, and disappointments — I've had them all. I appreciate all of you and all your kind words."

## Retired Operator Seeks Headway

Retired bus driver would like a copy of his photo in a 1983 *Headway* issue. Retired in January, 1983. Contact Ray Dolman at (714) 797-3500. I would appreciate any held I can get. Ray Dolman, 12821 4th St., Space 1, Yucaipa, CA 92399.

# Metro Rail Engineer Has Been A Father To 37 Kids

Metro Rail's Senior Construction Engineer N. Mack Hoffman is a small, quiet man. He smokes a pipe and keeps to himself mostly. That is, until you get him talking. Oh, he may talk a bit about his stint as a resident engineer for Washington, D.C.'s Metro in the early seventies. But, what really lights Mack up is his kids — all 37 of them.

Mack and his wife Margaret became foster parents 14 years ago in Virginia at a time when state custody laws changed. In 1973 fathers were given equal custody rights to those of mothers; this created a 30-day decision period before babies could then be legally adopted. In the meantime, agencies found themselves overwhelmed with a temporary flood of newborns. An appeal for foster parents went out and Mack and Margaret answered it.

When the Hoffmans relocated to Southern California two years ago, they continued as foster parents through the auspices of an adoption agency known as the Children's Home Society. After a year with the Society they were contacted by the Orange County Emergency Home Shelter Division to help with babies declared wards of the court. These infants have been abandoned, neglected, or abused. Eventually they were taken from their parents and housed at the Albertson Home, a publicly supported orphanage in Santa Ana, before they went home with the Hoffmans.

The Hoffmans have always taken in infants. Their oldest foster child was 10 months old. The majority of the children are two to four days old when they receive them. They have taken in babies of all colors and in different physical condition. "We had a



Metro Rail Senior Construction Engineer N. Mack Hoffman sits close to the snapshots of three of the 37 foster children he and his wife have cared for over 14 years' time.

baby once that was considered at high risk for SIDS (Sudden Infant Death Syndrome). He had a monitor attached to his chest that set off an alarm if his heart missed a beat," said Mack. The Hoffmans keep only one child at a time unless there are siblings.

The Hoffmans keep the babies until they can be placed in a permanent home or returned to their natural parents. Of the children they have kept, the majority have been adopted. "We keep in contact with 18 of the children," said Mack. "We send them birthday cards each year." Mack admitted that some adopting parents do not want any contact with him and his wife because they are afraid the natural parents will trace the child through them. "We are not allowed to

be a conduit between the natural parents and the child."

The couple is kept aware of where the children are placed. "In the 1970's there were no ongoing relationships between the children and us. The social worker would pick up the child and deliver them to the adopting parents. It was tough not to know where they had gone."

Having no children of their own proved no drawback for the Hoffmans. They found they could adjust easily to having a baby in the house. "You have to get used to them. Most of our kids are newborns. At that age it seems like three of us are learning together. It doesn't take too long before their personality emerges. Kids change so rapidly that after a few weeks, they become a member of the family and become *your* child."

Having children does not limit the Hoffman's mobility. In fact, just the opposite, they have found babies to be quite portable. "We've taken trips with a couple of the kids. Once we took the train and made a crib from one of our suitcases. We secured the baby in the luggage rack. She loved it. She was so snug with mom and pop there and the rhythm of the train rocking her to sleep." Any time Margaret has trouble getting an infant to sleep, according to Mack, she puts the baby in the car seat and drives around the block a few times. "Invariably it zonks them out," said Mack. Should the RTD encounter any further resistance to Metro Rail construction, babies' response to rail motion could prove to be a terrific selling point, particularly among young mothers.

Mack said he gets a kick out of the odd reactions from people who see him with a different child every

time he encounters them. But, what he likes best is the reactions he gets from the kids. "You know, you come home and you see this little guy looking at you and he's just jutting for joy that you're home. People shy away from infants only because they are not used to them." Another thing that Mack likes about infants is that they are all different. "A lot of people say a baby is just a baby but that's not true, they all have different personalities. The only thing that is similar about them is their physical needs."

After 37 children, Mack still feels the effort is enjoyable. "It is rewarding. The kids reward you. Bonding occurs between you and these children who have never known a parent. They become attached and so do we." Invariably, there are the hard moments — the time to give up the child to the new, adopting parents. "It's nice when they get adopted, but it's tough for my wife and me. You do get very attached." Mack's eyes began to moisten slightly. "You feel like you are abandoning them. The truth of the matter is that babies get into a rut and they don't like change, they want the familiar. They get used to the same toys that they relate to. It's tough on kids and we feel bad about it."

As painful as those separations may be, the Hoffmans and their babies appear to adjust and move on. For the infants, there are new parents to grow to love. For Mack, there are more babies to prepare for new families. Before this reporter left, Mack proudly showed her snapshots of his children with their adopting parents. "It's not so hard on you if you know they've gone to a good home," he said.

## Book Review:

# The Meaning of Life Brought Down to Earth

**When All You've Ever Wanted Isn't Enough**

by Harold Kushner. Summit Books, New York. 1986. 190 pages. \$16.95.

Harold Kushner's latest book is not for nonbelievers. Unless, of course, you've got an open mind about the reason behind all this foolishness we call life.

*When All You've Ever Wanted Isn't Enough*, subtitled "The Search for a Life that Matters," is an inspiring exploration of the meaning of life in an anecdotal and highly readable fashion. This is not heavy philosophy on the level of Kierkegaard, but a down-to-earth formula for living.

Kushner considers some pretty heavy questions: "Is this really all there is? Shouldn't life be something more than a brief flash of biological existence? Was there something I was supposed to do with my life?"

Kushner is a rabbi, but his philosophy encompasses all religions. His first best seller, *When Bad Things Happen to Good People*, explored his feelings in the wake of his young son's death. His newest book, written as he approaches age 50, explores the anxieties and fears of all people as we age and begin to wonder what our purpose for living has been.

Kushner's book draws heavily from the Bible, especially the book of Ecclesiastes, and is sprinkled with stories, bits of philosophy, psychology, and common sense.

Kushner's answers are pretty basic, but he arrives at them in a highly readable and entertaining way: Work hard, for work provides our lives with a focus and a purpose; love intensely and realize that our love nourishes other people; and take joy from the goodness and beauty that surrounds us in nature. "The world is full of good and beautiful things, food and wine, flowers and sunsets and autumn landscapes and good company to share them with, but...we have to enjoy them right away, because they will not last. They will not wait for us to finish other things and get around to them," he writes.

This book is easily read, perhaps, because of the dozens of anecdotes and fables that Kushner uses to illustrate his points. For example, he tells of a selfish, immoral man who dies and is surrounded by soft music and people dressed in white. This man is very pleased that God had a "soft spot in his heart for a clever rascal like me." He turns to a fellow in a white robe and offers to buy him a

drink in celebration, but there is no booze. He proposes a game of poker, but is told there is no gambling. So the man asks what everyone does all day and hears that they read psalms and pray. The immoral man is upset, "Boy, I'll tell you—heaven isn't what it's cracked up to be.... The figure in white smiles and says, 'I see that you don't understand. We're in heaven; you're in hell.'"

## Free Tax Advice From Professionals

Under the auspices of the SCRITD Filipino Employees Association, District employees needing tax assistance or advice in preparing their 1986 income tax return may be able to call on the following members of the association free of charge (breaktime hours from: 10:00 - 10:10 a.m.; 12:30 - 12:45 p.m.; and 3:00 - 3:10 p.m. only): Emilio Estepa, Extension 3587 and Jon Sotero, Extension 3588.

This service is one of the association's activities for the year 1987. Depending upon the response, this service will be available every year.

## Transit Golf Club News

What a start! The membership drive is surpassing all of my expectations as well as the T.G.C. officers. We have already signed up 60 golfers with many more to come as the word spreads about our reorganized club. I personally feel that the members in this club are not only golf enthusiasts but, are the most congenial people you'll ever meet. This is what makes this club so successful.

Along with that thought, our February tournament at El Rancho Verde, was a lot of fun with a great turnout of 60 golfers. Over the last three tournaments we have averaged 60 players and with these kinds of showings we will definitely need more start times in the future. So, if any member wants to be sure of getting in our future tournaments send in your money as soon as your application comes. Currently I am trying to get more start times for the rest of our tournaments.

Finally, our next tournament will be at Marshall Canyon, La Verne, 10 am on April 18 at a cost of \$25 (includes green fees, cart, trophies, and prizes). The deadline for all entries will be April 6. Mail tournament fees to Jim Falcon, Schedules Department, 425 S. Main St., Los Angeles, CA 90013 and make checks payable to Transit Golf Club.

J. Falcon



### Our Rating System

- \*\*\*\*\*—A classic motion picture: *Gone With the Wind*
- \*\*\*\*—Excellent; worth standing in line for
- \*\*\*—Average; doesn't rise above the basic story
- \*\*—Fair; a good effort, but flawed
- \*—Have a friend rent the videotape
- BOMB—Zsa Zsa Gabor in *Queen of Venus* (I have personally seen each of the stinkers I've mentioned each month.)

Quick! Name the winner of the Oscar for Best Picture in 1984. If you can't, then the answer is listed at the end of this column. No, I'm not running a trivia contest; this month I'm focusing on the Academy Awards, best known as the Oscars. Part of the fun is making your own guesses, so here is my list, for your consideration.

#### Hoosiers—\*\*\*\*

I grew up in Texas, where football heroes were king, so I can empathize with this film, despite the fact I'm not a sports fan. *Hoosiers* accurately captures the fever that can grip a community when they have a winning team, and how that fever can sometimes almost suffocate the players, giving them false images of themselves that can never be recaptured once the game is over. It's been likened to *Rocky*, another underdog film, but the texture is closer to *Chariots of Fire*. Most of the focus is on the new coach and the uphill battle he has with the community to win their respect. They don't like him and his new-fangled ideas (the film is set in the '50s) about how to play the game. After all, the team does pretty well for a small school. Why should they change? There are a few surprises here, things you don't really expect, but it's a story of personal redemption and how the promise inside may be dormant, but never truly dead; believe in yourself and you can do anything. Gene Hackman turns in a sterling performance as the coach, but the real Oscar prospect is Dennis Hopper as the alcoholic former basketball star whose son is now a basketball star himself.

#### The Mission—\*\*\*1/2

Winner of the Golden Palm at the Cannes Film Festival, this lavishly photographed story of the missions in South America gets off to a deadly slow start. It's worth staying with, though, past the background of the characters, the beginning political machinations, into the heart of the story: How do

## RTD Looks at the Academy Awards

we defend what we believe in? By the sword or by peace? Once things get going, this film reaches out, grabs you, and doesn't let go until the credits are over and the lights come up.

Jeremy Irons is Father Gabrielle, a man of God and peace who can't reconcile the political expediency of destroying the missions with everything he believes in. On the other side of the coin is Robert De Niro as Mendoza, a mercenary who believes the only way to save the mission he and Father Gabrielle have worked so hard to build. This film will probably receive nominations for Best Picture, Director, and Cinematography (It's only serious rival for Cinematography is probably the late and little-lamented *Tai-Pan*).

#### Hannah and Her Sisters—\*\*\*\*

The plot, as with all Woody Allen films, is very simple: Elliott is married to Hannah, but imagines himself in love with her sister, Leigh. While this is the basic theme that runs through the film and gives impetus to the action, most of the humor and delight comes from the tangents Allen goes off on as he explores the lives of Hannah, her two sisters Leigh and Holly, Elliott, and Hannah's hypochondriacal ex-husband, played by Allen himself. The humor isn't belly-laugh, but more subtle and dark, using as its subjects the most unlikely things, such as brain tumors. Even if you're not a Woody Allen fan, this film is worth seeing. I had to drag my roommate (who's not fond of Allen films and can't stand Mia Farrow) to see this; she enjoyed herself thoroughly.

Mia Farrow is Hannah, Michael Caine is Elliott, Barbara Hershey is Leigh, and Dianne Wiest is Holly, with supporting parts played by Max Von Sydow and Carrie Fisher. The film is a shoo-in for nominations for Best Picture and Director, and Caine, Wiest, and Hershey are good bets for the Supporting Actor and Actress category.

Now for the predictions. Although *Top Gun* was the box-office hit of last year, followed by *Crocodile Dundee*, don't look for either film to garner any of the top nominations. Most likely, nominees for best picture will be *Platoon*, *Hannah and Her Sisters*, *Stand By Me*, *Children of a Lesser God*, and *The Mission*. Out of those five, the winner will probably be *Platoon*, a hard-hitting film about young recruits in Vietnam. The film's already walked away with a Golden Globe for Best Picture, which is a good indicator.

Best Actor is a bit of a toughie, because Paul Newman's almost a shoo-in for a nomination for *The Color of Money*. Remember, Newman's gotten an honorary Oscar for life-time achievement, but he's yet to actually win one. On the

other hand, there's been a great deal of praise for Bob Hoskins in *Mona Lisa*, so the race looks to be between those two. Most likely winner is Newman, though, if for nothing else than he's been around for a while, and the Academy is more likely to give the award to an American instead of a Brit (Hoskins).

Best Actress is another toughie, since the front runners both won Golden Globes: Sissy Spacek for *Crimes of the Heart*, and Marlee Matlin for *Children of a Lesser God*. Kathleen Turner will most likely be nominated for her performance in *Peggy Sue Got Married*, but look for Matlin to walk away with the award.

Supporting Actor is easier: Tom Berenger (*Platoon*) will probably add an Oscar to his Golden Globe. The only way I see him losing is if his co-star William Dafoe cancels him out, and the award goes to someone like Dennis Hopper. Berenger's the best bet, though.

Supporting Actress is up in the air, as far as I'm concerned. Dianne Wiest and Barbara Hershey are strong in *Hannah*, but might cancel each other out, and Maggie Smith of *Room With a View*

is a contender who's been around for quite a while, and I can't remember her ever winning. Sentiment might prevail as it did last year with Geraldine Page's Oscar for *Trip to Bountiful*. Bette Midler (*Ruthless People*) would be my dream winner, if only to hear her acceptance speech!

The final major category, Best Director, is also a good indicator of who the winner of Best Picture will be, and this year it's likely to be Oliver Stone for *Platoon*, with Rob Reiner (*Stand By Me*) and Woody Allen (*Hannah*) as the other strong contenders.

Well, those are my predictions for the year. This should be reaching you shortly before the awards are aired, although they're being written just before the nominations are announced (ah, the joys of deadlines). So, get a big bowl of popcorn, settle back, and enjoy. No matter what we predict, every year there are a few surprises, which is all part of the fun. And the answer to the questions I asked at the beginning of the column? Why, *Amadeus*, of course. F. Murray Abraham also won the Oscar as Best Actor for his role in that film. See you next month.

—Carolyn Kinkead

## Art Review: Frida Kahlo

A haunting selection of works by the avant-garde Mexican artist Frida Kahlo opened to public viewing on January 17 at La Plaza de La Raza in Lincoln Heights.

Frida Kahlo was a self-taught artist. The majority of her works are portraits and self-portraits. Her imagery is often bizarre, symbolic, reflecting pre-Columbian culture, Catholicism, the surrealistic influence from Europe, and Mexican folk arts, especially the ex-voto form of devotionals so often highlighted with vivid colors.

Born in Coyoacan, Mexico, on July 6, 1907, to a German father and Mexican mother, Frida contracted polio as a child, thus beginning a life marred by illness and pain. At age 16 she was injured in a bus accident, sustaining a fractured spine, a broken right leg and clavicle, and her pelvis was punctured by a metal hand-rail, an injury which prevented her from bearing children.

In 1929 at age nineteen she married the famed Mexican muralist Diego Rivera; he was 43. It was a stormy marriage, punctuated by three divorces. Both she and Diego were prominent figures in the intellectual, artistic, and political renaissance precipitated by the Mexican Revolution.

This exhibition of 27 artworks demonstrates the breadth of her artistic endeavors. Included in this exhibition are some of her pencil and pen sketches, one of her first paintings, "Retrato de Alicia Galant." Examples of her ex-voto style include "Hospital Henry Ford," which is a jarring depiction of her personal experience with abortion. Many of Kahlo's works deal with the underbelly side of the female experience. "A Few Small Nips" visually screams out on the issue of violence by men against women. The

squeamish among us may not appreciate her. Her self-portrait, done in 1945, is entitled "Autorretrato con Chanquito." In it, Kahlo looks slightly down at you, intense, compelling, completely riveting. Days later one still feels disquieted by that face and the pain and torture she so eloquently shares.

Kahlo died of acute pneumonia at age 47 in 1954. Diego Rivera was so appropriate when he said of his wife, "Appropriate is the unique example in the history of art of someone who tore open the breast and heart in order to speak the biological truth of what is felt within them."

The exhibition, on loan from the collection of Sra. Dolores Olmedo Patino of Mexico City, can be viewed from 10 a.m. to 5 p.m. Tuesday through Sunday at Plaza de la Raza, 3540 N. Mission Road. Admission is \$2.



Self-portrait of the Mexican artist Frida Kahlo.

# COMMENDATIONS & SCHEDULE CHANGES

## COMMENDATIONS

**Division 1**  
 Bassett, Henry H.  
 Shelby, Walter

**Division 3**  
 Chiriboga, Albert  
 Davis, Odessa M.  
 Doss, O.D.  
 Rodriguez, R.F.  
 Singh, Carol F.  
 Smith, Jerome  
 Sotomayor, Belen P.

**Division 5**  
 Haywood, James  
 Horn, Clifford  
 Johnson, Arnold  
 Lott, Herschel D.  
 Rodriguez, Carlos R.  
 Smith, Floyd J.

**Division 6**  
 Wrights, Richard L.

**Division 7**  
 Audelo, Robert A.  
 Claybourne, Garland J.  
 Harper, Thomas  
 Johnson, John W.  
 Johnson, Louis  
 Yi, Hyon S.

**Division 8**  
 Isaacs, Thomas E.  
 Solomon, Norman

**Division 9**  
 Outlaw, Eddie  
 Palmer, Michael C.

**Division 10**  
 Anaya, Guillermo A.  
 Baluyot, Ramon N.  
 Deloatch, Romel C.

**Division 12**  
 Gibson, Darrell R.  
 Monaghan, Patrick  
 Williams, Augustus

**Division 15**  
 Aleshire, Dale K.  
 Burton, Allison R.  
 Chapman, Richard G.  
 Coleman, Hugh L.  
 Davis, Purcell  
 Feil, David L.  
 Flores, Maria S.  
 Hayes, Ronald G.  
 Sheldon, Arthur A.  
 Turner, Michael D.

**Division 16**  
 Howell, Leonard

**Division 18**  
 Bailey, Albert  
 Charles, Paul  
 Randle, Richard  
 Walker, Marcia R.  
 Wilhite, Ronald S.

## BIRTH



Human Resources Analyst Kathi Harper with her three month old daughter Sami Marie.

## SCHEDULE CHANGES

Aceves, Ruben, from Stock Clerk to Storekeeper.  
 Acosta, Pablo A., from Operator Trainee Part-time to Operator Part-time.  
 Adams, David F., from ASRS Coordinator to Materials Management Systems Support Analyst.  
 Aguilar, Kathy E., from Operator Trainee Part-time to Operator Part-time.  
 Aguilar, Steve, from Operator Trainee to Operator.  
 Angel, Bruno D., from Service Attendant to Laborer A.  
 Anderson, Eric W., from Service Attendant to Laborer A.  
 Anderson, Lonell M., from Operator Trainee Part-time to Operator Part-time.  
 Anderson, Walter T., from Operator Trainee Part-time to Operator Part-time.  
 Andrews, Jimmie C., from Operator Trainee to Operator.  
 Argent, Danny P., from Operator Trainee Part-time to Operator Part-time.  
 Arroyo, Heriberto, from Operator Trainee to Operator.  
 Avila, Anthony C., from Operator Trainee to Operator.  
 Aviles, Ronald J., from Operator Trainee Part-time to Operator Part-time.  
 Autry, Ronald E., from Operator Trainee Part-time to Operator Part-time.  
 Axibal, Sharon F., from Secretary to Acting Office Supervisor.  
 Ayala, Carlos, from Operator Trainee Part-time to Operator Part-time.  
 Bailey, Leilia M., from Assistant Director of Transportation to Acting Director of Transportation.  
 Baiza, Ernie, from Operator Trainee Part-time to Operator Part-time.  
 Ball, Bertrano, from Operator Trainee Part-time to Operator Part-time.  
 Banks, Richard, from Operator Trainee Part-time to Operator Part-time.  
 Banuelos, Jaime R., from Operator Trainee to Operator.  
 Barr, Bunnie L., from Operator Trainee Part-time to Operator Part-time.  
 Barron, Eric P., from Operator Trainee Part-time to Operator Part-time.  
 Barrosse, Bertin O., from Operator Trainee Part-time to Operator Part-time.  
 Benavidez, Joe A., from Operator Trainee to Operator.  
 Berry, James E., from Operator Trainee Part-time to Operator Part-time.  
 Bettis, Charles L., from Operator Trainee Part-time to Operator Part-time.  
 Bihr, John W., from ASRS Coordinator to Materials Management Systems Support Analyst.  
 Blanco, Marcial, from Operator Trainee to Operator.  
 Blas, Rodrigo H., from Operator Trainee Part-time to Operator Part-time.  
 Bonini, Hugo P., from Operator Trainee Part-time to Operator Part-time.  
 Botello, Richardo A., from Operator Trainee to Operator.  
 Brady, Walter W., from Operator Trainee Part-time to Operator Part-time.  
 Brar, Dalbir S., from Operator Trainee Part-time to Operator Part-time.  
 Bravo, William C., from Operator Trainee Part-time to Operator Part-time.  
 Brown, Patricia A., from Operator Trainee to Operator.  
 Bui, Phuoc H., from Operator Trainee Part-time to Operator Part-time.  
 Cabrera, Antonio A., from Operator Trainee to Operator.  
 Cabrinha, Christopher C., from Mechanic B to Mechanic A.  
 Carlton, Katherine M., from Operator Trainee Part-time to Operator Part-time.  
 Carter, Caroline K., from Operator Trainee to Operator.  
 Castelo, Patricia A., from Operator Trainee Part-time to Operator Part-time.  
 Castile, Darryl R., from Operator Trainee Part-time to Operator Part-time.  
 Castaneda, Juan H., from Operator Trainee Part-time to Operator Part-time.  
 Ceja, Theodore, from Operator Trainee Part-time to Operator Part-time.  
 Chavez, Darcy L., from Operator Trainee Part-time to Operator Part-time.  
 Chavez, Sergio F., from Operator Trainee Part-time to Operator Part-time.  
 Clipp, Leroy, from Mechanic A to Mechanic A Leader.  
 Coleman, Carol A., from Operator Trainee Part-time to Operator Part-time.  
 Colon, Daniel, from Operator Trainee Part-time to Operator Part-time.  
 Conaway, Linda J., from Operator Trainee Part-time to Operator Part-time.  
 Cooney, Edward T., from Operator Trainee to Operator.  
 Cooper, Mark R., from Operator Trainee Part-time to Operator Part-time.  
 Corbin, Thomasina F., from Operator Trainee to Operator.  
 Cordova, Patricia A., from Operator Trainee Part-time to Operator Part-time.  
 Cortez, Fortino C., from Operator Trainee Part-time to Operator Part-time.  
 Crawford, Garvietta V., from Operator Trainee Part-time to Operator Part-time.  
 Crockett, Brian K., from Operator Trainee Part-time to Operator Part-time.  
 Cromer, Allen, from Operator Trainee Part-time to Operator Part-time.  
 Cruz, Ray, from Operator Trainee to Operator.  
 Curmutt, Allen F., from Operator Trainee Part-time to Operator Part-time.  
 Damron, Richard P., from Nondestructive Technician to Warranty and Equipment Mechanic.  
 Daubney, Robert J., from Operator Trainee Part-time to Operator Part-time.  
 Davidson, Jackie S., from ASRS Coordinator to Materials Management Systems Support Analyst.  
 David-Richard, Linda S., from Operator Trainee Part-time to Operator Part-time.  
 Deal, Dick E., from Mechanic A to Mechanic A Leader.  
 Delvin, Kevin T., from Operator Trainee Part-time to Operator Part-time.  
 DeSantis, Susan J., from Office Supervisor to Human Resources Assistant.  
 Diaz, Carlos E., from Transit Police Officer Trainee to Transit Police Officer.  
 Dickey, Ronald J., from Operator Part-time to Operator Trainee.  
 Dickison, Bill R., from Operator/Extra Transit Operations Supervisor to Transit Operations Supervisor.  
 Diep, Hoang X., from Operator Trainee Part-time to Operator Part-time.  
 Dotson, Kim N., from Operator Trainee to Operator.  
 Douglas, Calvin L., from Operator Trainee Part-time to Operator Part-time.  
 Duque, Joel E., from Operator Trainee to Operator.  
 Dye, Marcela M., from Operator Part-time to Operator Trainee.  
 Echstenkamper, Kevin J., from Operator Part-time to Operator Trainee.  
 Elias, Ricardo E., from Operator Trainee to Operator.  
 Enriquez, Blanca E., from Operator Trainee Part-time to Operator Part-time.  
 Epps, Leonard L., from Operator Trainee Part-time to Operator Part-time.  
 Espinosa, Fred, from Operator Part-time to Operator Trainee.  
 Estany, Elizabeth C., from Operator Part-time to Operator Trainee.  
 Fairly, Phyllis, from Mail and Duplicating Clerk to Revenue Clerk.  
 Fajardo, Leopoldo D., from Operator Part-time to Operator Trainee.  
 Ferrero, Thomas F., from Mechanic C to Mechanic B.  
 Festejo, Jose J., from Operator Trainee to Operator.  
 Figler, James K., from Operator Trainee to Operator.  
 Findley, Denise C., from Assignment Coordinator Clerk to Staff Aide.  
 Firouzi, Kamran, from Operator Trainee Part-time to Operator Part-time.  
 Fleischman, Marlin, from Operator Trainee Part-time to Operator Part-time.  
 Flores, Maria S., from Operator Trainee to Operator.  
 Flotte, Betty M., from Operator Trainee to Operator.  
 Foster, Ronald L., from Operator Trainee Part-time to Operator Part-time.  
 Fray, Elethia, from Operator Trainee Part-time to Operator Part-time.  
 Frederico, Lawrence, from Operator Trainee Part-time to Operator Part-time.  
 Frumuranu, Gheorghe, from Operator Trainee Part-time to Operator Part-time.  
 Fuentes, Alfonso, from Operator Trainee to Operator.  
 Garcia, Andrew C., from Operator Part-time to Operator Trainee.  
 Garcia, Cecilia, from Operator Trainee Part-time to Operator Part-time.  
 Garcia, Damion J., from Operator Trainee Part-time to Operator Part-time.  
 Garcia, Francisco J., from Property Maintainer B to Property Maintainer A.  
 Garcia, Jose K., from Operator Trainee to Operator.  
 Garcia III, Marcial, from Operator Trainee to Operator.  
 Garcia, Phillip, from Operator Trainee to Operator.  
 Garcia, Salvador, from Operator Trainee Part-time to Operator Part-time.  
 Gardley, Michael V., from Operator Trainee Part-time to Operator Part-time.  
 Gayle, Carl J., from Mechanic A to Warranty and Equipment Mechanic.  
 Gayton, Linda, from Operator Trainee Part-time to Operator Part-time.  
 Gayton, Salvador, from Operator Trainee to Operator.  
 Gephart, Rex J., from Planner to Senior Planner.  
 Geldres, Jose A., from Operator Trainee Part-time to Operator Part-time.  
 Gessesse, Samson, from Operator Trainee Part-time to Operator Part-time.  
 Gomez, Edward J., from Operator Trainee to Operator.  
 Gonzalez, Guillermo, from Operator Trainee to Operator.  
 Gonzalez, J.C., from Senior Equipment Maintenance Supervisor to Acting Equipment Maintenance Manager.  
 Gonzalez, Manuel G., from Mopper-Waxer to Utility A.  
 Gonzalez, Maria G., from Operator Trainee Part-time to Operator Part-time.  
 Grande, Jose, from Operator Trainee to Operator.  
 Grant, Alvie L., from Operator Trainee Part-time to Operator Part-time.  
 Greer, William, from Operator Trainee Part-time to Operator Part-time.  
 Greider, Laurie L., from Operator Trainee Part-time to Operator Part-time.  
 Guerra, Hugo A., from Operator Trainee to Operator.  
 Guerrero, Patricia A., from Operator Trainee Part-time to Operator Part-time.  
 Gutierrez, Raul R., from Operator Trainee Part-time to Operator Part-time.  
 Guzman, Francisco, from Operator Trainee to Operator.  
 Hadley, Harold L., from Operator Trainee to Operator.  
 Harris, Russel T., from Operator Trainee Part-time to Operator Part-time.  
 Harris, Vernice, from Mechanic C to Mechanic B.  
 Hart, Beverly J., from Operator Trainee Part-time to Operator Part-time.  
 Hayes, Lewis T., from Property Maintainer B to Property Maintainer A.  
 Hayes, Ronald G., from Operator Trainee Part-time to Operator Part-time.  
 Hearn, Bruce E., from Mechanic C to Mechanic B.  
 Herrera, Daniel T., from Service Attendant to Laborer A.  
 Hicks, John E., from Relief Stock Clerk to Storekeeper.  
 Holguin, Javier F., from Operator Trainee Part-time to Operator Part-time.

# SCHEDULE CHANGES

## SCHEDULE

**Holguin, Jose**, from Operator Trainee Part-time to Operator Part-time.

**Holmes, Ambrosia M.**, from Staff Assistant to Office Supervisor.

**Huiza, Jesus E.**, from Operator Trainee to Operator.

**Janmohamed, Abdul M.**, from Mechanic B to Mechanic A.

**Janowick, Leo M.**, from ASRS Coordinator to Materials Management Systems Support Analyst.

**Jaramillo, Raymond V.**, from Operator Trainee to Operator.

**Johnson, Anthony P.**, from Mechanic B to Mechanic A.

**Johnson, Cynthia D.**, from Operator Trainee Part-time to Operator Part-time.

**Johnson, James E.**, from Operator Trainee to Operator.

**King, Ronell B.**, from Operator Trainee Part-time to Operator Part-time.

**Kirstenpfad, G.A.**, from Mechanic A to Mechanic A Leader.

**Knight, Debra D.**, from Operator Trainee Part-time to Operator Part-time.

**Koltes, Irene E.**, from Operator Trainee to Operator.

**Kunishige, Calvin K.**, from Mechanic B to Mechanic A.

**Kuo, Joe Mu-Lin**, from Operator Trainee Part-time to Operator Part-time.

**Labarba, Alex D.**, from Operator Trainee to Operator.

**Lago, Albert**, from Mopper-Waxer to Data Processing Operator.

**Lagunas, Rudolph**, from Operator Trainee to Operator.

**Lakis, George J.**, from Operator Trainee Part-time to Operator Part-time.

**Langsner, Henry**, from Operator Trainee Part-time to Operator Part-time.

**Lawton, Calvin R.**, from Operator Trainee Part-time to Operator Part-time.

**Layral, Gilbert W.**, from Mechanic B to Mechanic A.

**Leahy, Michael O.**, from Maintenance Superintendent to Assistant Director of Equipment Maintenance.

**Le, Bao T.**, from Operator Trainee Part-time to Operator Part-time.

**Ledesma, Nora E.**, from Operator Trainee Part-time to Operator Part-time.

**Lemos, Randal G.**, from Operator Trainee to Operator.

**Lemon, Rodolfo**, from Operator Trainee Part-time to Operator Part-time.

**Lerud, Charles V.**, from Assistant Division Transportation Manager to Acting Division Transportation Manager.

**Lewis, Elmer P.**, from Operator Trainee Part-time to Operator Part-time.

**Lewis, Richard D.**, from Operator Trainee Part-time to Operator Part-time.

**Limon, Irma T.**, from Operator Trainee Part-time to Operator Part-time.

**Little, Patricia A.**, from Service Attendant to Service Attendant Leader.

**Lopez, Cheri O.**, from Operator Trainee to Operator.

**Lopez, Corrine M.**, from Operator Trainee to Operator.

**Lopez, Rolando**, from Operator Trainee Part-time to Operator Part-time.

**Lozano, Joe L.**, from Operator Trainee Part-time to Operator Part-time.

**Mabe-Moreno, Ruth B.**, from Secretary to Acting Staff Assistant.

**Maes, Vicky L.**, from Operator Trainee Part-time to Operator Part-time.

**Mahome, Derick**, from Operator Trainee Part-time to Operator Part-time.

**Marie, Laura**, from Operator Trainee Part-time to Operator Part-time.

**Markey, Brian D.**, from Mechanic A to Warranty and Equipment Mechanic.

**Marsh, William W.**, from Assistant Contract Administrator to Contract Administrator.

**Martell, Ray**, from Operator Trainee to Operator.

**Martin, Sean M.**, from Operator Trainee to Operator.

**Martinez, Lorenzo**, from Operator Trainee to Operator.

**Martinez, Noe**, from Operator Trainee Part-time to Operator Part-time.

**Martinez, Roberto O.**, from Operator Trainee to Operator.

**McCrury, Erwin J.**, from Operator Trainee to Operator.

**McKenzie, Joyce M.**, from Operator Trainee Part-time to Operator Part-time.

**McMillan, Phillip, T.**, from Property Maintainer B to Property Maintainer A.

**Medina, Robert R.**, from Operator Trainee to Operator.

**Micklos, John L.**, from Operator to Traffic Loader/Extra Schedule Checker.

**Miller, Larry**, from Operator Trainee Part-time to Operator Part-time.

**Miller, Wilton T.**, from Operator Trainee to Operator.

**Minter, Millard**, from Operator Trainee to Operator.

**Mironas, Victor J.**, from Operator Trainee Part-time to Operator Part-time.

**Miyagishima, Jess R.**, from Operator Trainee to Operator.

**Montes, Lisa A.**, from Operator Trainee to Operator.

**Montes-Jurado, Francisca**, from Operator Trainee Part-time to Operator Part-time.

**Montoya, Theodore N.**, from ASRS Coordinator to Materials Management Systems Support Analyst.

**Moore, Neal W.**, from Operator Trainee Part-time to Operator Part-time.

**Moore, Pamela J.**, from Operator Trainee Part-time to Operator Part-time.

**Moore, Troy S.**, from Operator Trainee Part-time to Operator Part-time.

**Moreno, Humberto**, from Operator Trainee Part-time to Operator Part-time.

**Moreno, Magdalena**, from Operator Trainee to Operator.

**Morris, Tommy L.**, from Service Attendant to Laborer A.

**Morrison, Lorenzo**, from Operator Trainee Part-time to Operator Part-time.

**Morrow, Mary K.**, from Operator Trainee to Operator.

**Mullaly, Steven J.**, from Mechanic A to Warranty and Equipment Mechanic.

**Mulvey, Ernest**, from Operator Trainee to Operator.

**Mundy, Kevin V.**, from Stock Clerk to Truck Driver Clerk.

**Najera, Raymundo**, from Operator Trainee to Operator.

**Natividad, Antonio**, from Operator Trainee Part-time to Operator Part-time.

**Nava, Eddie**, from Operator Trainee to Operator.

**Neal, Dyana E.**, from Mechanic C to Mechanic B.

**Nieman, Glenn H.**, from Acting Schedule Supervisor to Schedule Supervisor.

**Nolasco, Ernesto**, from Operator Trainee Part-time to Operator Part-time.

**Nunez, Jose A.**, from Operator Trainee to Operator.

**Nunez, Maria**, from Operator Trainee Part-time to Operator Part-time.

**Ochoa, Alvarado**, from Operator Part-time to Operator Trainee.

**Orr, Harold H.**, from Nondestructive Technician to Warranty and Equipment Mechanic.

**Padgett, Elvin L.**, from Operator Trainee to Operator.

**Padilla, Manuel G.**, from Operator Trainee to Operator.

**Pelley, George E.**, from Property Maintainer B to Property Maintainer A.

**Pereira, Miriam L.**, from Operator Trainee to Operator.

**Perez, Arthur C.**, from Operator Trainee to Operator.

**Perez, David R.**, from Operator Trainee Part-time to Operator Part-time.

**Perez, Maria G.**, from Operator Trainee Part-time to Operator Part-time.

**Phan, Tu T.**, from Operator Trainee Part-time to Operator Part-time.

## CHANGES

**Ponce, Robert**, from Operator Trainee to Operator.

**Powell, Stephanie F.**, from Operator Trainee Part-time to Operator Part-time.

**Quintero, Ines**, from Property Maintainer B to Property Maintainer A.

**Radia, Pankajkumar**, from Operator Trainee Part-time to Operator Part-time.

**Rakisits, David E.**, from Mechanic B to Mechanic A.

**Ramirez, Carlos**, from Operator Part-time to Operator Trainee.

**Ramirez, Salvador T.**, from Operator Trainee to Operator.

**Rembert, Roy**, from Operator Trainee Part-time to Operator Part-time.

**Resendez, David Z.**, from Operator Trainee Part-time to Operator Part-time.

**Reyes, Arthur M.**, from Operator Trainee to Operator.

**Richards, John M.**, from Operator Trainee to Operator.

**Robateay, Polly J.**, from Operator Trainee Part-time to Operator Part-time.

**Robinson, Frank E.**, from Operator Trainee to Operator.

**Robinson, Paul D.**, from Operator Trainee Part-time to Operator Part-time.

**Rodgers, William G.**, from Operator Trainee Part-time to Operator Part-time.

**Rodriquez, Mario A.**, from Operator Trainee to Operator.

**Rodriquez, Victor M.**, from Operator Trainee Part-time to Operator Part-time.

**Romero, Thomas W.**, from Operator Trainee to Operator.

**Ronge, Daniel H.**, from Operator Trainee Part-time to Operator Part-time.

**Rosales, Rosalinda C.**, from Operator Trainee Part-time to Operator Part-time.

**Rougeau, Glenn A.**, from Operator Trainee Part-time to Operator Part-time.

**Royston, Edwaina**, from Operator Trainee to Operator.

**Salas, Alice**, from Operator Trainee to Operator.

**Salas, Tony N.**, from Operator Trainee Part-time to Operator Part-time.

**Sampson, Gregory L.**, from Operator Trainee to Operator.

**Santiago, John**, from Operator Trainee Part-time to Operator Part-time.

**Sanchez, Miguel**, from Operator Trainee Part-time to Operator Part-time.

**Sanchez, Salvador C.**, from Operator Trainee to Operator.

**Sanchez, Vicente**, from Operator Trainee to Operator.

**Sanker, Tommy P.**, from Mechanic B to Mechanic A.

**Santos, Baudillo**, from Operator Trainee to Operator.

**Scanu, Robert**, from Operator Trainee Part-time to Operator Part-time.

**Schott, Joseph J.**, from Transit Police Officer Trainee to Transit Police Officer.

**Scott, Susan D.**, from Operator Part-time to Operator Trainee.

**Sevilla, Charlie**, from Operator Trainee Part-time to Operator Part-time.

**Serato, Rodolfo C.**, from Operator Part-time to Operator Trainee.

**Sheppard, Paula M.**, from Operator Trainee Part-time to Operator Part-time.

**Shipley, Dan W.**, from Operator Trainee Part-time to Operator Part-time.

**Sias, Sharon R.**, from Operator Trainee Part-time to Operator Part-time.

**Sims, Ernest**, from Operator Trainee to Operator.

**Sims, William O.**, from Mechanic B to Mechanic A.

**Sing-Toor, Surinder M.**, from Operator Trainee Part-time to Operator Part-time.

**Six, Rickey C.**, from Operator Trainee Part-time to Operator Part-time.

**Skvarna, Leslie A.**, from Operator Part-time to Operator Trainee.

**Smith, Keith N.**, from Operator Trainee to Operator.

**Soderlund, Stephen W.**, from Operator Trainee Part-time to Operator Part-time.

**Sovde, Howard J.**, from Operator Trainee Part-time to Operator Part-time.

**Spitzer, Joan A.**, from Operator Trainee Part-time to Operator Part-time.

**Stacks, Daniel D.**, from Operator Trainee Part-time to Operator Part-time.

**Steward, Patricia R.**, from Operator Trainee Part-time to Operator Part-time.

**Suarez, Frederico A.**, from Operator Trainee Part-time to Operator Part-time.

**Symons, Joseph A.**, from Operator Part-time to Operator Trainee.

**Taino, Cesar R.**, from Operator Trainee to Operator.

**Tang, Hsien C.**, from Operator Trainee to Operator.

**Taylor, Melvin L.**, from Operator Trainee Part-time to Operator Part-time.

**Taylor, Yvonne**, from Operator Trainee Part-time to Operator Part-time.

**Thatje, Werner F.**, from Operator Trainee to Operator.

**Thomas, Clarence**, from Operator Trainee Part-time to Operator Part-time.

**Thomas, Horton A.**, from Mechanic A to Mechanic A Leader.

**Tolbert, Moses**, from Operator Trainee to Operator.

**Touchstone, Calvin**, from ASRS Coordinator to Materials Management Systems Support Analyst.

**Turk, Michael R.**, from Operator/Extra Transit Operations Supervisor to Transit Operations Supervisor.

**Ulloa, Jose J.**, from Operator Trainee to Operator.

**Valencia, Alvaro T.**, from Operator Trainee Part-time to Operator Part-time.

**Valencia, Guillermo**, from Operator Trainee Part-time to Operator Part-time.

**Van Horn, Timothy D.**, from Operator Trainee to Operator.

**Vander-Ploeg, Wilbert**, from Operator Trainee Part-time to Operator Part-time.

**Varela, Alice M.**, from Operator Trainee Part-time to Operator Part-time.

**Vazquez, Bernardo M.**, from Operator Trainee Part-time to Operator Part-time.

**Venegas, Danny**, from Operator Trainee to Operator.

**Vega, Milagros E.**, from Operator Part-time to Operator Trainee.

**Victorin, Ralph C.**, from Service Attendant to Laborer A.

**Vierra, Celestine M.**, from Mechanic C to Mechanic B.

**Vigil, Lisa D.**, from Operator Trainee Part-time to Operator Part-time.

**Villa, Manuel P.**, from Operator Trainee to Operator.

**Vincelet, Fred R.**, from Mechanic A to Warranty and Equipment Mechanic.

**Vo, Duc V.**, from Operator Trainee Part-time to Operator Part-time.

**Vu, Hoe V.**, from Operator Trainee Part-time to Operator Part-time.

**Walcott, Carlisle W.**, from Operator Trainee Part-time to Operator Part-time.

**Walker, Darryl E.**, from Operator Trainee Part-time to Operator Part-time.

**Walker, Herbert E.**, from Operator Trainee to Operator.

**Walker Marcia R.**, from Operator Trainee Part-time to Operator Part-time.

**Walker, Wendy L.**, from Operator Trainee to Operator.

**Wallace, Juanita G.**, from Operator Trainee Part-time to Operator Part-time.

**Webb-Poe, Joe A.**, from Operator Trainee Part-time to Operator Part-time.

**Weed, William C.**, from Transit Operations Supervisor to Senior Transit Operations Supervisor.

**Whaley, Lucian A.**, from Operator Trainee Part-time to Operator Part-time.

**White, Bennie D.**, from Operator Trainee Part-time to Operator Part-time.

**White, James T.**, from Operator Trainee Part-time to Operator Part-time.

**Whitney, Kenneth A.**, from Operator Trainee Part-time to Operator Part-time.

# SCHEDULE CHANGES & SHIFTING GEARS

## SCHEDULE CHANGES

**Williams, Thomas B.**, from Operator Trainee to Operator.  
**Wolfson, Jeffrey M.**, from Operator Trainee to Operator.  
**Ybarra, Anthony R.**, from Operator Trainee to Operator.  
**Zamora, Frank R.**, from Operator Trainee to Operator.  
**Zaricki, Robert J.**, from Program Control Analyst to Program Control Specialist.  
**Zavala, Jose G.**, from Operator Trainee to Operator.  
**Zearbaugh, Melvin L.**, from Operator Trainee to Operator.  
**Zimmerle, Fred G.**, from Service Attendant to Laborer A.  
**Zuniga, Antonieta**, from Operator Trainee Part-time to Operator Part-time.

## SHIFTING GEARS

**Baird, Erma N.**, began with the District June 28, 1976, retired as a Kardex Clerk on January 1, 1987.  
**Darling, Laverne A.**, an Operator since May 7, 1967, retired November 10, 1986.  
**Davis, Leonard**, began with the District March 25, 1959, retired as a Mechanic A on January 1, 1987.  
**Dickerson, Clyde Bryant**, began with the District December 23, 1961, retired as a Schedule Checker on December 24, 1986.  
**Diehl, Geoffrey L., Jr.**, began with the District August 2, 1948, retired as the Superintendent of Operations, Control and Services on January 3, 1987.  
**Ewell, Robert M.**, an Operator since January 23, 1957, retired January 23, 1987.  
**Grayson, Don C.**, began with the District September 28, 1943, as an Operator, retired as an Assistant Counsel on January 31, 1987.  
**Greene, Willie**, began with the District October 12, 1959, retired as a Traffic Loader/Extra Schedule Checker on December 31, 1986.  
**Hazen, Rogert E.**, an Operator since January 9, 1975, retired October 13, 1985.  
**Jacobs, Lucilious**, began with the District September 13, 1986, retired as a Mechanic A on January 17, 1987.  
**Kim, Kenney**, began with the District September 17, 1975, retired as a Mechanic A on October 9, 1986.  
**Lujan, Pedro M.**, began with the District September 10, 1956, retired as a Property Maintainer A Leader on January 7, 1987.  
**Phillips, Robert L.**, an Operator since August 22, 1946, retired January 2, 1987.  
**Randolph, Imogene**, an Operator since April 21, 1975, retired May 27, 1986.  
**Robinson, Alyce E.**, began with the District November 7, 1973, retired as a Utility B on November 8, 1986.  
**Swindell, Murphy**, began with the District September 25, 1947, retired as the EDP Scheduling Supervisor on January 31, 1987.  
**Taylor, Morris W.**, an Operator since June 25, 1964, retired January 2, 1987.  
**Thomas, Walter**, an Operator since January 25, 1957, retired January 26, 1987.

## FOR SALE

85 300ZX TURBO, T-TOP AND FULLY LOADED  
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## IN MEMORIAM

**Bardon, Leroy H.**, began with the District March 26, 1936, retired as an Operator, passed away January 7, 1987.  
**Bauman, Ray**, began with the District October 8, 1957, retired as a Mechanic A, passed away December 18, 1986.  
**Chastain, Theodore E.**, began with the District July 3, 1925, retired as a Shop Clerk, passed away December 15, 1986.  
**Chillis, Louis**, began with the District as an Operator on July 20, 1980, passed away January 25, 1987.  
**Cole, David L.**, began with the District November 30, 1942, retired as an Operator, passed away January 3, 1987.  
**Cormier, Walter**, began with the District May 17, 1971, retired as a Mechanic C, passed away January 13, 1987.  
**Frazier, Miles R.**, began with the District June 9, 1973, retired as an Equipment Maintenance Supervisor, passed away December 26, 1986.  
**Garcia, Frank F.**, began with the District May 22, 1945, retired as a Mechanic A, passed away January 10, 1987.  
**Kratz, Joe**, began with the District November 11, 1947, retired as an Operator, passed away December 23, 1986.  
**Liles, William C.**, began with the District July 15, 1947, retired as an Operator, passed away December 20, 1986.  
**Major, Carol**, began with the District as an Operator on October 3, 1982, passed away January 2, 1987.  
**Myers, John**, began with the District November 24, 1952, retired as a Mechanic A, passed away November 24, 1986.  
**Thompson, Edmund B.**, began with the District May 11, 1963, retired as a Service Director, passed away January 1, 1987.

## POETRY

The daughter of South Park's Equipment Maintenance Specialist, Giacomo Pisciotta, Lisa Ann, recently placed as a finalist in *Bride* magazine's poetry competition on the subject of marriage and what it means to her. Lisa won \$150 for the poem that appears below.

"What Marriage Means To Me"  
 A feeling I can't explain,  
 A love shared as one.  
 Eternal friends and happiness  
 A new life has just begun.  
 Now the beginning this is  
 what we see  
 when asked to be his wife  
 from now to eternity.  
 Our love will last and continue  
 to grow for we believe in each  
 other this we do know.  
 With no doubt in our minds  
 and love in our hearts  
 Our minds meet as one and our  
 thoughts will never part.  
 The best thing is knowing  
 I won't leave him at night  
 because lying there alone  
 just doesn't feel right.  
 Marriage is something which has  
 been blessed upon us.  
 Two very lucky people who are  
 truthful and honest.  
 We will never let it die, or fade  
 as far as we're concerned there  
 is no better trade.  
 We are happy now and will always be  
 That's why I chose him and he chose  
 me.  
 God is behind us 100% of the way,  
 For He has chosen for us a very special  
 day, May 23, 1987 our wedding day.  
 Lisa Ann Pisciotta

## POETRY

"Buses"  
 The word conjures up  
 Freedom  
 Rosa Parks  
 Getting away from the city  
 To the beach  
 And its seagulls  
  
 Security  
 Reading on the freeway  
 Laughing at the traffic jams  
 Smugness  
 Someone else's responsibility  
 Not my problem, mister  
  
 Friendships  
 "Hi, Manuel!"  
 "Hi, Mr. Bus Driver"  
 "How was school today?"  
 Smile like a sunrise  
 "I hit a home run!"  
 "And your arthritis, Mrs. Lee?"  
 Windows reflecting  
 The rainbow of colors inside  
 God's way of showing off  
 His versatility at creation  
 Our opportunity for connecting.  
 L.A.'s Global Village  
 On wheels.  
 — Myra  
  
 I hate to travel on buses  
 But when it comes to RTD  
 I light up with joy  
 Because I know I can have fun  
 Like if it were a toy.  
 — Veronica Gomez

## BIRTH



Born to Senior Labor Relations Analyst Ralph Carapia and his wife Julie; a girl, Robin, on December 5, 1986 in West Covina. Robin weighed in at 8 lbs., 8 oz. and was 20 1/2 inches long. Of their second child, Ralph said, "She's just beautiful, she has a good disposition, and is real serene; except at night when she keeps me awake." Ralph, his wife, and their oldest daughter, Tinel, along with Robin were treated to a pot-luck baby shower on January 13 planned by Employee Relations staff members Kim Turner, Katherine Ikdiashi, Amina Khan, Brenda Diederichs, Sonja Davis, Roger Kundert, and Ellie Mulholland.

## FILM REUNION

There will be a final screening of the movies — "MANIAC," "SOULFATHER," and "THE BLACK CONNECTION."

DATE: March 14, 1987  
 TIME: 7:00 PM  
 PLACE: Weingart Urban Center-YMCA  
 9900 South Vermont Avenue, Los Angeles  
 Refreshments will be served

Since this is the final viewing of the movies, we are encouraging the following cast members to attend and enjoy fond memories:

"MANIAC"  
 Susan Muthersbaugh  
 John Legan  
 Walt Carmier  
 Norman Robinson  
 Dan Wilson  
 Dell Wright  
 Marlin Washington  
 Leilani Washington  
 Muff Washington  
 George Anderson

"SOULFATHER"  
 John Legan  
 Dobie Gillis  
 Dan Wilson  
 Deborah Evins  
 Clarence Adams  
 George Anderson  
 Kenny Austin  
 Loyd Bluford  
 Aubrey Echols  
 Purvis Ary  
 Larry Hale

### "THE BLACK CONNECTION"

Clyde Spears  
 Ray Duncan  
 Larry Hale  
 Norman Robinson  
 Wesley McCarns  
 Jo Ann Bruno  
 Mary Reed  
 Ann Robinson  
 Newton Dunston  
 Herb Nero  
 Willie Diaz  
 Peter Banks  
 Joe Oliver  
  
 Barbara Nice  
 Dale Katz  
 Ethel Hill  
 Darryl Anderson  
 Larry Smith  
 Nate Church  
 Robert Dotson  
 Calvin Baptiste  
 Elijah Banks  
 Cecil Hearn  
 Earl Wright  
 Art Lockridge  
 Harry Simmons

Todd Brule  
 Ralph Gilmer  
 Pat Moore  
 James Willis  
 Charles Warfield  
 George Anderson  
 Floyd Shaw  
 Ken Itagaki  
 Lorraine King  
 Jeannie Fields  
 Tina Fields

VIDEO CASSETTES OF THE MOVIES WILL GO ON SALE IMMEDIATELY AFTER THE REUNION. YOU MAY PLACE AN ORDER NOW BY CALLING 213-292-6300.  
 SEE YOU AT THE REUNION!

# Looking Good!

Recreation News  
March-April 1987

**MARCH**

- 18 Lakers/Utah — Forum \$9.50
- 19 Clippers vs Chicago \$10.00 Sports Arena
- 20 Lakers vs San Antonio \$9.50
- 22 Lakers vs Sacramento \$9.50
- 22 Willie Nelson/Kris Kristofferson \$19.00 Universal Amphitheatre
- 26 Lakers vs Detroit \$9.50
- 29 Olympic Figure Skating Tour 2 pm — Forum \$15.00
- 31 Lakers vs Houston \$9.50

**APRIL**

- 1 Kings vs Vancouver \$18.50 (includes parking)
- 5 Glory of Easter — Crystal Cathedral \$18.00
- 5 Dodgers vs Angels \$5.00
- 6 Lakers vs Clippers \$9.50
- 7 Lakers vs San Diego Sockers — Soccer \$8.00
- 7 Clippers vs Houston \$10.00
- 9 Clippers vs Lakers \$10.00
- 9 Dodgers vs Giants \$6.00 Opening Day
- 10 Lakers vs San Antonio \$9.50
- 10 Dodgers vs San Francisco — Fireworks/Poster Night
- 11 Dodgers vs San Francisco — Calendar Night
- 12 Dodgers vs San Francisco — Pin Day
- 12 Lakers vs Phoenix \$9.50
- 14 Dodgers vs Houston — Fielder's glove night
- 16 Clippers vs Seattle \$10.00

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of Transit  
in Los Angeles

# HEADWAY

Southern California Rapid Transit District  
425 So. Main St., 6th Floor, Los Angeles, CA 90013

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**HEADWAY**  
RTD

Published monthly for the employees and retirees of the Southern California Rapid Transit District.

Editorial input and suggestions welcome. Deadline for receipt of editorial copy is the 5th of each month. Send black-and-white photographs only, please. Requests for photographic coverage of District events must be preceded by 72 hours notice.

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