

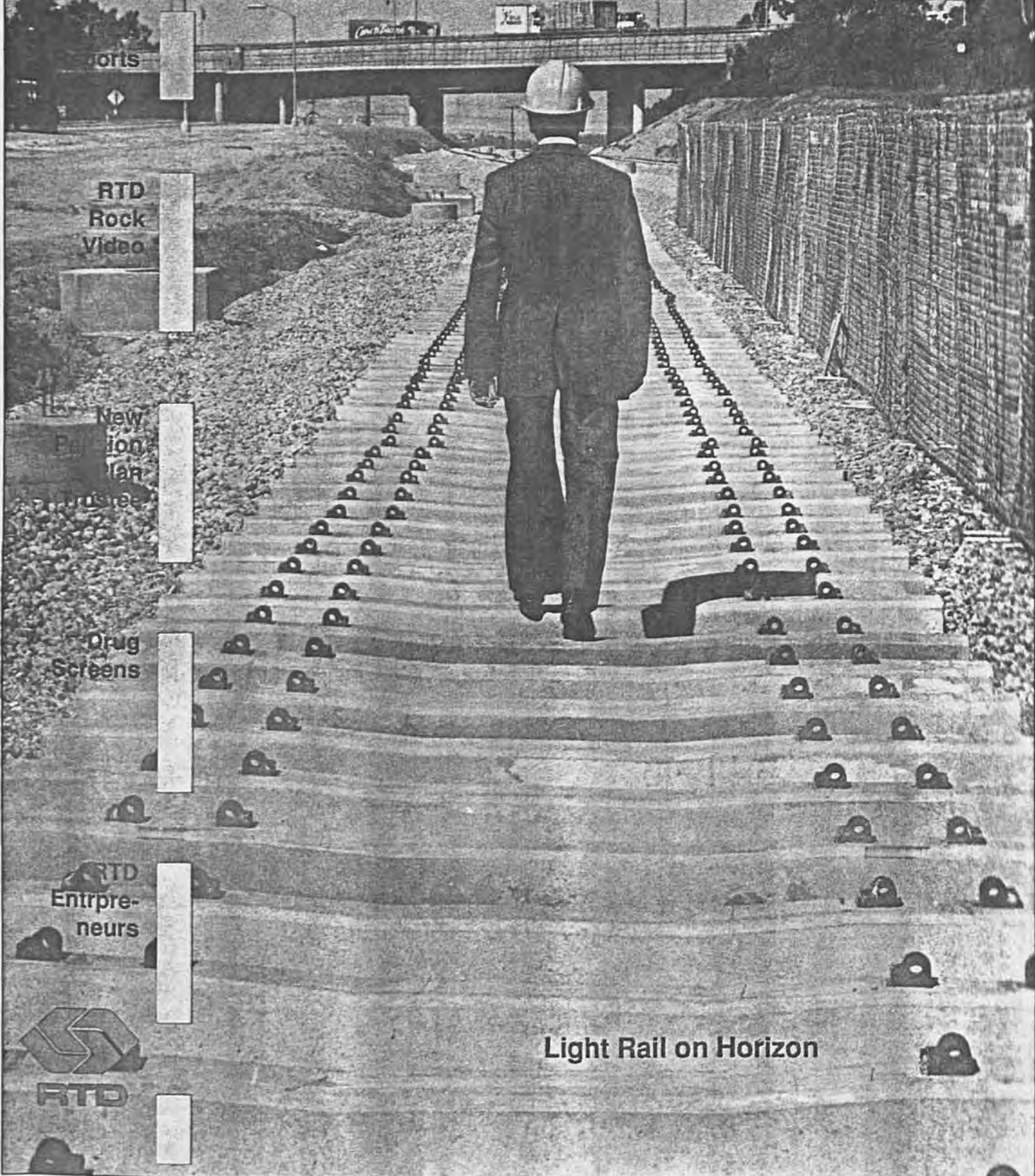
DO NOT REMOVE - LAST COPY

Number 4

Volume 16

April 1988

HEADWAY



ports

RTD
Rock
Video

New
Pavilion
Plan
Trustee

Drug
Screens

RTD
Entrepre-
neurs



Light Rail on Horizon

Long Beach-Los Angeles Is Getting There

For most of us the advent of rail transportation is something destined to happen in the distant future. How distant, one might ask, years away another may answer. The fact is, it is a lot closer than you think.

The Long Beach-Los Angeles Light Rail start-up is scheduled for July, 1990. This is a date of particular importance for District employees, because the RTD will operate the system upon its completion.

In nine months the first 54 cars will arrive from Japan for testing. These vehicles are the 6-axle articulated type, similar to those now in service on the San Diego Trolley and San Francisco MUNI systems.



Mayor Bradley beams as the first track of Los Angeles County's 150-mile rail transit system was laid on January 11 in the right-of-way of the 21-mile Long Beach-Los Angeles line. "In 30 months, when passengers are at a station waiting for a light rail vehicle, these tracks will reassure them that the train will arrive, on time and comfortably," said Bradley.

They are approximately 90 feet long, can be linked into two or more

car trains; and have a capacity of 230 seated and standing passengers per vehicle.

Laying track on the Long Beach-Los Angeles Light Rail system began three months ago and goes on as you read this. At press time approximately 13 percent of the light rail line has been completed, and another 53 percent is now under contract for the construction to begin. Hiring of RTD staff for the testing phase of the project will begin in the latter part of this year (see related story on page 6).

New Tech Trains

Some people look at the system as history repeating itself with a return to the days of the Red Cars. While the light rail system may

enjoy some of the old Red Car rights-of-way, there the resemblance ends. First, the tracks themselves have changed. Instead of four rail lengths being bolted together into continuous strings, 78-foot lengths of rail are being welded into lengths of up to a quarter mile long. The rails are welded by an electrical heating process and then placed on the trackbed.



Rail Equipment Maintenance Superintendent Richard Morton gets down to the nitty gritty when he leads a tour of the Rail system.

Those strips are then joined by a chemical welding process while in place on the trackbed. This method eliminates the "clickety-clack" noise familiar to trolleys, which was caused by wheels rolling over the gaps where sections of rail were joined together.

The old wooden railroad cross-ties long
continued on page 3



LB - LA 1985 Groundbreaking: from left to right: Gordana Swanson, Jacki Bacharach, Deane Dana, Mayor Tom Bradley, Joan Milke Flores, and Kenneth Hahn.



Division 11 for the Light Rail system is now under construction. The site is located along the Long Beach Freeway, near the Del Amo exit. The foundations for the Operations Building are shown in the background in the photo on the left. In the photo on the right, a view of the north end of the



Division 11 storage yard. The loop at the end of the yard is visible. The division will have storage and maintenance capacity for 80 vehicles; and, initially will service the 54-vehicle Long Beach-Los Angeles and Century rail transit project fleet.



A bridge column under construction near Division 11. This column will support the main line bridge over the Union Pacific line and the Long Beach Freeway.



This equipment driven on the track spreads ballast (the rock which supports the track) on the line between Rosecrans and Imperial.



The rock or ballast is shoveled from this holding truck which has special wheels to ride the rails.

...continued from page 2

romanticized in American folk songs and film are relegated to that romantic past forever. They have since evolved into concrete ties. Concrete ties, with a life of 50 years or more, outlast wooden ties by about 20 years.

Because you can't drive spikes into concrete

without shattering the tie, the familiar railroad spike has become a rail-fastener known as a clip. Clips have less tendency to work loose than spikes and can be installed more quickly and easily.

The steel rails and the steel wheels of the rail cars act as the nervous system of the rail line, sending all kinds of messages from train to tracks to the control centers. In effect, the trains, tracks, and

signals, all "talk" to each other by means of electrical currents sent through segments of the rails. For instance, the rail cars can pick up signals from the track that will indicate to the operator the maximum allowable speed for that section of track. Should the operator fail to reduce speed, the brakes would be applied automatically; greatly reducing the potential for rear-end collisions. Anytime a link

in these communications goes bad, fail-safe mechanisms take over.

Safety and Security

Safety and security on the 21.5 mile system will have the most comprehensive program of any light rail system in the United States. The key safety features will include armed transit police patrol in coordinated efforts with local

continued on page 4...



A 78-foot length of rail is readied for the welding operation.



A worker welds the lengths of rail to form a quarter-mile long section of rail. This welded rail will reduce the noise level as the rail car travels along the track.

...continued from page 3 security agencies.

Closed circuit cameras will be set up at each station and linked to the central control facility. Each station will have vandal-resistant, recessed self-dialing phones that automatically connect callers with central control. Lighting will be installed so that there will be no dark corners in stations or parking lots.

Passenger-assistance phones will be located in each rail car, allowing riders to press a button and talk with the operator of the train. At night

and during mid-day, trains will consist of one car, with the operator at the front. Two-car trains will be used only during peak hours. Train operators will be in radio contact with central control personnel at all times. They also will have access to a silent alarm that will set lights flashing on the roofs of the rail cars, visible to police on the ground and to helicopters. In addition, the silent alarm triggers an emergency signal in the central control building. Fare inspectors riding the line will be responsible for

recognizing potential hazards and reporting these. All windows on rail cars will be made of impact-resistant material that will not shatter. And, finally, the rail cars will have very quick-stopping emergency brakes—much quicker than those used on San Francisco's heavy rail subway, BART.

Long gone are the rail-splitting, spike-driving methods we've all read about in folk history. Rail has entered a new technological age that has made it quicker, quieter, and more convenient. Whether you

are a future rider or a future rail employee, it's getting here sooner than you think.

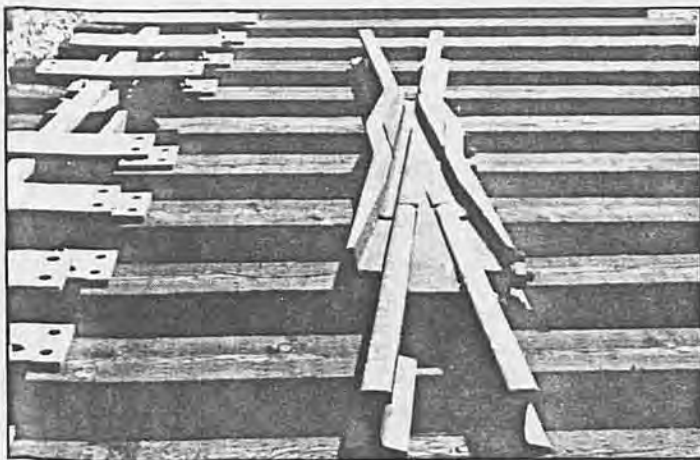
Editor's Note: These photos were taken on a tour of the Light Rail Line led by Rail Equipment Maintenance Superintendent Richard Morton in February. As construction has proceeded steadily since then, the reader is advised that progress on the line has, undoubtedly, advanced in the intervening period.



Metro Rail Engineer Rudy Beuerman walks the rail just north of the Willow Street Station to get a view of the pocket track switches under construction.



Metro Rail Engineer Rudy Beuerman examines the concrete ties at the Wardlow Station. Note the tie plate atop each tie. Rail fasteners known as clips will be used in place of the traditional railroad spike. Clips have less tendency to work loose than spikes and can be installed more quickly and easily.



This switch is known as the "frog." It is that portion that is a casting or assembly where two running rails cross. It is waiting for installation at the pocket track north of Willow Station.

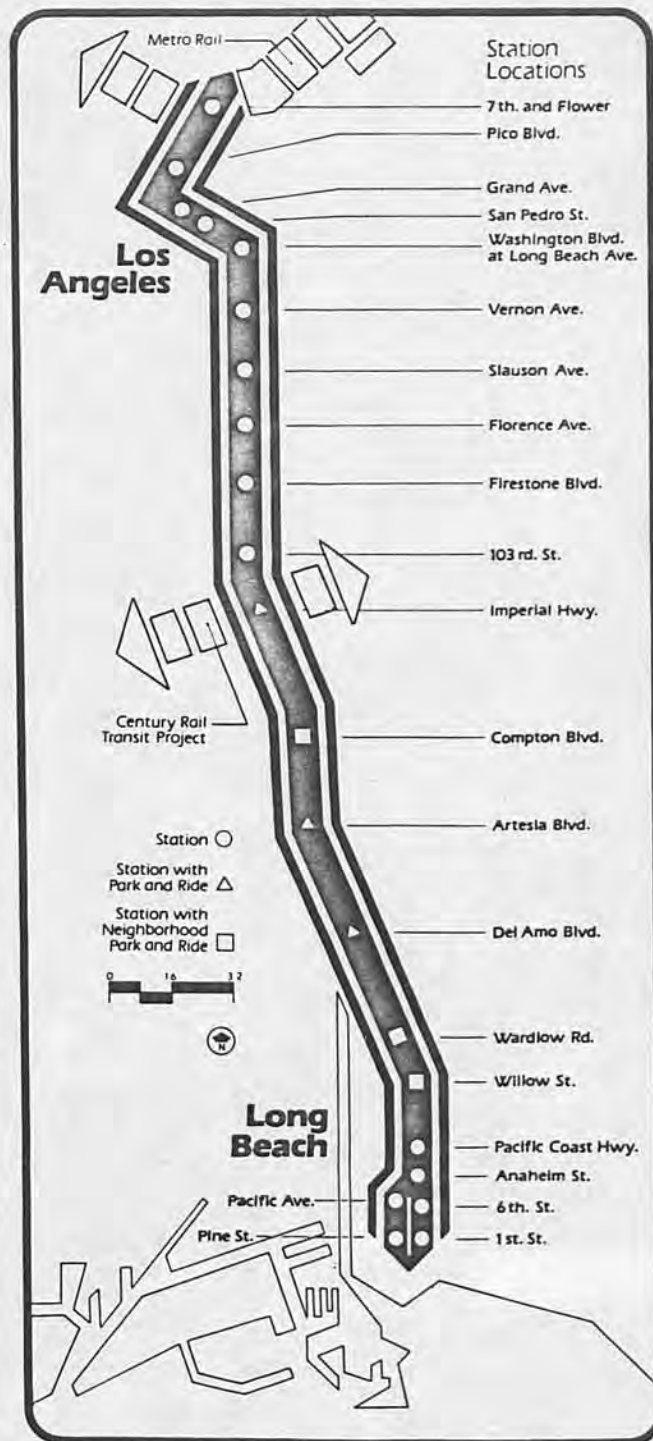


These workers install the first rail on the Long Beach-Los Angeles Line at the Willow Street pocket track.



Rail Equipment Maintenance Superintendent Richard Morton

checks out the terminus of the Long Beach-Los Angeles Light Rail Line: the corner of First and Pacific Streets in Long Beach. From this starting point the rail cars will travel at - grade in reserved lanes up to Willow Street. On Long Beach Blvd. the track will be next to planted medians and each station will be located within the median in the center of the street.



The system map above details the Long Beach-Los Angeles Light Rail line which constitutes 21 miles of Los Angeles County's 150-mile rail transit system. At a cost of over \$700 million paid for by local Proposition A dollars, the system will include 22 stations along the route. Travel time aboard the train from Long Beach to Los Angeles will take 58 minutes. The line will connect with Metro Rail in downtown Los Angeles at 7th and Flower Streets and with the Century Rail Transit project. Initial operations are due to begin in 1990.

Hanson Appointed Director of Rail Activation

Barbara J. Hanson was selected for the new position of Director of Rail Activation and began her duties on February 8.

As the rail activation chief, Ms. Hanson will be in charge of coordinating operational preparedness for all rail lines (including Metro Rail and the Long Beach-Los Angeles Light Rail) which eventually will be administered by the RTD. She will collaborate with the RTD staff, Los Angeles County Transportation Commission (LACTC) staff, and all supporting consultants and other government agencies to accomplish a smooth rail start-up.

A small cadre within Operations (Ed Vandeventer, Dan Ibarra, Rita Malone, Richard Morton, and Frank Nelson) has been working for nearly two years to become familiar with the details of the rail lines and to plan for operations.

"I find rail is a complex and fascinating area."

One of the primary tasks has been the development of a staffing plan. "Our staffing is based on construction completion dates, which determines when we will bring

people on board. Hiring, Ms. Hanson added, must begin much earlier than revenue operation because new lines require an enormous amount of testing vehicles, signals, and other facilities. RTD Operations will participate in the test phase.

Slipstreaming closely behind the hiring, will come the training of the staff. "Some basic training by vendors and contractors comes with the projects, but the RTD will have to initiate both operational and maintenance training on its

facilities we don't have with a bus system."

Because the first section of the Long Beach line will be laid and energized by early 1989, coinciding with the delivery of the first cars, Ms. Hanson said Rail Operations must begin hiring prior to those dates. At that time the personnel needed will include Transportation Operations Supervisors, Equipment Maintenance Supervisors, and Facilities Maintenance Supervisors.

Over the next few

and the needs therein. The RTD has the talent—I am sure we can successfully incorporate rail into the 'family,'" she said. "Los Angeles will continue to have one of the nation's largest bus systems. We are simply adding rail to our sys-

One of the primary tasks has been the development of a staffing plan.



Director of Rail Activation Barbara Hanson begins coordinating operational preparedness for all rail lines (Metro Rail and the Long Beach-Los Angeles Light Rail) which will be administered by the RTD.

own," she said. Ms. Hanson pointed out that a basic difference between a bus system and a rail system is the extent of rail's fixed facilities. "Rail introduces tasks such as maintenance of track, stations, signals, traction power systems, and bridges—the kinds of

months, Ms. Hanson will be busily increasing the awareness among District employees about rail and its specific impacts on each department. "Rail start-up will affect each and every department in some way. It's a question of developing the expertise about rail

tem." Ms. Hanson said her aim is to control costs by integrating rail with the present system and assisting engineers to develop a design that is compatible with District needs.

Ms. Hanson came to the District in 1986 to work for the Systems Design Section in Metro Rail. Previously, she worked for the Southeastern Pennsylvania Transportation Authority (SEPTA) in Philadelphia where she was a member of the start-up team responsible for activating a new commuter rail tunnel, and a new airport rail line.

For Ms. Hanson her six years with SEPTA, literally, seemed to transport her to a position she had not envisioned. "I find rail is a

continued on page 7.

... Hanson

...continued from page 6

complex and fascinating area. With SEPTA we were reconstructing an old system, here in Los Angeles we have a completely new, from-the-ground-up operation, which is very exciting."

Although Ms. Hanson admits relocating to a city without rail transit was something of an adjustment for her, she thoroughly enjoys life in Southern California.

"Los Angeles has its own unique requirements and should not be compared with eastern cities.

However, I believe we'll find that rail does have a role to play in a balanced transportation system here," she said. Currently for Ms. Hanson, rail plays a lead role in her life, more so than for the rest of us. She

commutes from her home in Orange County each day to downtown Los Angeles, traveling round-trip by Amtrak. And, noticeable to anyone who comes into her office are the framed system maps of the Los Angeles-Long Beach rail line and the SEPTA coffee mug on her desk inscribed with the theme: "We're Getting There."

Ms. Hanson is a graduate of Smith College and is completing an MS in city planning/urban transportation at the University of Pennsylvania. She and her husband Earl Peattie live in Tustin.

RTD Information Center Provides One-Call Service

by Greg Davy, News Bureau Representative

South Bay bus riders needing information on service provided by the RTD and the Torrance, Gardena, and Carson municipal bus systems now have to make only one phone call.

As many as 25,000 calls a month have been logged since July, 1987, as a result of the RTD/City Joint Telephone Information Demonstration Project. The project's purpose is to provide a central information source for the public's convenience. It also helps participating transit providers to save money and increase efficiency.

"So far, customer reaction has been very

positive," said RTD Board President Jan Hall.

"Before this program, there was no way South Bay riders could get coordinated interagency schedule information. Now all it takes is one call."

Hall noted that everyone who takes part in the program benefits. Passengers receive more accurate schedules. The smaller transit agencies are provided with a state-of-the-art computerized information system unaffordable to most smaller operations. The District is aided by a small fee for each phone call handled.

"The Santa Monica and Culver City bus

systems have also expressed an interest in the program," Hall said. "It could mean better fare-box revenues for the municipal transit operator and the RTD. As soon as more people realize how easy it is to get accurate schedule information, the more likely it is they will use public transit."

Under present arrangements, the RTD Telephone Information Center will provide the service to the Torrance, Gardena, and Carson bus agencies through the end of the fiscal year (June 30, 1988). The South Bay information number is (800) 451-0529.

Electronic Farebox Now in Test Phase

Testing of an electronic farebox began on 30 buses out of Division 10 on February 22 for an 8-week period.

The District believes the new system will increase efficiency in handling dollar bills, accountability, and security.

Made by Cubic Western Data Corporation, a San Diego firm, the new farebox has a coin side which accepts all U.S. coins and RTD tokens and a dollar bill slot for the collection of

continued on page 8...



The face of the new electronic farebox. The farebox has two separate slots for the collection of fares. One is for the insertion of coins and tokens, and another is for the collection of dollar bills and tickets.



Equipment Maintenance Supervisor Mike Marelli demonstrates the fare collection system now under test. Here Marelli probes the farebox to determine the amount of fares contained within a cashbox. This procedure will be completed by service attendants when the fareboxes are installed on the buses.



Second, by use of a turnkey, the cashbox is released.

farebox. This device reads the amount in the farebox and then transmits that information to the division computer system. When the service attendant then hears a "warble" sound, the downloading of information is complete, and the system then unloads the cashbox. There are no keys involved in this transaction.

Second, the cash box is then physically removed by a service attendant. The box,

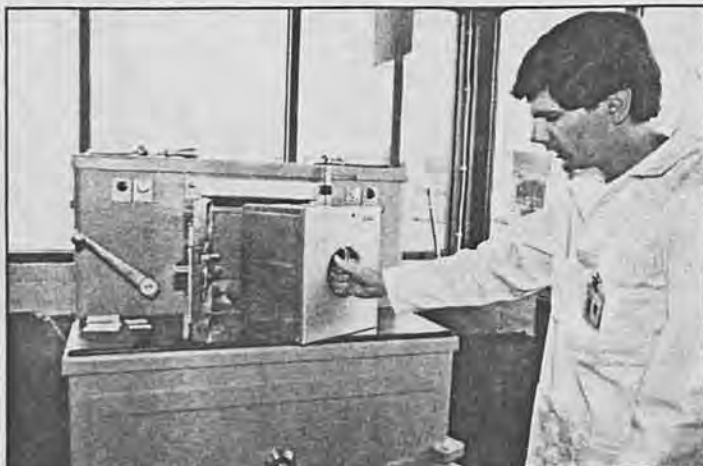
Because the bills and coins are separated in the cashbox, the contents are then effectively segregated into the mobile safe. The safe is then rolled out of its vault and transported to the Cash Counting Room. The number of future transports of the mobile safe should be minimized because of its volume.

The entire completed project will consist of 13 data systems at all 13 divisions for fareboxes on 2,400 buses at a cost of

...continued from page 7
dollar bills and tickets. As a passenger deposits the fare, it is counted and a tone sounds to indicate

The number of future transports of the mobile safe should be minimized

that the proper fare was paid. If not enough has been paid, a digital read-out in bright red numbers tells the operator the exact amount deposited.



Marelli, then, inserts the cashbox in the receiver vault.

The farebox's interior positive drive mechanism then forces the bills into a cashbox that is sealed while coins and tokens drop in via gravity. Inside the cashbox, paper bills and coins are separated. When a bus is driven to the vault area, instead of manually off-loading the vault, the first thing a service attendant does is question the farebox by inserting a metal probe into the top half of the

when removed, is automatically sealed.

The cashbox is then slid into the receiver vault in the vault house. The segregating slides are released by the vault after the cashbox is inserted. Vibratory action in the receiver vault helps release any loose bills or coins. The cashbox is released and returned to the farebox on the bus. The whole operation takes about 30 seconds.



After the cashbox is emptied and its cash released; it is returned to the bus. When the mobile safe reaches capacity it is then removed from its vault and taken to the Cash Counting Room.

over \$12 million.

The testing phase should be completed by mid-April. Installation will begin in September if the testing is successful, with a completion date scheduled for the end of February 1989.



LOCAL GOVERNMENT & COMMUNITY AFFAIRS

Editor's Note: The Headway is pleased to begin, with this issue, the Local Government & Community Affairs section. Each month the department's activities and ongoing projects will be featured. Look forward to some interesting community developments in the coming months.

Community Affairs Effort Keeps Metro Rail Tenants Informed and Assured

On any given day it is not surprising to see smartly attired people combing the streets of downtown Los Angeles, carrying black portfolios and white, shiny information packets. Don't be alarmed. They're one of us—District employees, that is. And you can bet that they are hurriedly on their way to their next appointment—undoubtedly a presentation on the Metro Rail construction effort.

Since construction began a year ago on the first 4-mile subway segment of the rail project, Local Government & Community Affairs (LGCA) representatives have been engaged in a comprehensive communication program to keep local businesses and their employees informed of each new construction activity and its impact on their operations and on local traffic conditions.

This enormous effort is jointly coordinated by the LGCA Department

and the Community Relations office of the Metro Rail Project's construction management consultant, PDCD. Essentially, the responsibility is divided this way: The LGCA staff handles general construction presentations, schedules community meetings and briefings, and serves as principal liaison with City Hall, other government entities, and the private sector. LGCA produces construction-related literature and also operates the Project Streetwise construction information/complaint hotline.

The PDCD community relation team deals directly with property owners, tenants, and other parties impacted by day-to-day construction activities. They document and process all construction-related complaints and work with contractors and LGCA to help and resolve problems. The PDCD team also facilitates meetings with property

owners and enjoys a strong professional relationship with the local constituency.

Both entities work concertedly to plug into the communications network of large private-sector groups (such as the Central City Association, Miracle on Broadway, Spring Street Association, and the MacArthur Park Advisory Council). These networks facilitate communication flow by using their channels to get Metro Rail information to thousands of local employee groups.

Albert Reyes manages the District's general Metro Rail community relations effort from the North Hollywood office, while Lupe Valdez coordinates construction liaison from the Metro Rail Information Center at Fourth and Hill Streets. Ottis Hendricks coordinates Metro Rail community relations responsibilities for the Wilshire/Hollywood/West Hollywood areas, and Judy Schwartz does the same for the San Fernando Valley.

On the PDCD side, Marilyn Morton manages construction-related community relations, assisted by Eyvonne Sells.

"We're very proud of our communications program," notes Reyes, who is the District's principal contact with City Hall. "It is the most comprehensive program of its kind in the transit industry."

Aside from the community meetings and personal briefings, LGCA has a Special Projects Unit that provides all the necessary collateral support for the communications program. The unit develops Metro Rail audio-visual presentations, METROgrams, (the monthly newsletter on construction activities), METROfiles (the official Metro Rail briefing book for elected officials), informational brochures, and literature, the Metro News Bulletin quarterly magazine, presentation charts, speeches, and exhibits.

"By far, the exhibits and displays are the most popular and effective communication medium for the downtown community," observes Special Projects Coordinator Clarence Brown. "We have had good cooperation from the downtown plazas in helping us arrange and set up attractive displays that promote the benefits of the Metro Rail system. Thousands of people visit the exhibits and share their concerns and their experiences. Many of them with preconceived negative notions about rail systems, leave the exhibit with changed impressions. That makes it all worthwhile."

Both RTD and PDCD concur that such an extensive public information effort is necessary, because they believe everyone has the right to be informed.

RTD Goes Hollywood with Anti-Graffiti Rock Video

A clean bus pulls up to the stop. Five students board. The bus is crowded. Studious Poindexter is the last to board. He finds no available seats... except one. But that means sitting next to Elmo—the meanest thug at school. Does Poindexter dare subject himself to Elmo's humiliating tricks?

Poindexter decides to sit. All of a sudden the radio blasts and the kids whip out their felt-tip markers and start writing on the bus. Others start a paper throw battle, while another wads his gum and sticks it on the seat.

Not to be outdone, Elmo flicks out a pocket knife and begins to slash the seat, just inches from Poindexter's leg.

"Stop vandalizing this bus," shouts an irritated Poindexter.

"Oh yea? Who's gonna stop me," retorts an intimidating Elmo.

"Me and ... THE CLEAN TEAM!" declares Poindexter, as he is transformed into a dynamic macho hero. Others on the bus are likewise transformed and begin zapping vandals aboard the bus and break out into some funky footwork to the pulsating beat of "We Like Clean."

These scenes, though somewhat exaggerated, depict what goes on far too often, when otherwise

creative youth pick the wrong way of channeling their talents. They express themselves in the socially unacceptable form of graffiti and vandalism. Vandalism is a costly activity, and it has many social drawbacks. One such liability is that graffiti instills discomfort and fear among people, among bus riders.

RTD believes that young people should feel a personal responsibility for the maintenance of the transit system and their community.

To help translate that message to local youth through a medium they can relate to, LGCA developed a 4-minute rock video that drives home the message: "We Like Clean." We believe there are a lot of Elmos out there, but there are equally as many Poindexters who will accept the challenge of encouraging fellow passengers to keep our buses clean.

The video is being used as part of LGCA's Operation Teamwork Anti-Vandalism Campaign. The campaign is being conducted in local schools near divisions that suffer the severest levels of vandalism.

This "Hollywood" approach has already proven effective. Viewer reaction exceeds initial expectations.

The making of the

video is by far the most ambitious project the RTD has undertaken in the video field. LGCA worked closely with Chesen Video Concepts of Beverly Hills to manage the myriad creative, technical, and logistical details required to move a project of this complexity to completion.

Five of the principal CLEAN TEAM cast members (including Elmo and Poindexter) are professional youth actors. The more than 40 extras came from high schools in Los Angeles, Burbank, and Pasadena. They volunteered their time during the most intense period of the fall semester (final exams) to participate in the project.

"I really believe in this CLEAN TEAM project; that's why I'm here," said Lamont Cranfield of Fremont High School.

Cast members were required to show up on consecutive weekend days wearing exactly the same clothes, make-up, hairstyle, and jewelry. This was done to ensure editing continuity—the same look throughout the video.

The video was taped on location at the Ralph M. Parsons Company in Pasadena, January 30 and 31.

"We are considerably proud of this effort," said LGCA Director Lou Collier, "It epitomizes the concept of Operation Teamwork—that is, all entities working together toward the common good

of public transportation and the community in general.

"We were extremely fortunate to have the production team to put the video product together," he continued. "Our video consultant produced the project at cost and expended more of their resources to add special refinements to the product."

In addition, the specialized talents within the LGCA Department



RTD's rock video CLEAN TEAM cast members Sabrina and Michael Hall sport the video wardrobe—t-shirts designed by artist Fernando Ramirez.

greatly enhance the video and save the District considerable sums. For example, the music was jointly developed by LGCA Representative Jon Newland and Grammy Award-winner Doug Cotler of *Flashdance* fame. Because Newland has a screen-

continued on page 11...

continued from page 10



"Lights, action, now RTD rock music video!"

writing and songwriting background and aspirations, the video soundtrack represented a unique challenge and opportunity.

He came up with lyrics and a melody line and approached Cotler. Cotler brought the song to life in his Van Nuys studio with the help of his partner Tom Manche, who engineered and co-produced (with Cotler)

the song. The musical is catchy and relevant. The following are the lyrics:

Someone's been
messin' with my buses
Someone's been
messin' with my ride
I've been turnin' my
eyes away now
He's been sittin' right
by my side

Paint from a can
never made a man
And I can't take it
anymore.

Someone's been
messin' with my buses
Someone's been
messin' with my ride
I'm tired of lettin'
these things go on now
We're gonna show
that we've got pride.

Paint from a can
never made a man
And I can't take it
anymore.

We like, we like, we
like, we like
We like clean!

Both LGCA Director Collier and Special Projects Coordinator Clarence Brown are working on opportunities to maximize the public exposure of the video,

including an arrangement to air the CLEAN TEAM on the KLCS cable station of the Los Angeles Unified School District.

District Launches Community Effort To Heighten Awareness of Vandalism

by Clarence Brown, LGCA Special Projects Coordinator

The Local Government & Community Affairs Department (LGCA) has organized an unprecedented private/public sector partnership that is working aggressively together to reduce unsightly graffiti and other acts of vandalism that deface buses and other public facilities. The partners in this coalition of local businesses, public agencies, and community groups call themselves the CLEAN TEAM.

Their mission is as challenging as the severity of the problem: Vandalism costs taxpayers and RTD riders millions of dollars a year—money that could be more efficiently invested in service improvements. Generally, graffiti on residential and business properties lower property values.

Because buses can't be isolated from this

widespread social problem, LGCA last December asked other community agencies to help address the issue. Family Savings & Loan Association and Community Youth Gang Services immediately responded to the call and have since emerged as the CLEAN TEAM's most visible advocates.

And now the ranks of the RTD CLEAN TEAM are expanding, with the recent addition of Mayor Bradley's Anti-Graffiti Task Force, the LAPD, the City of Pasadena, Los Angeles City Council members Nate Holden and Ruth Galanter, State Senator Diane Watson, school districts, local paint distributors, Chesen Video Concepts, Ramirez Graphics, Winston Network, and Patrick Media Group.

Their collective message is: "We Like

continued on page 12...



Line Producer of the CLEAN TEAM video, Bill Chesen, chats with cast members on location at the Ralph M. Parsons Complex in Pasadena.

...continued from page 11

Clean!" And the target audience is young people from ages 13 to 18.

The *CLEAN TEAM* is gearing up to spread the anti-vandalism message to local junior and senior high school students. To convey that message through a relevant medium that speaks to today's hip youth, RTD has developed a 4-minute music video, entitled *We Like Clean*.

The rock video traces the adventures of a student *CLEAN TEAM* that zaps vandals in the act and transforms them into heroic bus guardians. The lyrics ring out: "Paint from a can never made a man!" (See

LGCA last

**December asked
other community
agencies to help**

related story on page 10.)

"We are quite excited about this program," commented RTD Board Vice-President Carmen A. Estrada at a recent *CLEAN TEAM* press conference. "We realize that it's going to take the efforts and resources of every individual and organization to stem the tide of this escalating problem called vandalism."



RTD Vice-President Carmen Estrada enlists the support of organizations, agencies, and individuals to fight the problem of graffiti and vandalism at a press conference in the Crenshaw District. She is joined by, among others, City Councilman Nate Holden on her left, and on the far right by City Councilwoman Ruth Galanter.

RTD has already begun putting muscle behind its message employing local youth to actually clean graffiti from buses. Funding for this program (now in its second year) has been provided by the office of County Supervisor Kenneth Hahn.

The *CLEAN TEAM* program also has an artistic dimension. Local students are currently competing in RTD's annual Operation Teamwork Poster, Essay, and Poetry Contest (co-sponsored this year by Family Savings). The best entries based on the theme, "We Like Clean," will be recognized at RTD's Youth in Transit awards reception next month.

"Graffiti can be quite artistic," notes Director of

Local Government & Community Affairs Lou Collier and "captain" of the *CLEAN TEAM*. "We're giving our youth the opportunity to channel those creative energies through a constructive format." Meanwhile, other

agencies are working on beautifying the overall community. Family Savings and the cities of Los Angeles and Pasadena have established hotlines that process community requests for painting services. Community Youth Gang Services provides the labor to paint the properties. Local paint distributors and other agencies donate supplies. Agencies such as Winston Network and Patrick Media Group (billboard advertisers) are helping spread these collective efforts through public awareness campaigns.

A recent LGCA brochure invites bus riders to join the RTD *CLEAN TEAM*. "How do you join?" the brochure asks. "Simply by keeping your section of the bus clean and litter free. Encourage passengers around you to do the same. Together we can win the fight."

That's because everybody likes clean!

**April is
"National Child Abuse Prevention Month"**

Make Yourself a Better Parent!

Enjoy your family! Reduce stress, a major contributor to violent behavior. Here are some ways to do it:

1. Reserve a time each day to relax and have fun.
2. Identify stressful activities and modify or eliminate them.
3. Examine addictions to alcohol and drugs that may increase the chance of violence.
4. Develop better health habits—eat well, sleep soundly, and exercise daily.
5. Establish a regular weekly family fun time.

Pension Plan To Change Trustee

Ed Paull, Pension and Benefits Manager, and Mel Marquardt, Investment Manager, jointly announced the selection of Bankers Trust Company as the master trustee for the District's four pension plans. The change will become effective April 11, 1988. The Bankers Trust

Company will replace Bank of America, who formally notified the District in January that they could no longer serve as trustee.

Retired employees should not experience any inconvenience at all by this change. Said Paull, "The only thing retirees might notice is a

change in the color of their check, and they will receive two W-2P forms at the end of the year, one from Bank of America and one from Bankers Trust."

Paull did mention one item, however that might be a problem for some retirees. The Bank of America trustee mails the retirement checks in Los Angeles, while Bankers Trust will be mailing the checks from Jersey City, New Jersey. Some retirees may experience a short delay in receiving their checks because of the additional time needed by the U.S. Postal Service to deliver the checks.

Bankers Trust will mail the checks four business days prior to the last business day of each month. As an example, for the month of April, 1988, the last business day of the month is April 29. Four business days prior to this is April 25, therefore the retirement checks will be mailed to retirees from New Jersey on April 25. In December, 1988, the last business day is December 29. Four business days prior to this is December 22, therefore the retirement checks will be mailed to retirees on December 22, 1988.

Paull did add that retirees who are concerned about possible delays in the U.S. mails can sign up for Electronic Funds Transfer (EFT). EFT means retirement funds will be electroni-

cally transferred directly into your checking or savings account. The date of the transfer is guaranteed on the morning of the 26th of each month, or the first business day following the 26th. As an added feature, the Bankers Trust will also mail an advice of transfer to each retiree each month. If you wish to sign up for EFT, please write or call:

*Carolyn Kinhead,
Benefits Section
Personnel Department
Southern California
Rapid Transit District
425 South Main Street
Los Angeles, Ca 90013
(213) 972-6173*

Many articles have been written in newspapers and magazines over the last several months regarding Bank of America's problems with their Master Trust System. When the system failed to run as it was supposed to run, Bank of America made a business decision to get out of the Master Trustee business, and so notified the District, as well as hundreds of other clients of the bank.

Bank of America has guaranteed that not one penny will be lost to any customer due to their mistakes, and has also agreed to reimburse the pension plans any expenses incurred associated with auditing fees, and has guaranteed full cooperation with the transfer of records to the new trustee.

Garcia Named Operator of the Month

Division 1 Operator Gabriel Garcia was named Operator of the Month for January. He received a certificate of merit from the RTD Board of Directors on February 25.

Garcia has been with the District for 11 years and has received the maximum amount of merits awarded to an operator with an outstanding performance and safety record. He also has received numerous letters of commendation from his division manager and bus patrons.

"Gabriel Garcia is a model employee," said Assistant General Manager for Operations Robert Korach. "He sets a standard of excellence for all our operators to follow." When asked to what he attributes his excellent record, he said: "I like to work with people and I like my job."



Division 1 Operator Gabriel Garcia was named Operator of the Month for January.

Garcia drives the extra board. But, when he isn't driving, he enjoys playing the guitar. He lives with his wife and three children in Rosemead.

The operator of the month award is presented in recognition of courtesy displayed, excellence of operating, and in appreciation of the goodwill such courtesy and thoughtful service create for the District.

Central Instruction Holds Staff Appreciation Day

Central Instruction in El Monte recognized its hard-working staff with an early morning breakfast for Staff Appreciation Day on February 18. The breakfast later developed into a state of the department presentation by the leaders of the Transportation Department.

Superintendent Ed Vandevanter delivered the opening remarks in the Instruction luncheon room. "We chose this day to recognize the splendid efforts of the staff," he said. Vandevanter also commented on the state of the organization by way of comparison with the 1920's. "Having just read *Los Angeles and the Automobile*, I can tell you the things you hear me say may sound a little familiar. The comments about public transportation read something like this: 'The system is too



The Instruction Department honors its key staff with a breakfast on February 18. The Instructors included, front row, from left to right: Ike Ornelas, Mary Reliford, Yvonne Brewer-Smith, Connie Lussier, and Joe Singleton. Back row, from left to right: Richard Ouellette, Bob Johnson, William Dooley, Frank Alejandro, Frank Cecere, Benny Bilbrew, Abel Garcia, Jess Diaz, Jess Guajardo, Rudy Maul, and Superintendent Ed Vandevanter.

crowded.' 'They pack people in.' 'The company is more concerned about schedules than comfort or safety.' Back then, remember, it was pri-

vately owned. The public always wanted more than they were willing to pay for, the fact is, things haven't changed much." Vandevanter

sketched an outline for goals for the next year which included recertification of instructors. "We want everyone to be up-to-date when it comes to dealing with passenger relations, defensive driving, violence on the buses, etc." he said.

Director of Transportation Leilia Bailey and Assistant Transportation Directors Leo Bevon and Ralph Wilson also attended the breakfast. "We know you are here," said Ms. Bailey. "And, we know you are doing a vital job." She emphasized the ambitious goal the department had set for itself, and in turn for Central Instruction, by planning to hire over 650 new operators next year. "As far as the state of Transportation—we're in great shape," she said.

Assistant Director of Transportation Leo

continued on page 15...

Credit Union News

The Effect Divorce Has on Your Loans

When you are in the process of getting a divorce not only does your emotional life go topsy-turvy but your financial obligations as well. For instance, your automobile loan may go into default. What does this mean to you? During the divorce proceedings the court divides the parties' assets and liabilities, giving each party some of both. If the

spouse that has been given the responsibility to repay the debt has not done so, the other spouse, thinking he or she no longer has to pay, disregards the debt and any collection notices altogether.

There is a common misconception by the parties to the settlement that the decree affects their rights with respect to their obligation to the

lender, and for one party that the obligation no longer exists. This is not true. All individuals who signed the note are still responsible for the repayment.

The court's decree only affects the rights of the parties which stand in front of it and has no effect on other parties which may have contracted with those getting the divorce. The creditor

is therefore entitled to proceed with collecting the debt from either or both of the individuals, if they both signed the note.

The divorce decree is in essence a contract between the two and does not affect anyone else's rights. Since divorces are often very bitter, it takes a delicate touch by the person or agency that must collect the loan.

TOP OPERATORS

for January



The awards for the Operator Recognition Program for the month of January were announced in the latter part of February. The presentations include the Manager's Award which is accompanied by a \$35 check and the Sweepstakes Award which offers a windfall of \$50.

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

- 3201 Lester Lopez
- 3203 Precious W. Cowherd
- 3205 Jesse James Davis
- 3206 Tommy Allen
- 3207 Robert P. Solomon
- 3208 Margarita Arancibia

- 3209 Jesus E. Galang
- 3210 Tommy Lee Brown
- 3212 Ramon Rodriguez
- 3215 Russell J. Modell
- 3216 Carlos Albert Pages
- 3218 Hubert L. Reid, Jr.

SWEEPSTAKES AWARD

- 3201 Wilfredo Escobar
- Alberto Garcia
- Mike Harris
- Douglas Jackson
- Johnny Jimenez
- Joseph Johnson
- Earnest Kirkwood
- Amadeo Montoya
- Robert Larob
- Albert Medina
- Dee Zeller
- Jose Gonzalez
- 3203 Robert Wageman
- Charles Walker
- James Omar
- Robert Young
- Michael Walton
- Salvador Gonzalez
- Billy Bennett
- Louis Morales
- Alfred Alderete
- Miguel Rukos
- Jaime Saenz
- Joshua Nash

...continued from page 14

Bevon said in terms of the 1987 Performance Action Plan, most of the department's goals were met except for accidents. "Our absenteeism took an 11 percent drop which indicates better management in that area," he said. He noted that the department will be able to hire more full-time operators which should

help improve service. "The public wants courteous, reliable service. If they get that, cost wouldn't matter. And, that's where training comes in. We will have to work on this aspect in the next year."

The administrators concluded their remarks and took questions from the instructors.

- 3205 Ronald Barr'e
- Lee Davis
- Dianna Fisher-Nelson
- Esther Ford
- Robert Foreman
- Patricia Hall
- Clifford Horn
- Donald Hurston
- Roger Lightell
- Gerald Luke
- John Mitchell
- Willie Williams
- 3206 Gloria Bell
- Johnny Hardwick
- Gregory Hughes
- John Jones
- Sarah Nichols
- Thomas Pritchett
- William E. Stahl
- German Suarez
- 3207 Rone Hansen
- Robbie Browne
- Ramon Acosta
- Carter Norwood
- Frank Wood
- Orlando Medrano
- Alton Williams
- Gregory Ferris
- Robert Solomon
- James Wright
- Carlos Banuelos
- Joe Sullivan
- 3208 Richard Piche
- Charles Robinson
- Oscar Londono
- Carl Benyo
- Cheryl Crockett
- Jose Godinez
- Dorothy Diaz
- Sean Martin
- Charles Blatt
- John Lee
- Rolando Filoteo
- Rodolfo Iniguez
- 3209 Salvador Silva
- Merlin Waring
- Paul Algarin
- Jerry Duncan
- Jesus Galang
- Henry Garcia
- Alfonso Gonzalez
- Lloyd Jennings
- Luis Moreno
- Fredrick Owens
- Walter Soto
- Frank Tibbo
- 3210 Romel Deloatch
- Tracy Powell
- Rafeal Espinosa
- Deborah Conte
- Dewitt Duke
- Clarence Parson
- Richard Adams
- Clarence Jack
- Cuong Le
- Anthony Jones
- Patty Scranton
- Charles Anderson
- 3212 Patrick Monaghan
- Gerald White
- Jimmy Rodgers
- Leo King
- Charles Hyatt
- Paul Hooten
- Emiliano Chavez
- Shelia Catchings
- 3215 Kamal Ibrahim
- Ronald Osby
- Roger Bogenberger
- Walter Carter
- William Grouell
- Bert Tetley
- Leonard Henderson
- Robert Buchanan
- Albert Cleaves
- Masu Hashimoto
- Roy Smith
- Rosa Graciano
- 3216 Julio Endara
- Herbert Spencer
- Robert Descombes
- Herman
- Koenekamp
- John Calwell
- George Craver
- Angel Alvarez
- Brownlee Cromwell
- 3218 Frank Brown
- Jimmy Render
- Billie Green
- Purvis Dotson
- Yveta Wilson
- Ruby Lowe
- John Woods
- Rawlin Royston
- Alton Harrell
- JoAnn Poe
- Richard Randall
- James Smith

Drug and Alcohol Policy Effect Felt: Two Years Later

by Luanna Urie, Human Resources Analyst

Three and a half years ago, the District adopted a drug and alcohol policy that was strengthened with union approval in December 1986. The results of the implemented policy are dramatic.

During the previous two years, 11,600 employees were screened for drugs and alcohol. Out of the 11,600 employees screened, there were 791 employees who tested positive for the presence of drugs or alcohol in the system. On a percentage basis this factors down to 6.82 percent of the total number of employees screened showing the presence of drugs or alcohol in their system.

In September 1985, when the original policy

was implemented, a high of 21.2 percent of those employees tested were found positive for drugs. However, one year later, September 1986, only 6.3 percent of those tested were found to be positive for drugs. Even more promising, last December or four months ago, only 3.5 percent of employees tested were found to have positive results for drugs.

The purpose of the policy is to create a drug-free work place for all District employees. This policy was not undertaken lightly. It took more than three years of management research, meetings, and many written rough drafts before the final policy took shape. It developed out of the recognition by both management and

the unions that the District had a problem as did other companies; a problem with substance abuse on the job. Substance abuse, a problem all too familiar to the community at large.

One of the clues to the drug and alcohol problem was the increasing number of disciplinary cases involved with drug or alcohol abuse. Others included absenteeism and related attendance problems, and accidents. All in all, District employees should feel pleased with the latest results. The work place is safer and healthier for everyone. Employees can take pride in this achievement.

Drug Screens -- SCRTD Employees

| Period | No. of Screens | No. of Positive for Illegal Drugs | Percent Positive for Illegal Drugs |
|--------|----------------|-----------------------------------|------------------------------------|
| 9/85 | 410 | 87 | 21.2 |
| 9/86 | 431 | 27 | 6.3 |
| 9/87 | 449 | 19 | 4.2 |
| 12/87 | 486 | 17 | 3.5 |
| 2/88 | 484 | 14 | 2.89 |

Wellness Projects on the Road

by Luanna Urie, Human Resources Analyst

The first division to request a wellness program from the Manager's Choice list of health programs that can be requested by any division, was 3218 by B.J. Harris. This was back in August, 1987 when the list was first sent out to division managers. Since then a series of Cancer information programs which include prevention and self-examination techniques for early detection have been presented at Divisions 1, 3, 9, 12, and 15, and at the Administration

Building.

These programs are well received. Men are particularly interested in testicular and prostate cancers and in self-examination. Women learn about cancers of the uterus and breasts and self-examination techniques.

Both sexes appreciate learning more about cancers of the colon and rectum and ways to prevent these cancers.

The employees at Division 5 requested a program on nutrition, so 5 had a Food, Fat, Fun

day devoted to samples of low-fat food, samples of low-salt and low-fat snacks, a humorous display to extol the virtue of not letting "Fats" put you under, recipes, self-tests, tips and help for weight control and good nutrition. Everyone had a good time. This event was followed by a day of Body Fat Analysis Screenings given free of charge by Kaiser and their brand new, first-time-used, mobile unit. Mr. A. J. Taylor was pleased with employee response to these events.

Division 1, the CMF, and the Administration Building have had programs on AIDS. These programs explain how the disease is transmitted and how it is NOT transmitted; prevention, and the differences between ARC and AIDS.

Video films on smoking, wiser eating habits, substance abuse, and the EAP have gone out to various divisions. Division 12 hosted a smoking cessation program conducted by the American Cancer Society.

continued on page 17...

Brotherhood Crusade Celebrates Campaign End

The Charitable Campaign Committee members were recognized for their outstanding efforts by the Brotherhood Crusade at a luncheon held Wednesday, January 27, 1988, at the Dorothy Chandler Pavillion Restaurant. Executive Director of the Brotherhood Crusade Pam Brooke congratulated all committee members present and expressed her appreciation for the District's continued support.

Assistant to the General Manager David Dominguez presented trophies and plaques to coordinators of the

winning departments. First place prizes of airline tickets and hotel accommodations in San Francisco went to Michael Williams, Division 14, for the Maintenance Department; Ralph Menchaca and Aussie Orange, Division 10, for the Transportation Department; John Brewer, Risk Management, for the department with less than 80 employees; and Patricia Dunn and Mae Grosz, Customer Relations, for the department with more than 80 employees. This year's overall percentage increase was 17%.



Brotherhood Crusade coordinators honored for their efforts included, front row, from left to right: JoAnn Cummings, Lynn Montano, Brotherhood Crusade Executive Director Pam Brooke, Transit Police Chief James Burgess, Liz Silva, Patricia Dunn, and Denise Hawkins. Back row, from left to right: Maria Flores, Assistant General Manager for Planning and Communications Albert Perdon, Kim Turner, John Brewer, Rocque Garcia, Director of Customer Relations Robert Williams, Cherri Williams, and Gene McRiley.



Coordinators from Maintenance and Operations recognized for their contribution to the Brotherhood Crusade included, from left to right: Lawrence Dupree, Sandra Square, Assistant General Manager for Operations Robert Korach, Brotherhood Crusade Executive Director Pam Brooke, ATU Treasurer Mike Bujosa, Michael Williams, and Tony Pingarron.

...continued from page 16

Some divisions are taking advantage of the services offered by the EAP. Programs on stress, anger, depression, and other emotional issues

are available from the EAP. Managers may call Luanna at 6450 to request these and any other Wellness Program listed.



Coordinators from Transportation receive recognition for their role in making the 1987 Brotherhood Crusade Campaign a success. They included, front row, from left to right: Ralph Menchaca, Brenda Davis, Assistant General Manager for Operations Robert Korach, Brotherhood Crusade Executive Director Pam Brooke, Eunice Culbert, O'Neil McDaniels, Aussie Orange, and Marcos Rodriguez. Back row, from left to right: Cora Jones, Willie Gibson, Kenny Farris, Yandell Lister, and Michelle Taylor.

SCHEDULE CHANGES

Ambert, Van P., from Schedule Maker I to Schedule Maker II.
Arellano-Herrera, J.R., from Junior Systems Programmer to Systems Programmer.
Arnold, Dennis H., from Relief Stock Clerk to Material Control Clerk.
Asuncion, Milagros T., from Acting Senior Programmer Analyst to Senior Programmer Analyst.
Axibal, Sharon F., from Officer Supervisor to Administrative Analyst.
Ayala, Carlos, from Operator Part-time to Operator Trainee.
Barrosse, Bertin O., Jr., from Operator Part-time to Operator Trainee.
Baumgartner, Donald R., from Senior Transit Operations Supervisor to Acting Assistant Vehicle Operations Manager.
Boctor, Alfred F., from Senior Transit Operations Supervisor to Acting Assistant Division Transportation Manager.
Bravo, William C., from Operator Part-time to Operator Trainee.
Bryant, Patricia V., from Operator Trainee Part-time to Operator Part-time.
Butler, Michael E., from Director of Finance to Acting Controller-Treasurer.
Byone, Tony A., from Operator Trainee to

Operator.
Celaya, John D., from Operator Trainee to Operator.
Chapman, Bettie L., from Operator Trainee Part-time to Operator Part-time.
Curnutt, Allen F., from Operator Part-time to Operator Trainee.
Douglas, Calvin L., from Operator Trainee to Operator.
Downs, Christian H., from Operator Trainee Part-time to Operator Part-time.
Drummond, Carolyn M., from Acting Assistant Administrative Analyst to Staff Assistant.
Dunn, David J., from Operator Trainee Part-time to Operator Part-time.
Emerson, Thomas C., from Operator Trainee Part-time to Operator Part-time.
Espinoza, Ruben, from Operator Trainee to Operator.
Flint, Linda D., from Operator Trainee to Operator.
Frazier, Effie J., from Service Attendant to Service Attendant Leader.
Freeman, Marion A., from Data Technician to Scheduling Systems Technician.
Gallegos, Arthur M., from Operator Trainee to

Operator.
Garcia, Damion, from Operator Part-time to Operator Trainee.
Garcia, Daniel, from Relief Stock Clerk to Storekeeper.
Garcia, Salvador, from Operator Part-time to Operator Trainee.
Giles, Maxine L., from Assistant Division Transportation Manager to Acting Division Transportation Manager.
Glenn Jr., Edgar D., from Mechanic A to Mechanic A Leader.
Grace-Hall, Mary E., from Secretary to Acting Senior Secretary.
Gray, Terrell A., from Operator Trainee to Operator.
Greene, Jimi, from Operator Part-time to Operator Trainee.
Griffin, Marshall R., from Stock Clerk to Acting Materials Management Systems Support Analyst.
Grimes, Charlette, from Operator Trainee Part-time to Operator Part-time.
Grossman, Steven, from Mechanic C to Mechanic B.
Harrell, Gary E., from Systems Programmer to Acting Technical Support Supervisor.
Harris, Glenda L., from Operator Part-time to Operator Trainee.
Harris, Michael B., from Transit Operations Supervisor to Acting Senior Transit Operations Supervisor.
Harris, Vernice, from Mechanic B to Mechanic A.
Hess, Maria C., from Janitor to Temporary Mopper Waxer.

Hicks, James B., from Operator Part-time to Operator Trainee.
Howell, James A., from Assistant Data Processing Manager to Acting Data Center Manager.
Johnson, Vincent R., from Service Attendant to Service Attendant Leader.
Jones, Vilma D., from Typist Clerk to General Clerk II.
Larson, Frank C., from Safety Specialist to Acting Workers' Compensation Specialist.
Le, Khuong T., from Mail & Duplicating Clerk to Photocopying Machine Operator.
Lefton, James M., from Planner to Senior Planner.
Lemon, Rodolfo, from Operator Trainee to Operator.
Lensch, Martin G., Jr., from Assistant Division Transportation Manager to Acting Division Transportation Manager.
Lewis, Richard D., from Operator Trainee to Operator.
Lopez, Nestor Del Mar, from Operator Part-time to Operator Trainee.
Louis, Samuel K., from Facilities Construction Manager to Acting Director of Construction Management.
Luebs, Janell R., from Operator Trainee to Operator.
Magee, Larry, from Mopper Waxer to Stock Clerk.
Mask, William R., from Operator Trainee Part-time to Operator Part-time.
Mastian, Shahin, A., from Junior Systems

continued on page 19

...continued from page 18

Programmer to Systems Programmer.

McNeese, Rudolph, from Service Attendant to Roving Janitor.

Medlock, Joanne M., from Operator Trainee Part-time to Operator Part-time.

Mize Jr., George T., from Operator Part-time to Operator Trainee.

Montes-Jurado, Francisca, from Operator Trainee to Operator.

Montoya, Theodore N., from Materials Management Systems Supply Analyst to Acting Senior Material Supervisor.

Nelson, Frank R., from Building and Grounds Maintenance Superintendent to Acting Rail Facilities Maintenance Superintendent.

Nguyen, Dan L., from Operator Part-time to Operator Trainee.

Nicasio, Josephine V., from General Accounting Manager to Acting Director of Finance.

Owens, Jack L., from Assistant Division Transportation Manager to Acting Division Transportation Manager.

Packard, William E., from Transportation Operations Supervisor to Acting Senior Transit Operations Supervisor.

Robinson, Linda K., from Operator Trainee Part-time to Operator Part-time.

Roybal, Paul M., from Operator Part-time to Operator Trainee.

Ruiz, William A., from Stock Clerk to Truck Driver Clerk.

Salazar, Ruben, from Operator Trainee Part-

time to Operator Part-time.

Salcedo Jr., Miguel P., from Operator Trainee Part-time to Operator Part-time.

Sawyer, Ricardo M., from Operator Trainee Part-time to Operator Part-time.

Sechler, Robert P., from Acting Contract Administration Manager to Senior Contract Administrator.

Shelburne, Bruce E., from Schedule Maker I to Schedule Maker II.

Shultz, Dale K., from Mechanic C to Mechanic B.

Silva, Gerardo J., from Mechanic C to Mechanic B.

Solis, Theresa E., from Contract Administrator to Senior Contract Administrator.

Soriano, Angel A., from Operator Trainee to Operator.

Stanton, Frederick M., from Operator Trainee Part-time to Operator Part-time.

Stern, Richard A., from Operator Trainee Part-time to Operator Part-time.

Tarango, Arturo, from Operator Trainee Part-time to Operator Part-time.

Tat, Din, from Mechanic C to Mechanic B.

Toor, Surinder M., from Operator Trainee to Operator.

Vander-Ploeg, W., from Operator Trainee to Operator Part-time.

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

Vu, Dung N., from Operator Trainee Part-time to Operator Part-

time.

Wakeling, David D., from Assistant General Accounting Manager to Acting General Accounting Manager.

Wang, Jimmy Y., from Programmer Analyst to Senior Programmer Analyst.

Woods, David E., from Transit Operations Supervisor to Acting

Senior Transit Operations Supervisor.

Worthington, Hunter R., from Operator Trainee Part-time to Operator Part-time.

Wright, Raymond C., from Operator Trainee Part-time to Operator Part-time.

Zuniga, Antonieta, from Operator Part-time to Operator Trainee.

SHIFTING GEAR



Barham, Thomas, began with the District on October 11, 1957, retired as a Mechanic A Leader on January 22, 1988.

Cavin, Edward M., began with the District on July 28, 1975, retired as an Operator on February 16, 1988.

Cowley, George E., began with the District on November 17, 1975, retired as a Facilities Maintenance Rail Supervisor on February 6, 1988.

Cox, Leroy, began with the District on August 30, 1961, retired as a Utility A on January 14, 1988.

Delgado, Jose C., began with the District on December 11, 1959, retired as a Road Janitor on February 15, 1988.

Escalas, Bartolome, began with the District on February 18, 1967, retired as an Operator on February 19, 1988.

Johnson, Laurence L., began with the District on November 19, 1957, retired as a Division Transportation Manager on January 23, 1988.

Marcelin, Leon Jr., began with the District on September 24, 1956, retired as a Mechanic A on January 22, 1988.

McCarns, William C., began with the District on September 11, 1971, retired as a Transit Operations Supervisor on January 18, 1988.

Neill, Ronald D., began with the District on August 15, 1960, retired as an Operator on January 17, 1988.

Sindelar, Raymond J., began with the District on August 18, 1962, retired as an Operator on February 4, 1988.

Warner, John S., began with the District on October 27, 1962, retired as an Operator on January 17, 1988.

TO YOUR HEALTH



How To Get a Good Night's Sleep

by Elia Hager, R.N.

Well-rested people enjoy more productive, fulfilling lives. The way to achieve this is to develop good sleep habits. This month I am happy to present a few pointers on getting a good night's rest which I have adapted from a well-written booklet, "Good Night America. A Guide to Better Sleep," by the Better Sleep Council, P.O. Box 275,

Burtonsville, MD 20866. Copies are available for \$1.

What is your nightlife like? Even though we spend about one-third of our lives sleeping, and five to six years dreaming, most of us have little idea about what goes on while we sleep, or even why we sleep. But we sure do enjoy it!

According to the Better Sleep Council,

here's what really goes on in our nightlife and how we can sleep better.

Features of the Night

Your body keeps right on working as you sleep: muscles tense and relax; pulse, temperature, and blood pressure rise and fall; chemicals race through your bloodstream; your brain conjures up fantastic voyages.

Each night, you go through several stages of sleep. You probably have heard of Rapid Eye Movement, or REM, sleep, but your night begins with non-REM (NREM), or quiet sleep.

During the first stages of sleep, your body becomes progressively relaxed. Your brain waves and whole body slow down until you are completely asleep and difficult to awaken.

Within an hour or so, you enter REM or active sleep and the really good dreams begin. Your pulse and breathing quicken and your blood flow and brain temperature increase. All through the night, your body journeys through these sleep stages four or five times.

How much sleep is enough? Most of us need from seven to nine hours each night. If you need fewer hours in dreamland, it's probably because you sleep more efficiently in deep NREM and REM sleep!

Before the Lights Go Out

You undoubtedly have discovered that lots

of things can affect your sleep. Follow these tips to set the stage for a restful night.

* Keep exercise light in the evening so your body will be fairly relaxed when you are ready for sleep. Try yoga or other relaxation techniques.

* Choose a good mattress and box spring set to support your back.

* Keep regular hours, even on weekends. Monday morning won't be nearly as dreadful.

* Avoid caffeine and nicotine. Their sleep-interfering effects can last for hours.

* Keep evening meals, snacks, and drinks light. Don't suffer from the wrath of too many grapes! Milk, eggs, tuna, cashews, poultry, and sardines contain a chemical that promotes sleep.

* Set aside a time to worry during the day. At night, play mind games: Light a candle in your mind and let it flicker whenever you have distracting thoughts. A steady flame will relax you, especially in the middle of the night. Or imagine you are lying on a beach basking in the sun. When all else fails, count woolly creatures!

* Follow important rituals: Take a warm bath, turn the thermostat to the mid-60s, block out noise so you can sleep deeply, and turn out the lights to give your biological clock the hint.

Pleasant dreams!

IN MEMORIAM

Bisbee, George, began with the District as an Operator on August 17, 1945, passed away on January 7, 1988.

Christianson, Stanley A., began with the District as an Operator on October 13, 1939, passed away on December 21, 1987.

Cregan, Thomas, began with the District as an Operator on August 27, 1955, passed away on December 25, 1987.

Cubie, Clarence, began with the District as a Utility A on June 25, 1974, passed away on November 15, 1987.

Draviner, Adolphe O., began with the District as an Equipment Foreman on October 1, 1925, passed away on November 22, 1987.

Dye, Leland E., began with the District as an Electrical Engineer on April 7, 1920, passed away on December 27, 1987.

Kissick, Richard, began with the District as District Secretary on May 18, 1938, passed away on December 8, 1987.

Larrabee, John M., began with the District as a Supervisor Clerk on September 17, 1946, passed away on January 13, 1988.

Schapiro, Paul, began with the District as an Operator on June 5, 1945, passed away on December 28, 1987.

Werner, William, began with the District as an Operator on February 2, 1945, passed away on January 31, 1988.

COMMENDATIONS



RTD Retirees were recognized at the February 11 Board of Directors' Meeting and were presented with plaques by RTD Board Director John F. Day. Front row, from left to right: TOS Betty F. Lindley, Division 10 Operator Roscoe Q. Proctor, Jr., Division 15 Operator Ronald D. Neill, and Utility A Lloyd D. Livingston. Back row, from left to right: Director Day, General Manager Alan Pegg, and Director of Equipment Maintenance Rich Davis.



Certificates of Merit were presented to the January Employees of the Month at the February 25 Board of Directors' Meeting by RTD Director Gordana Swanson. Those honored employees are holding certificates, and include, front row, from left to right: Division 3 Transportation Manager Audrey Ortiz, Information Operator Susan Carter, Division 18 Mechanic A Juan Marquez, Division 3 Operator Gabriel Garcia, and Division 18 Maintenance Manager Max Martinez. Back row, from left to right: Director Swanson, General Manager Alan Pegg, and Director of Customer Relations Robert Williams.



RTD Retirees were recognized at the February 11 Board of Directors' Meeting and were presented with plaques by RTD Director John F. Day. Front row, from left to right: Division 9 Operator James E. Teffeteller, Division 3 Operator Lenwood A. Stevenson, Jr., TOS Randolph W. Vaughn, and Division 18 Operator William D. Vaughan. Back row, from left to right: Director Day, General Manager Alan Pegg, and Director of Equipment Maintenance Rich Davis.



Senior Human Resources Analyst Sue Thorne was chosen the Personnel Department's Employee of the Quarter for the fourth quarter. Sue has been with the District for almost seven years and ad-

ministered programs in every section of the department: employment, benefits, and Special Projects. Testifying to her versatility in Personnel is the fact that Sue was the first employee to complete the Personnel Qualifications Standards, a set of trainings and practicums covering every facet of Personnel. During the last quarter, Sue managed Open Enrollment sessions and developed Flexible Spending Accounts, a new benefit for non-contract employees. Her supervisors often praise her for her keen analytical skills and her dedication to her work.



The Office of Risk Management recognized those District employees outside their department who were most helpful in furthering the goals of the department. These supportive employees were given navy blue polo shirts embroidered with "Associates of Risk Management." They included from left to right: Paint Shop Supervisor Rudy Melendez, Associate Counsel Lynn Thompson, Passenger Service Manager Tom Horne, and Barbara Akk.



At a staff meeting held February 4, Risk Management Director Barbara Y. Akk commended members of her staff for individual efforts that demanded recognition. Those honored included from left to right: Phillip W. Thomas, Carmen Barocio, Jon Vandercook, Esther Cabison, Ofelia Huerta, Ed Graf, and Barbara Akk.



RTD Retirees were recognized at the February 11 Board of Directors' Meeting and were presented with plaques by RTD Director John F. Day. Front row, from left to right: Division 16 Operator Willie H. Jones, Division 15 Operator Thomas L. Hurst, Division 9 Operator Theodoro Hernandez, Division 4 Mechanic A Jose Luis C. Gonzalez, and Division 7 Utility A John P. Fitzpatrick. Back row, from left to right: Director Day, General Manager Alan Pegg, and Director of Equipment Maintenance Rich Davis.



RTD Retirees were recognized at the February 11 Board of Directors' Meeting and were presented with plaques by Director John F. Day. Front row, from left to right: Road Janitor Jose C. Delgado, Schedule Checker Herbert S. Daniels, Division 9 Operator John G. Dancy, Division 18 Operator Bartolome Escalas, and Division 9 Operator Andrew T. Campbell. Back row, from left to right: Director Day, General Manager Alan Pegg, and Director of Equipment Maintenance Rich Davis.

Property Maintainer John Markles of Vernon Yard was selected the Facilities Maintenance Employee of the Month for January. Markles is assigned as the Bus Service Equipment Bench Repairman. He is required to repair and retrofit hundreds of different types of pumps, cylinders, gear boxes, and components for the District's bus service equipment. This work is a little known "behind the scenes" job. Due to Markles' high degree of expertise, he makes this work seem easy and uncomplicated. His attitude to share knowledge and expertise has contributed greatly to the training of younger mechanics, and promoted group team spirit. His supervisors



say that his overall attendance and attitude continually set an example for his peers, as a man who can be counted on to complete his duties in a highly professional manner.

Electronic Communication Technician Margarita Perez at the Division 2 shop was the sweepstakes winner for January.



Schedule Maker II Gary Okun was selected Employee of the Quarter for the fourth quarter of 1988 by the Schedules Department. Okun's chief project is scheduling the Wilshire Corridor, an area that reports over 61,000 boardings per day, and one of the toughest to schedule. Director of Schedules Art Leahy said, "Gary received this recognition for devising an innovative and cost-effective schedule for the area. It was a major undertaking, because Wilshire Boulevard is one of our heaviest lines. It requires 78 buses a day." Okun has been with the District for 9 years and has a perfect attendance record.



LaTasha McDaniels, 14, the daughter of TOS O'Neal and Bertha McDaniels, was selected to compete in the 1988 Los Angeles County Miss T.E.E.N. Pageant at the Embassy Theater in early February. Teen-age girls from throughout the county were judged at the competition on scholastic achievement, volunteer serv-

ice, speech or talent, personal interview, and formal presentation. LaTasha presented a speech on self-esteem.

LaTasha is in her first year at Pomona High School, where she is a member of the drill team, the peer counseling club, and M.E.S.A. (mathematics, engineering, science achievers) Club.

She is a Candy Striper at Pomona Valley Community Hospital, secretary of her high school class, a member of the student council, and is in the Early Outreach program for college-bound students. Her grade point average is 3.7.



The Office of Risk Management's Workers' Compensation Unit was chosen Risk Management's Section of the Quarter for the fourth quarter of 1987. The group was recognized for their efforts in developing contracts with the new claims administrators, HCM/ARS. The section includes from left to right: Senior PL/PD Specialist Mike Safran, Subrogation Claims Assistant Barbara Swaine, Workers' Compensation Claims Investigator John Brewer, Senior Workers' Compensation Specialist Marlene Allen, and Risk Management Director Barbara Y. Akk.



The Office of Risk Management selected Safety Specialist Frank Larson as their Employee of the Quarter for the fourth quarter. Larson was recognized for the key role he played in

the transition from one claims administrator (from LJ Russo to HCM/ARS) to another—a very complex task. He was responsible for the smooth evacuation of the Risk Management staff from the Headquarters Building to the CMF after the October 1, 1987 earthquake. He was also the organizer of the department's first Christmas party. His attendance is excellent and has been for the 28 years he has been with the District. Larson receives his plaque from Risk Management Director Barbara Y. Akk.



Mechanic A James Davis was chosen the Central Maintenance Facility's Employee of

the Month for December 1987. Davis works in the fuel tank repair shop where he continues to perform superbly. Davis has worked for the District for 44 years. In that time his overall performance, initiative, craftsmanship, attitude, safety record, and attendance are rated as excellent.

Davis was presented by CMF Superintendent Ken Miller with a certificate and a \$50 U.S. Savings Bond in a ceremony held at the CMF on February 15.



David Wilson, son of Division 10 Operator Ellis E. Wilson, signed with the University of California, Berkeley on February 10, for a full scholarship. A senior linebacker and tight

end with the Reseda High School Regents, Wilson made the 2-A Division Defense in the All-CIF Los Angeles City Football team in 1986 and the 1987 Valley All-Star High School Football team. In January 1988, The San Fernando Valley Chapter of the National Football Foundation and Hall of Fame selected Wilson as recipient of their Scholar-Athlete Award. Wilson also received the 1987 Scholar Athlete Award conferred by the Los Angeles Unified School District.

BIRTHS



Division 16 Transportation Manager John Adams received the Target Line Award for the fiscal year 1988 second quarter at the February 25 RTD Board of Directors' Meeting from Director of Transportation Leilia Bailey. Division 16 also won the first quarter award. Each division identified a line that had a high rate of accidents. Focusing attention in the form of added instructions and reminders to operators working these lines helped achieve an overall reduction in accidents. Division 16 accomplished this by reducing the traffic accident rate from 3.91 to 0.92 for each 100,000 miles between October 1 and December 31, 1987. This equated to a reduction of over 76.48 percent. From left to right: Director of Transportation Leilia Bailey, General Manager Alan Pegg, Division 16 Transportation Manager John Adams, RTD Board President Jan Hall, and Director of Equipment Maintenance Rich Davis.

Division 18 Operator Jeff Spivey was commended by his supervisors for taking the time to help another operator in distress. At 7:15 a.m. some months back, Operator Spivey called the Dispatch Center to have an ambulance sent for an operator who was suffering a possible heart attack. Spivey remained with the operator until the ambulance arrived. At that time, Spivey obtained all the pertinent information he needed from the rescue unit about the hospital destination. Spivey also retrieved the ailing operator's belongings and secured the bus prior to leaving the scene.

Born to Division 3 Mechanic A Richard Kelly and his wife Carmela; a girl, Grace, on January 18, 1988 in Los Angeles. At birth Grace weighed 6 lb., 9 oz., and was 20 inches long. Grace's parents are especially pleased with their baby's timing; that is, she had the good sense to be born on Martin Luther King's birthday.



Born to Division 1 Operator Valerie Sanchez and her husband Christopher; a boy, Christopher

Albert, pictured at right, on December 31, 1987 in Los Angeles. At birth Christopher weighed 8 lb., 5 oz.

Wedding Bells



Division 5 Operator Ray Martel married Connie Milan on January 22, 1988. Connie is a computer operator at the Montgomery Ward

Distribution Center, and Ray has worked for the District since September 1985. The couple makes their new home in Los Angeles.



C PUBLIC COMMENDATIONS

Thanks for a Job Well Done!

Division 1

Betancourt, John F.
Barragan, Ralph
Cross, Stella S.
Greene, Jimi
Scott, Charles L.
Williamson, Carl

Division 3

Brown, Rick
Davis, Diane M.
Hawkins, Raymond H.
Lopez, Victor

Division 5

Haynes, Larry S.
Jackson, Charles R.
Mitchell, Dana L.
Moreno, Humberto
Moss, Louis H.

Division 6

Moore, John H.
Rosario, Sandra

Division 7

Andico, Leonard S.
Bluford, Loyd
Jaramillo, Alphonso
Gilmer, Ralph
Mann, George V.
Sidney, Meredith C.

Division 8

Eckhart, Joseph C.
Elks, George
Levinson, Morris
Long, Marshall
Robinson, Al
Rhinehart, Linda
Sandoval, George A.
Williams, Curtis

Division 9

Bernard, Tyrone J.
Horta, Bonifacio J.
Johnson, Gwendolyn
Moore, John H.
Pepper, George
Perez, Anthony H.
Petitt, William
Santos, James
Sugarman, Charles M.

Division 10

Barr, Bunni L.
Bustamante, Katy LaVon
Thomas, John R.
Troy, Albert

Division 12

Bushong, Robert E.
Moreno, Hector
Polanco, Narciso
Tuggle, Raymond M.

Division 15

Duplessis, Albert
Gutierrez, Robert
Jefferson, Ethel
La Barba, Alex
Williams, Robert P.

Division 16

Jarman, Larry
Medlock, Thomas E.
Sanchez, Edward
Vagenas, Carmen J.
Valdez, Rogelio
Williams, B. L.

Division 18

Brooks, Charles
Johnson, William

Dear RTD,

On Saturday, January 23, I had the most pleasant experience. I

had the pleasure of riding from Santa Monica to downtown Los Angeles on an RTD bus driven by Alphonso Jaramillo. Al should make you very happy. He is the type of person that gives the rider a good feeling about RTD and makes us want to ride again. He was informative about the bus system, cheerful with the passengers, conscientious, and a safe driver. Thank you RTD for drivers like Al.

Sincerely,
Matthew Kane

Dear Mr. Horn:

I, Francine S. Bronstein, would like to send this note to let you know that the evening bus driver on the 418 line named George Elks is one of the best drivers I have ever been a passenger with. He is on time daily, waits for me if he sees me approaching, has a caring sense of concern and puts people at ease during uncomfortable traffic conditions.

I'm glad that George is my driver and I hope that he will remain for a long time. Every couple of months there are schedule changes and drivers rotate. Fortunately, George stayed on the 418 line. If there is a vote for operator of the month, George gets mine. Thank you very much.

Sincerely,
Francine S. Bronstein

Customer Relations
RTD
425 S. Main St.
Los Angeles, CA
Dear Manager,
On Friday evening I

missed the number 420 bus that was scheduled to depart from Hollywood and Highland to Van Nuys at 5:03 p.m. I took a bus leaving closer to 5:30 and I am not sure if you will be able to identify the driver by the information listed above. To describe him more clearly he was a tall Black man with long hair, and the number 122 [Marshall Long] on the shoulder of his RTD sweater. The purpose of this letter is to comment on his manner.

The bus was rather crowded and he announced each stop clearly so that passengers who could not see the street signs would not ride past their stop. While this is a rather common practice, he somehow seemed more effective at it than others that I have heard.

He had a friendly yet professional manner and literally greeted everyone who got on the bus as well as wished a pleasant evening to all the passengers who exited the front door.

At one point a belligerent drunkard boarded the bus and began a loud vulgar and racial tirade. What could have easily turned into violence was quickly, quietly and diplomatically brought under control by the driver.

I have written letters of complaint but this is the first time I have ever taken the time to compliment excellent service. I am sure that other passengers appreciated

continued on page 27

...continued from page 26

this particular driver as I overheard them discussing him.

Personally, I have been riding RTD buses daily for the past five years and have encountered many courteous and friendly drivers as well as a few who have obviously had a "bad day." Further, I've traveled worldwide and ridden buses in many foreign countries. This driver is second to none.

Sincerely yours,
James R. Kane

Memo to Don Karlson
Division 3209

This is being written to express my good fortune in having been so fortunate as to catch the line 70 bus when it was being driven by Gwendolyn Johnson.

The driver in question was invariably polite, courteous, friendly, and eager to help her riders with other connections, etc. It was just about all I could do not to get up and tell those other riders they had better appreciate her or she would get smart and bid on some other line that wasn't so replete with unpleasant people!

This is the first time in 20 years that I have ever written to a division manager to praise a driver but, to me, she truly seemed deserving of it.

P.S. Almost all of the drivers I have had have been great, but they don't have the "fun" of having that terrible run.

Sincerely,
Sherry Gray

Don Karlson,
Manager
Division 3209
Dear Mr. Karlson:

I would like to extend my appreciation to Mr. James Santos, an RTD operator, and commend him for his assistance given to one of my officers.

On December 14, 1987, at approximately 3:16 p.m., Officer Rodney Perkins was advised by a citizen of a person stopped in the center divider of Diamond Bar Boulevard north of Sugar Pine Lane. Apparently, this person had suffered a heart attack and he was in full arrest when Officer Perkins arrived. Mr. Santos realized there was an emergency and he responded in his RTD bus to assist Officer Perkins. Mr. Santos and Officer Perkins removed the victim from his vehicle and immediately began to administer CPR. Mr. Santos performed the chest compressions while Officer Perkins gave the necessary breaths of air. Mr. Santos was relieved within a couple of minutes by an off-duty police officer. Even though the victim did not survive, Mr. Santos is to be commended for his efforts and his assistance to Officer Perkins.

Again, please convey my gratitude and appreciation to Mr. Santos.

Sincerely,
M.G. Schock,
Lieutenant
Acting Commander
Ontario Area

RTD
425 S. Main St.
Los Angeles, CA
Customer Relations
Dear Sir:

I was so impressed with one of your bus drivers last month, on a miserable rainy morning.

Just a few minutes earlier, a driver in a car stepped on the gas, close to the curb at the bus stop, and raced through the water and sprayed me with that dirty water.

Your RTD driver was so concerned and pleasant when I boarded his bus. I had to dry myself off.

As he approached the bus stop, he drove very slowly through the water to the curb, so as not to splash the water.

He was very alert and patient with all his passengers as they closed or opened their umbrellas getting off or on. He was a very good driver, pulling smoothly to a bus stop and leaving a bus stop or traffic stop.

This honorable man is Mr. George Pepper on Line 470, in Whittier.

Very truly yours,
Mrs. R. Hallock

Professional Secretaries: We Salute Our Secretaries

Secretaries constitute the largest segment of the office work force. There are 2,796,700 secretaries in the United States. There will be 9.6 percent more by 1995, according to the U.S. Bureau of Labor Statistics. We

*We salute them
for the many
hats they
wear. . .*

salute these women and men during Professional Secretaries Week, April 24 through 30, for the many hats they wear to accomplish their job:

supply manager, travel agent, keyboard technician, appointment juggler, filing genius, message coordinator, editor and printer, and business expert.

Show the secretaries you know just how much their work is appreciated. Do something really special and noncommercial this year to mark the occasion. Professional Secretaries International suggests that recognition take the form of fees paid to attend a seminar, symposium, or convention; dues paid for membership in a professional association; or subscriptions paid to a professional journal.

District Favorites Feted on Their Retirement

On February 5, Equipment Maintenance Department employees said farewell to two much-loved old timers:

Friends of Omar Hinkle met with him and his family for one last hurrah at Salvatore's Restaurant in East Los

were sent over to Maintenance, but even that didn't get you down," said Leahy.

Director of Transportation Leilia Bailey when presenting him with his very own layover zone stop sign said, "Omar is a very warm and humane person."

Equipment Maintenance Superintendent Sam Singer gave him the traditional gift fabricated by the Maintenance Department—a farebox lamp.

Equipment Maintenance Director Rich Davis described Omar as someone who's always in a good humor and always has a smile for everyone. "And, that's been remarkably rare in the last two years." He recalled how helpful Omar was in the move to the CMF, the

move forced by the 1987 earthquake, as well as his participation in the 1984 Olympics. "I wish you and Kit a happy life.... Smell the roses again. You will be missed."

His friends presented him with something he

"I had my good days and rough days, but I enjoyed them all," . . .

Lloyd Livingston

needed to complete his many household projects—an air compressor.

Finally, the microphone was turned over to Hinkle. "This is unbelievable. It's been a fun 15 years. If I could help, I helped." At that point he turned to his wife and asked, "What else dear?" He concluded by saying, "We are just going to enjoy our lives. Thank you."

continued on page 29 . . .



Utility A Lloyd Livingston is joined by his wife, Mary, at a retirement party in his honor held at South Park on February 5. Livingston served the District for 41 years.

Utility A Lloyd Livingston and Vehicle Maintenance System Coordinator Omar Hinkle.

Livingston, with the District for 41 years, has worked in the Stores Department at South Park. His co-workers celebrated his shifting gears into retirement with a buffet luncheon at South Park. Invited to usher Livingston into this new phase of his life were his wife of 43 years, Mary, and five of their seven children.

After so many years, Livingston said he plans simply to take it easy. "During my 41 years here I had my good days and rough days, but I enjoyed them all," he said.

Angeles.

Fortified by a hearty Italian meal, Assistant Equipment Maintenance Director Michael Leahy opened the roast of his friend with, "Omar is really a gentleman, one of the classy members of Maintenance."

Retirement gag gifts included a robe and a hard-hat with wings of Mercury attached. Rail Superintendent Richard Morton, noting Hinkle's fondness for oreo cookies, presented him with a supply along with a cookie jar to house them.

Director of Schedules Art Leahy remarked that Omar is more cheerful than Kermit the Frog. "I felt bad for you when you



Vehicle Maintenance System Coordinator Omar Hinkle and his wife, Kit, enjoy the farewell roast for him held at Salvatore's in East Los Angeles. Over 100 of his District friends and co-workers came out to say good-bye.



Derek Mason, third from the left, with his wife, family, and grandchildren at his retirement party held February 15 at Transportation General.

...continued from page 28

TOS Derek Mason retired from the RTD on February 15 with a send-off planned by the employees of Transportation General. Mason's family was also on hand to celebrate with them. Mason, having worked for the District for 13-1/2 years, now will retire

with his wife near Lake Chapala, Mexico. He plans to do plenty of boating and golfing, but he promises to come back to the States every two to three months to see his grandchildren. Neither Mason nor his wife speak Spanish, but they will learn, he insists. In his farewell speech to his co-

workers, Mason said: "I've enjoyed working for the RTD, and I'll miss all of you."

Human Resources Analyst Michaele Pearce retired February 26, after almost 18 years with the District's Personnel Department. Mike, as she is known by her co-workers, was taken for a final fling at the Design Center Boardroom Restaurant on her last day of work.

Assistant Director of Personnel Al Rice said he always considered Mike a "star" and noted that "her shoes will be hard to fill." Rice referred to the fact that Mike initiated and administered the employee bus and building passes, and as a memento of her tenure as the pass czarina, Rice presented Mike with a special building pass emblazoned with a gold star.

Benefits Manager Ed Paull used to supervise Mike, on that experience, he said: She'll allow you

to supervise her as long as you don't tell her what to do. Your suggestions are totally ignored, but it all works out anyway."

Ralph Carapia from the Labor Relations Department described Mike as fitting the star image. "Her eyes sparkle, her personality is vibrant. She is a dedicated and loyal person...I hope my own daughters grow up like you."

Mike spent most of the luncheon opening presents from her friends, including a farebox lamp given by the Equipment Maintenance Department.

"I'm as happy as a lark about this," said Mike. "I'm glad you came and glad I'm going. I just bought a 18-speed bike and I plan to ride from LA to Redondo Beach. I'll also play with my computer, learn to use my sewing machine, do my work at church, and just enjoy myself."



Human Resources Analyst Michaele Pearce retires from the District after almost 18 years of service. She was given a send-off party by 48 of her co-workers and friends at the Design Center Restaurant on February 26. She appears at her party with her best friend Marge Miller on the left, and Assistant Director of Personnel Al Rice on the far left.



Facilities Maintenance Rail Superintendent George Cowley retired on February 6 after almost 13 years with the District. George and his wife Maxine are off on their new adventure.

Entrepreneurship--the RTD Way

Most people would agree that driving a bus 8 to 11 hours a day is more than enough work for anybody. But from Operators James Washington and Bill Anaya you'll get no nod of agreement.

Coincidentally, both of these operators in our spotlight are from Division 10 and quite recently they both opened their own businesses.

Operator James Washington has just unveiled his completed mini-mall in South Central Los Angeles.

Washington owned the land on the corner lot of 100 E. Century Boulevard, and had this idea for a project percolating for some time. When he looks at his developed property now, he smiles when he says, "It's a sole proprietorship. But, it's a lot of work."

He encountered many obstacles in obtaining building permits and

wending his way through the minefield of city ordinances. As soon as one problem was hurdled, another replaced it. "It took some time for me to get the financing together. Some lenders felt I was planning to build in an undesirable area. So, I just decided to finance it myself."

Then came the task of locating qualified contractors. That done, Washington watched his vacant lot grow into a developed corner mini-mall. As the landlord of the development, Washington now is in the process of leasing out the space. To date, he has succeeded in offering space to a donut shop and a hair and nail salon. He hopes that the third suite in his building will be taken by a fish shop.

His nail and hair salon tenant, Corain Gandy, wants all RTD employees to know they

will be offered special discounts with proof of employment. For nail care, facials, and curls at a discount call Corain at 213/754-8810.

Washington asks his co-workers to support a fellow employee who is trying to make a positive impact on the community. "That's why I named it Community Plaza. I want this to be a start, a positive contribution to this neighborhood that needs some revitalization."

He has driven for the District for more than 14 years. "Now I do more than just drive a bus. I want my fellow employees to patronize us, to make it more successful than it already is," he beamed.

Washington's Community Plaza is located at the corner of Century Boulevard and Main Street at 100 E. Century Boulevard.

Operator Bill Anaya and his family opened Anayas Salvadorean Restaurant in January. As a restaurateur, Anaya claims he is a natural at it because of his job. "Dealing with RTD bus patrons taught me that I could relate well to the public," he said.

Anaya leads you into his spacious restaurant on Vermont Avenue, accented in subtly elegant pastels while a joyous marenque plays over the sound system. "A year ago I went into partnership with my family. We thought of bringing something appealing to this community. We had hassles with getting building permits in the beginning, but it all worked out."

Since opening, Anaya says he has received much positive feedback. He attributes this early

continued on page 31...



Operator and Entrepreneur James Washington stands outside his newly built Community Plaza in South Central Los Angeles.



Operator Bill Anaya welcomes customers to his new restaurant in Los Angeles.

Tet Celebrated at Division 18

All over Asia, the Lunar New Year began February 17, 1988; at Division 18, operators and staff were treated to the celebration Vietnamese-style—Tet.

A group of 12 Vietnamese operators organized the Tet celebration in an effort to strengthen bonds of brotherhood and to introduce their culture. A traditional festivity, the Lunar New Year takes place each year in Asian countries. For the Chinese, it is the Chinese

New Year and for the Vietnamese it is called Tet. The Asian calendar is set in cycles of the moon. There are 12 animals used to represent the 12 symbolic cycle years: mouse, buffalo, tiger, cat, dragon, snake, horse, goat, monkey, rooster, dog, and pig. This year is the Year of the Dragon, the most respected among the 12 animals.

Operator Phuoc Huu Bui, one of the coordinators of the event, said as



Division 18's Vietnamese Operators bring Tet or the Asian Lunar New Year to their fellow operators at the division on February 18. Seeking brotherhood and the desire to share their culture, these operators included from left to right: Dinh Nguyen, Dan Nguyen, Hung Le, Hiep Phan, Dinh Tran, Dinh Phung, Johnny Vu, Phuoc Huu Bui, Nho Le, Duc Vo, and Hung Sang.

...Entrepreneurship

...continued from page 30

success to his family unit. "I am in this business with my sisters Isabel and Blanca, my brother Edwin, who is also a driver out of Division 1, and my wife Sonia. We are a very committed family and we try to express this to our customers." This is true, Anaya brings a definite warmth along with his confidence and his employees serve with a simpatico attitude.

At press time, Anaya was excited about the Miss El Salvador beauty pageant that was going to be held at his restaurant, followed by a large anniversary party for a local newspaper. "When you open a new business, you need all the help you can get," he said.

Anayas serves typical Salvadorean dishes, namely, *pupusas*, which

are corn tortillas filled with shredded pork, cheese, and beans and served with traditional cole slaw. They offer a wide selection of seafood, Mexican food, and American dishes. The food is made to order, so it is fresh and made with care: a real gastronomic treat. If you have never tried Salvadorean or Central American food, Anayas is a good place to start. Bill Anaya promises to take good care of all his RTD co-workers and customers as they are a community he has worked with for the last 15 years.

Anayas is located at 1101 S. Vermont Avenue, Suite 102. It is open 7 days a week, from 8 a.m. to 9 p.m. Sunday through Thursday, and 8 a.m. to 10 p.m. Friday and Saturday.

a new group at Division 18 the Vietnamese operators felt like they had entered a new family. "All of the drivers here are like big brothers who are out there with us everyday to share the fun and the headaches," said Bui.

The purpose of the event at the division, Bui said was to share the best of the Year of the Dragon and to be accepted as brothers in the Division 18 family. "We wanted to show the friendship, love, and brotherhood we feel. And, we ask that everyone accept us as brothers looking for friendship."

As part of the festivities each of the Vietnamese operators brought a traditional dish. The array included shrimp

fried rice, Vietnamese egg roll, salad, and cake. The operators knew that the food would be soon digested and forgotten, so they came up with a longer lasting souvenir of the festivities: *lix*. Every New Year in the Asian culture, New Year's gifts in the form of lucky money are slipped in small red envelopes and given to family members and friends. This gift form is called "lix." The operators could not afford to give lucky money to everyone at Division 18 so they did the next best thing: they sent out red Happy Tet cards to each operator with the wishes of luck, longevity, prosperity, and a Happy New Year or "Chuc Mung Nam Moi."

Are You an Idea Killer?

Psychologist Harvey Hornstein defines "ideacide" in his new book *Managerial Courage* as "the murder of an idea...before it is appropriately and adequately tested." Says Hornstein, "Ideacide is not only a bruise to individual dignity, it is a potential threat to organizational survival."

A professor at Columbia University and a management consultant, Hornstein studied 208 corporate managers to determine what stimulates or stifles risk-taking—or courage—in corporations. He found that ideacide stifles courage and discourages individual initiative. When companies convey

the message that employees' suggestions for change will be futile, the personal costs of risk-taking are raised to unacceptable levels.

New ideas rock the boat. They challenge the status quo, which most organizations work hard to preserve. "New ideas," Hornstein says, "often meet resistance because they imply that what the company is doing isn't what it ought to be doing."

Most people find it easier to take a safe path and simply do not offer ideas that challenge accepted practices. How about you? Do you have an idea? If you want to get your idea accepted, Hornstein suggests:

*Stick to business. If your idea condemns people or your boss's work, you're setting your idea up to be killed—and maybe your career along with it.

*Present your idea to key people face to face. This approach enhances your credibility, and identifies you more closely with your idea. An idea sent in a memo is too easily dismissed or filed away and forgotten.

*Enlist others to support and promote your idea. "If you alone repeat your pet idea over and over," says Hornstein, "people will start to say, 'Oh, there he/she goes again.' It's much less likely then that the idea will be accepted."

*Consider timing. It's hard to pitch a solution to a problem when at that moment no

one but you thinks it's a problem.

*Be persistent without becoming obnoxious. Don't bludgeon people with your idea. Be sensitive to their priorities.

*Ideacide stifles
courage and
discourages
individual
initiative*

For employers Hornstein adds: "Not every idea will be worthwhile. Some ideas come before their time, some come after their time, and some are just plain silly. But they all deserve to be heard, to receive a fair exploration. Otherwise you'll never know if you've killed off a good idea."

Good ideas owe their life and acceptance to courage—courage on the part of employees in presenting new ideas, and courage on the part of managers in seeing them through. So, if you haven't told anyone about your good idea—don't commit ideacide. Speak up. And be receptive to ideas others bring you. District employees can also explore the Employee Suggestion Program as a forum for their ideas. Those ideas might go further than you ever dreamed—and boost your career along with them.

White House Fellowships

The Fellowship Program

The White House Fellowship Program is beginning its twenty-second year and is designed to provide gifted and highly motivated Americans firsthand experience in the process of personal involvement in the leadership of their society.

Who Is Eligible

U.S. citizens are eligible to apply during the early and formative years of their careers. There are no basic educational requirements and no special career or professional categories. Employees of the Federal Government are not eligible, with the exception of career military personnel of the Armed Services. The commission seeks candidates of demonstrated excellence in their professional roles

as well as significant breadth of interests and community involvement. **What Fellows Do**

During their one year assignments in Washington, Fellows serve as special assistants to Cabinet secretaries, or senior members of the White House staff. Additionally, Fellows participate in an extensive education program including seminars with top government officials, leading scholars, journalists, and private sector leaders.

How To Apply

Application forms and additional information can be obtained from: President's Commission on White House Fellows, 712 Jackson Place, N.W., Washington, D.C. 20503, (202) 395-4522. Applications are accepted from June 1 to December 15.

What's So Special About April?

April Celebrations

- April 1 Good Friday
- April 2 Passover
- April 3 Easter Sunday

Slices of History for April:

Civil Rights Act of 1968, April 11, 1968. One week after the April 4 assassination of Martin Luther King, Jr., President Lyndon B. Johnson signed the Civil Rights

April Fool's Day

could have something to do with the spring equinox, when everyone feels foolish and frisky.

Act into law. It protects civil rights workers, expands the rights of Native Americans, and provides anti-discrimination measures in housing. Said Johnson, "...the proudest moments of my presidency have been times such as this when I signed into law the promises of a century."

76th Anniversary of the Sinking of the *Titanic*, April 15, 1912. The "unsinkable" luxury liner, *Titanic*, on its

maiden voyage from Southampton, England to New York struck an iceberg just before midnight on April 14. It sank at 2:27 a.m. More than 1500 lives were lost. Another 700 people were rescued from the icy waters off Newfoundland. Now, 76 years later, with its burial site in the North Atlantic located and visited, it continues to command enormous fascination.

April 1: April Fool's Day. Who really knows how the punning began? This universal observance could have something to do with the spring equinox, when everyone feels foolish and frisky. But the custom might have originated during the French calendar change of 1582, when New Year's Day moved back from April 1 to January 1. Those who didn't hear of the change became the brunt of jokes and were called "April Fish" for allowing themselves to be caught unaware. French children still get chocolate fish as April Fool's Day presents.

April 3: Daylight Savings Time Begins. Spring forward at 2 a.m.! You may lose a bit of sleep for one night, but look what you gain: an extra hour of fun in the sun each evening for six whole months! Standard time resumes October 30.

RTD MOVIES GOES TO THE MOVIES

Our Rating System

- ***** - A classic
- **** - Excellent — worth seeing
- *** - Average — use discount tickets
- ** - Fair — a good effort, but flawed; will appeal to specific people
- * - Poor — don't waste your time
- BOMB - The *Eliminators* — *Plan Nine From Outer Space* lives

Moonstruck — ****

This is a superbly crafted piece about life, love and Italian opera that well deserves that Oscar nomination that it's received. Cher stars as a widow in the Italian section of Brooklyn. She's an accountant, and has reached an age where she's willing to trade her dreams for security, but not so old that she can't be swept away when passion hits her in the face. There's just one problem: the passion is the younger brother of the fiancée that she's marrying for security. Just a small complication. It's a comedy about people who love deeply, and are committed to the sense of family, whether it be a dying mother in Italy, a philandering husband, or bad blood

that has kept two brothers apart.

That sense of family is why the complications in this film work. Deep feelings are not often easily expressed, often building up inside, until they explode with unexpected results. Nicholas Cage, as the younger brother, demands that one of his assistants bring him a large knife so that he can cut his throat to demonstrate how badly his brother has ruined his life. What could be melodrama turns to comedy when Cher is not impressed by his being melodramatic. She is perhaps the calmest

It's a comedy about people who love deeply...

character in the film, a woman caught between her dreams and reality, never imagining that she can have both.

Cher has done several worthwhile performances this year, but I feel it fitting that *Moonstruck* is the one she received a nomination for. Her character is at its most appealing at the beginning of the movie, with graying hair pulled back into a bun,

continued on page 34...

...Movies

...continued from page 33

simple clothes, and little make-up. She's a real person, someone you might meet at the store, and it helps provide an anchor for the rest of the film. If you haven't seen this film, I recommend it, especially if you need a little lift.

Raising Arizona —

Two films for Nicholas Cage this month, and two completely different roles. In *Moonstruck*, he's a passionate Italian. In *Raising Arizona*, he's a habitual offender who's been arrested so many times that he falls in love with the booking officer. After his release, he vows to go straight, and asks her to marry him. "Our lawless days lay behind us," he says, "Our childrearing years lay ahead." Unfortunately for H.I. and Ev, Ev is infertile. The lack of children takes a toll on the marriage, until the day they hear of the birth of quintuplets to unpainted furniture magnate Nathan Arizona...

The best word to describe this film is insane. Every time you think you've figured out which way the movie is heading, they turn around and go someplace else. It's a Road Runner movie gone amuck, especially in the chase scene following a robbery of cash and Pampers. Nicholas Cage plays H.I. perfectly straight, somewhat simple, and possessed of a vocabulary

far above what you would expect from such a character. As Ev, Holly Hunter is the dominant partner, really running the marriage ("Now, you go in there and get me a baby, H.I. I need a baby.") and keeping H.I. (somewhat) on the straight and narrow. Do not expect the same lady you saw in *Broadcast News*. In addition, there are H.I.'s boss and his wife, who themselves have adopted a tribe of no-neck monsters, and are looking for another one; two convict friends who take a break from their prison sentence to come a-calling; and a

The best word to describe this film is insane

bounty hunter who looks like refugee from the *Mad Max* series.

Raising Arizona is currently available on video and running on cable. If you don't like slapstick, very broad comedy, and characters that are so purposefully two-dimensional they take on a life of their own, don't rent it, because you won't understand it, and you won't enjoy it. If you like it fast and funny, with the jokes being thrown out as quick as you can register them (almost everything in this film is a joke), then you are going to love this.

April is Oscar month, this year, and time for all good movie critics to make their predictions as

to who will win, and who won't. Unlike many years, when one film dominated the awards so heavily, it was almost a shoe-in to win, the nominees seem somewhat diverse this time, with no one film clearly leading the pack. As with every Oscar race, there were people who it seems should have been nominated and weren't. Barbra Streisand was overlooked in *Nuts*, which many people felt was a snub, and Steven Spielberg was completely ignored for *Empire of the Sun*, which everyone knows is a snub. The film did not even receive the usual technical nominations that almost always seem to go to Spielberg's company. Steve Martin was not nominated for *Roxanne*, but Robin Williams received one for *Good Morning, Vietnam*. Politics is the name of the game, folks, just like here.

Politics aside, here are my bets for who'll walk home with the coveted Oscar. For Best Picture, *The Last Emperor* has an excellent chance, being the meaty, extravagant type of film the old Hollywood guard

(who make up most of the Academy's voting members) love. For Best Actor, Michael Douglas stands a chance for *Fatal Attraction*, as does Glenn Close for Best Actress. I like Olympia Dukakis for Supporting Actress in *Moonstruck*, but I think that category's up in the air. Sean Connery has finally overcome the 007 image and received a Supporting Actor nomination for *The Untouchables*, which I hope he wins, and Bernardo Bertolucci is a good bet in the category of Best Director for *The Last Emperor*.

Those are my bets for the five major categories, but there's another, somewhat minor one that I would like to mention. *The Last Emperor* has one of the finest film scores I have heard for many years, with its blending of modern music and traditional Chinese instruments. The music evokes the time and place of the film instantly, preparing the audience during the credits for what is to come, and if I'm right for only one category the entire night, I'd like to be right for that one. Be seeing you — Carolyn Kinkead

Free materials are available from the National Committee for Prevention of Child Abuse. Write:

NCPA

Public Awareness Dept.

332 S. Michigan Avenue, Suite 950

Chicago, IL 60604-4357

Or call: 312-663-3520

Poetry

by Audrey Powell

Today is dark and dreary
Tomorrow could be the same
Yesterday is gone forever, for
Forever is just a game
Time is of the essence
The future is what you hold
Don't look back for problems
They are better untold
Take heed in advice
And remember of this day
That life is better challenged
In every given way

Give love a chance
Because it is new
Give love a chance
Because it could be for you
Give love a chance
Because it is great
Give love a chance
Just don't hesitate
Give love a chance
From day to day
Give love a chance
And it's sure to stay
Just give love
a chance

Memories and moments are
What's shared by people
Memories and moments are
What makes things so special
Memories and moments are
What make you—you
Memories and moments are
What make me—me
Memories and moments are
What make us
So with our memories and
moments: Let's make it all
happen again and again

For Sale

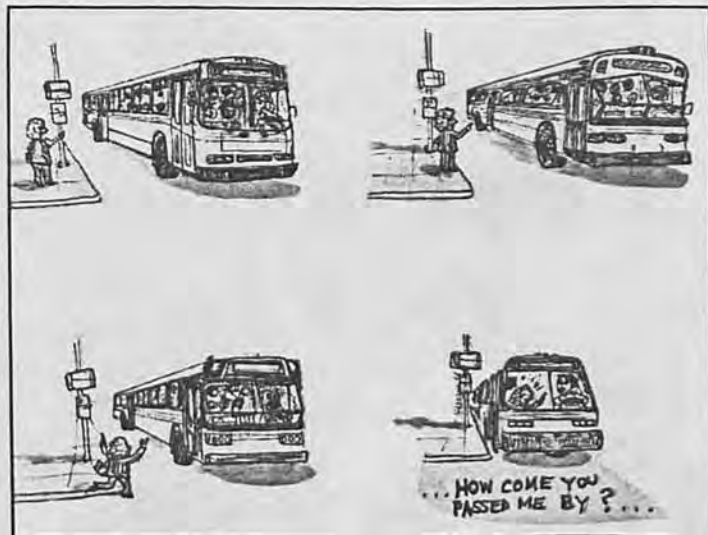
Classic Transportation Car: 1964 Ford Falcon coupe—JRY832. Antique white with gold rims, new tires (5), rebuilt engine and transmission, new upholstery, new carpets, new carburetor, new radiator, floor mats, burglar alarm, am/fm stereo cassette. Must see to appreciate!!! \$1,800, Call 213/751-8415, Dianne. Mornings: 8 a.m.—12 noon—Sun., Mon., Thurs., Fri., and Sat. Evenings: 8 p.m.—11 p.m.—Tues. & Wed. only.

1955 VW Classic rag-top, oval window. New paint (beige). Rebuilt engine. Almost new interior, new black rag-top, new wiring and brakes. Very, very clean. Runs excellent, must sell. \$3,300 OBO. Call Steve or Kathy at 818/334-7790.

Complimentary Facial
Call Renita Bowlin, Jafra Skin Care Consultant, at 818/508-4119 or 213/532-8359 to schedule a complimentary facial. Jafra offers a complete line of skin, beauty, nail, and sun care products.

Classified ads sent by non-employees are accepted at a cost of \$3.75 per line per month. Display ads are \$20 per inch per month. Please send payment with your camera-ready ad and make checks payable to the RTD. The price for ads is subject to change in the next month because we are revising our price structure. Send ads the first week of the month for printing in the following month's issue to Headway, RTD, 425 S. Main St., Los Angeles, CA 90013. RTD employees' and retirees' ads will continue to run free.

Sic Transit...by Rodger Maxwell



RECREATION NEWS

Baseball Season is off and running!

DODGER tickets \$6 reserved blue level

- April 1 vs. Angels—Calendar Night
 4 vs. Giants—Opening Day
 15 vs. Atlanta—Fireworks Night
 17 vs. Atlanta—Pin Day #1
 21 vs. San Diego—Fielder's Glove
 26 vs. Chicago
 29 vs. St. Louis—Baseball Card Night
- May 1 vs. St. Louis—Pin Night #2
 4 vs. Pittsburgh
 13-14-15 vs. Philadelphia—Helmet Weekend
 17 vs. Montreal—Pin Day #3
 22 vs. New York—Wristwatch Day

ANGELS tickets \$6 view level

- April 8 vs. Oakland—Opening Night/Calendars
 24 vs. Seattle—Battle of the Bands
- May 25 vs. New York—Cap Day
 30 vs. Boston—Bat Day

Jewelry shows in time for Mother's Day, Father's Day and Graduations!! Fine quality jewelry 40 percent to

60 percent off retail prices. Shows held in Headquarters' Cafeteria 9 a.m. until 2:30 p.m.

April 26—Jade and Gem Corporation

May 6—Hallman Jewelers of San Diego

Renaissance Faire weekends April 23 through May 30. Adults \$8.95, Students \$6.95, and Children \$3.25.

Last chance to see the **LAKERS** this season.

April 12 vs. Portland (\$10)

15 vs. Phoenix (\$10)

24 vs. Golden State (\$7.50)

Magic Mountain Special still available weekends through April. Save over \$9. Special price \$8.95.

Movie tickets, year-round savings \$3 for Mann's, General Cinema, Pacific Walk-in, and United Artist movie chains. Pacific Drive-Ins, \$4.

Mark your calendar for a *Kenya Safari Adventure*, 12-day round trip. November 26 to December 7, 1988. Only \$2225 per person double occupancy. Excursion details and additional information available on request.

HEADWAY

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

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

Mailing address: Headway, 2nd Floor, 425 South Main Street, Los Angeles, CA 90013.

Mary E. Reyna, Editor

Staff Writers:

Susan DeSantis, Elia Hager,
 Kathi S. Harper, Carolyn Kinkead,
 Hope Powell, and Luanna Urie.

Typesetting, design, and makeup:
 Nancy Niebrugge Public Relations

Printed by: RTD Printing Department
 Al Moore, Manager

Southern California
 Rapid Transit District
 425 So. Main St., 2nd Floor
 Los Angeles, CA 90013

BULK RATE
 U.S. POSTAGE
PAID

Los Angeles, Ca
 Permit No. 32705