

HEADWAY

8-Point
Plan

President's
Message

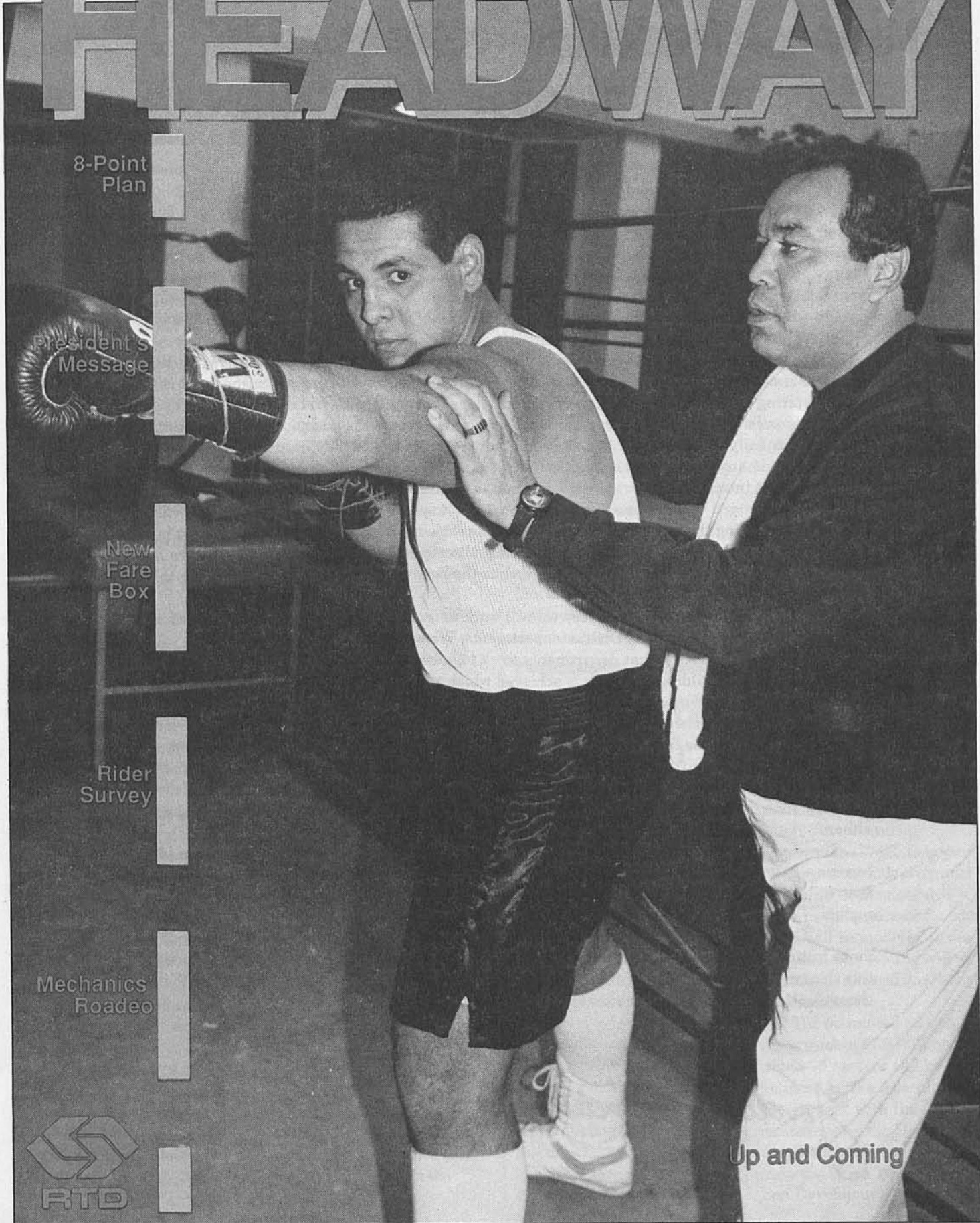
New
Fare
Box

Rider
Survey

Mechanics'
Rodeo



Up and Coming



A Message from the President



Greetings Employees,

I want to thank all of you for persevering in your duties and for not losing sight of our purpose as a transportation service provider. Despite the political tumult and public criticism that accompanied much of 1988, an eight-point agreement was reached between the District and the Los Angeles County Transportation Commission (LACTC) at year's end. The agreement was passed by the RTD Board of Directors by a narrow margin. As distasteful as the signing may have been to some, it was done to save service, to save jobs, and to achieve a new level of cooperation between the District and the LACTC.

With that experience behind us I want to emphasize that I am deeply appreciative of your ability to rise to the occasion and meet it with the grace and dignity of true professionals. It is this same inspiring ability which you all possess that I hope we can harness to fulfill the District's goals in 1989. As president of the District's Board of Directors I oversee the policymaking that directly impacts your daily working lives. I think it only fair to inform you of the Board's expectations of you and, in turn, what you may expect from us.

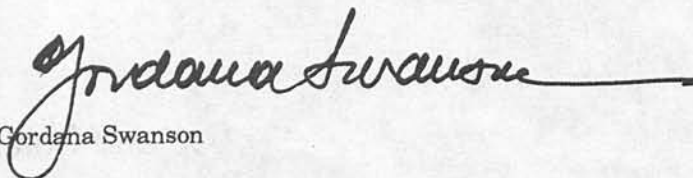
This year I intend to see that priority is given to the consumer—our riders—in every decision made at the District. Whether our decisions are related to performance, maintenance, or ancillary activities, delivering the best service to our riders must be our focal point. Our only product is service: from answering phone complaints to fixing a bus to driving a bus—that's why we are here. There is a lot of competition in transportation, thus the best way to deal with it is to deliver the best product with a smile.

In order to achieve superior delivery we will work to create different, more effective working relationships among the various District departments. We will look to the general manager to develop a program ensuring that departments work together more cohesively, that within each department a team-building approach is achieved which accords each member the recognition and accountability due him or her.

While the pact reached by the District and the LACTC names the Commission as the grantee for Metro Rail funds, the fact is that the District is designated as the operator for all rail systems in the region. This is an important development. Eventually, we will be operating 160 miles of rail in addition to our bus service. This means more jobs, more opportunities, and a greater commitment to our patrons. Today and tomorrow as our operations expand, we expect your diligence in the task at hand, your loyalty, and above average performance.

These are high goals, but they are achievable. With your participation we will go forward and become a better and stronger District. It is your successful performance and dedication to the task that will ultimately restore confidence in the RTD as the public transportation operator for this region.

Certainly, in this short letter I cannot address all your concerns. It was my purpose to make initial contact and assure you that your concerns are important to us. I intend to return to this column periodically to keep you informed of our progress. Until then let us go forward to meet those challenges and expectations that our community has created for us.


Gordana Swanson

Service Cuts Averted, Tensions Reduced

Bus service cuts were avoided as a result of an eight-point plan approved by the RTD Board of Directors and ratified by the Los Angeles County Transportation Commission (LACTC) aimed at settling several issues straining relations between the two agencies.

This agreement continues the level of funding so vital for the millions of RTD riders

"This agreement paves the way toward improved cooperation between the two agencies, but more important, avoids severe cuts in RTD bus service," said RTD Board President Gordana Swanson.

"The District is pleased that this agreement continues the level of funding so vital for the millions of RTD riders who depend so much on public transit," said Mrs. Swanson.

The agreement calls for the immediate release of Proposition A funds to the RTD in the amount of \$107.8 million for fiscal year 1989. In addition, it will ensure RTD public moneys

through June 30, 1991.

Under the plan, RTD agreed to withdraw its lawsuit against the LACTC on the formation of the San Gabriel Valley Transportation Zone.

The RTD has already released Lines 498 and 495 to the zone (see related story this page). Additional points covered under the plan include:

- RTD will be responsible for the design and construction of the second phase of Metro Rail under a contractual arrangement with LACTC as the grantee and the Rail Construction Corporation.

- RTD will be responsible for the operation of all rail lines in the county, including Metro Rail and all light rail lines.

- RTD will be responsible for the integration of all bus and rail service.

- RTD and the LACTC will develop guidelines aimed at ending future disagreements over measures adopted to regulate transportation.

- RTD and the LACTC agree to create a Joint Organization Committee and Joint Ad Hoc Committee to develop and discuss future transportation needs of the region.

- The entire rail transit system throughout the region will be named "The Metro." Each line will be identified by the color of accent stripes on its vehicles.

Line 495 Absorbed by Foothill Transit

RTD canceled service on Line 495 (Diamond Bar-Rowland Heights Express Service) on December 26, 1988 as part of the agreement reached between the RTD and the Los Angeles County Transportation Commission (LACTC) that allows the operation of private bus service in the San Gabriel Valley Transit Zone.

Earlier in December, Foothill Transit assumed the operation of Line 498 (Citrus College-Eastland-West Covina Express Service). Foothill Transit will honor all RTD passes indefinitely. The matter of honoring RTD employee bus passes is still under negotiation.

These lines are two of what eventually will be 11 of the District's transferred San Gabriel Valley lines. After canceling the 11 lines, the District still will operate 24 lines serving most communities in the San Gabriel Valley. The transfer of all 11 lines is expected to be completed by 1990.

The San Gabriel Valley Transit Zone was one of eight issues addressed in the recent agreement between the two transportation agencies. The compromise was reached in order that RTD could receive some \$54 million in Proposition A transit tax dollars being withheld by the LACTC.

Hearing Held on Methanol Usage

The RTD Board of Directors received comments from the public on the proposed testing of alternative fuels on December 22, 1988.

The District will begin testing the operational feasibility and cost effectiveness of using alternative fuels on specially equipped buses.

Additionally, the District will construct a natural gas fueling facility and modify selected existing diesel fueling systems for methanol compatibility.

RTD soon will receive 30 methanol-powered buses

manufactured by Transportation Manufacturing Corporation (TMC) to begin the largest testing program of its kind in the nation. Later in the year additional buses will be modified to use methanol and testing will begin with natural gas-powered buses.

The estimated cost of the project is \$7.9 million, of which 75 percent will be financed by the federal government with the remainder by the District using funds made available from the State Transportation Development Act.

Light Rail Car Unwrapped for Christmas



An early Christmas present to Los Angeles County commuters.

Mayor Tom Bradley, RTD Board President Gordana Swanson, and officials from the Los Angeles County Transportation Commission on November 30, 1988, unwrapped an early Christmas present for the residents of Los Angeles County—a new model of Los Angeles County's new light rail transit car and out stepped Santa Claus.

"It will, as you can see, provide the kind of safe, beautiful comfortable car that will move swiftly through the streets of Los Angeles and out to Long Beach and then reverse, bringing people in the other direction," said Mayor Bradley.

The unveiling took place at the corner of Flower and Eighth Streets, near the construction site of an

underground Metro Rail station where passengers riding the light rail system will be able to transfer. This

***This early
Christmas gift to
commuters will be
put in service
on the 22-miles
from Long Beach
to Los Angeles.***

early Christmas gift to commuters will be put in service on the 22-miles from Long Beach to Los Angeles. Each car will carry about 230 of the 35,000 daily passengers expected to use the system which is scheduled to begin operation in 1990.

Transit Bond Program Held Open House

The Transit Bond Guarantee Program opened its offices to the public for its Open House held December 2 with Mayor Tom Bradley as the guest speaker. The program administers a \$15 million fund designed to encourage greater participation by minorities and women in regional mass transit projects.

The program commenced after the signing of a pact between the RTD and the Los Angeles County Transportation Commission (LACTC) on June 6, 1988. The pact ensures that qualified minority- and women-owned businesses can now compete in building

the Metro Rail and Long Beach-Los Angeles and Norwalk-El Segundo rail transit projects. Traditionally, small minority- or women-owned businesses have had difficulty in getting bonded by financial institutions. With this new program the necessary financial guarantees would be provided to qualifying firms.

Various staff members from the RTD and the LACTC attended the Open House. These members included: General Manager Alan Pegg, Assistant General Manager for Equal

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The Department of Equal Opportunity welcomes the first DBE to be approved for a guaranteed surety bond under the Transit Bond Guarantee Program. Richard and Peggy Robnett, owners of Robnett Electric Inc., have a \$1,074,168 subcontract with Bechtel Corp. to perform work on a Metro Rail Communications contract. From left to right: DBE Manager Angelica Martinez, Walter Norwood, EO Representative Natalie Hernandez, Richard and Peggy Robnett, Contract Administrator Tommye Williams, and Contract Compliance Manager Kirk Rascoe.

Third Quarter Safety Awards Go to 3212 and 9309



Divisions 3212 and 9309 receive the third quarter Safe Performance Award. First row, from left to right: Division 9309 Manager Ray Kunkle, Division 3212 Manager Eugene Hamilton, and Safety Manager Robert Torres. Back row, from left to right: Barbara Anderson and General Manager Alan Pegg.

Divisions 3212 and 9309 captured the Safe Performance Award for the third

Division 12
showed an 8
percent decrease
in fleet accidents
from the
second quarter

quarter of 1988. Presentations to the division managers were made by Risk Management Director Barbara A. Anderson at the

January 5 Board of Directors' Meeting.

Division 12 Transportation Manager Eugene Hamilton accepted the award for the sixth time in the five years he has been a division manager. This is the eighth time the division has earned the award and the second time in the last three quarters that Division 12 has taken the award.

In the third quarter, Division 12 showed an 8 percent decrease in fleet accidents from the second quarter. Comparing the third quarter to the second quarter, Division 12 decreased its lost time injuries by 79 percent.

Maintenance Division 9 Manager Ray Kunkle

Santa Monica Place People Get on Board

The management of Santa Monica Place takes Southern California's traffic problems seriously and was recently recognized by RTD for exemplary participation



Santa Monica Place night receptionist Robin Vorkink (left) trades customer Angela Blanco bus tickets for her receipts.

Receipts for
purchases of
\$10 or more
can be redeemed...
for free bus tickets

in RTD's Corporate Pass Program. Over 263,000 RTD tokens and tickets have been purchased.

Since 1981, Santa Monica Place has subsidized mass transit fares for its 790 employees and the employees of its tenants. Those are steps that many area companies are just beginning to consider in response to the Southern

California Air Quality Management District's (AQMD) Regulation XV.

But Santa Monica Place takes their commitment to traffic abatement even further, by subsidizing transit fares for their customers. Receipts for purchases of \$10 or more can be redeemed at the mall office for free bus tickets.

received the award for the third time. The division has won the award three times previously, but an added distinction for the division is that this is the second time in the last three quarters that it has earned the award.

During this quarter Division 9 worked 3,076 more hours than the

previous quarter and still reduced their lost time injuries by 6 reports. The General Manager's goal is 8.5 lost time injuries per 100,000, Division 9 is 2.6 incidents below it.

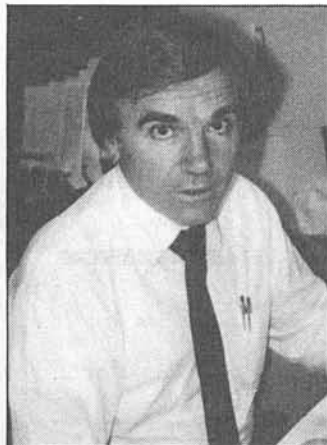
Both Hamilton and Kunkle received checks worth \$100 from General Manager Alan Pegg at the presentation.

Kirschner Retires from Equipment Engineering

Director of Equipment Engineering Frank Kirschner retired from the District on January 21 after 32 years of service.

Kirschner began with the District as a mechanic in 1956 when it was called the Los Angeles Transit Lines. In 1974, he joined the maintenance supervisory staff; in 1979 he was promoted to superintendent of Equipment Engineering, and in 1980 he was named director.

During his tenure, Kirschner devised many efficient human resources procedures. An example was reducing the number of



Frank Kirschner

common. Within six months overtime was eliminated, and with 154 employees the CMF was able to supply parts for 2,400 buses.

Kirschner admits that in order to achieve that kind of productivity, it takes a lot of team work. "Morale was high and we took pride in being able to maintain the fleet that was more cost-effective and with better reliability than anybody in the business," says Kirschner.

It was not the effort of Frank Kirschner he says, it was a team effort. "From the service attendants up to my level, we all pulled in one direction."

Kirschner recognizes that the riding public requires nothing less than a clean, comfortable ride, nor should they he says. "If the District is to survive the challenge of our competitors, we must return to the basics, a team effort where we all pull in one direction. We have the resources at

service attendants required to clean and fuel buses by 30 percent through implementing a single-lane fueling and reverse parking procedure. When first assigned to the Central Maintenance Facility, Kirschner noted that overtime was rampant and delays in securing parts

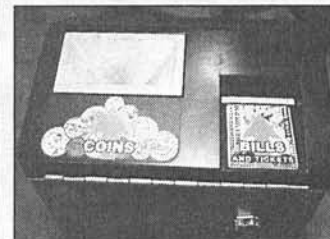
The "Fairest" Box in Town

by Mike Stange, Div. 9310 Manager

The big news for Maintenance in '88 / '89 is the installation of Cubic Western Data electronic fare boxes. And...the only thing this unit won't do is give change.

At the time of this writing, Division 9310 has 167 units installed and in use on the streets in Los Angeles accepting current fares and tokens in a way more advanced than the "Keene" type. Although our practical experience with the equipment is limited, we are rapidly adjusting to their capabilities and characteristic problems. From their unassuming, simple appearance to their incredible self-diagnostic capabilities, this machine is surely going to challenge and inspire our best mechanically skilled technicians and repair people.

The evolution from basic mechanical fare collection systems to their



The new fare box easily accepts coins and dollar bills.

highly technical counterpart is evidence that we are once again on the cutting edge of transit's technological best. The fare boxes will be installed on 2,600 RTD buses by the end of this month. The new fare boxes feature a digital display and separate apertures for the insertion of dollar bills and coins.

Interestingly, since installation of the fare boxes, never have I witnessed such a cooperative effort by

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hand, our work force. If we can challenge them and provide guidance to be more innovative and creative, to do a more efficient job, we will be successful."

Kirschner recommends recognizing employees that are creative and implementing their ideas system-wide as soon as possible. "Recognition and implementation

is a major morale booster. High morale is followed by increased efficiency and productivity."

He leaves the District encouraged that the RTD has some of the most knowledgeable and dedicated employees in the industry. Kirschner plans to pursue real estate projects in his retirement.

Divisions Reduce Accident Rates

Transportation Divisions 9 and 10 received first quarter "Target Line" awards at the December 1, 1988 RTD Board Meeting.

The "Target Line" Program is sponsored to reduce accidents. Each division selects one of its lines that has a high accident rate. Attention is then focused in the form of added instructions and reminders to operators working these lines to help achieve an overall reduction in accidents.

For the first quarter of this fiscal year, the process for the recognition of accident reduction has been modified. In the past, those lines with lower passenger boardings always reflected better accident performance when compared to highly traveled lines in corridors of heavier traffic. Accordingly,

two separate awards have been created—one for accident reduction with lower passenger boardings, and the other for accident reduction with higher passenger boardings. The winner for groups 1 and 2, comprised of competing lines with higher boardings, was Division 10 with the winning line 55. Division Manager John Adams accepted the award on behalf of his staff.

Division 9 won for groups 3 and 4 (lower passenger boardings per hour), with line 274 winning. Division Manager Don Karlson accepted the award from Assistant Director of Transportation Ralph Wilson before the Board. The awards cover the period July 1, 1988 through September 30, 1988.



Divisions 10 and 9 receive "Target Line" awards. Front row, from left to right: John Adams, Don Karlson, and Ralph Wilson. Back row, from left to right: Board President Gordana Swanson, and General Manager Alan Pegg.

TOP OPERATORS

for November

The awards for the Operator Recognition Program for the month of November 1988 were announced in the latter part of December 1988. The presentations included the Manager's Award given to full-time operators.

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

succeeding in their pursuit are listed below.

Managers Award

3201	John W. McDowell
3203	Rosemary Lester
3205	Buford H. Bell
3206	Oscar Solomon
3207	Juan L. Pena
3208	Oscar J. Londono
3209	Joe Spencer Ellis
3210	James U. Bass
3212	Sharon B. Gabriel
3215	Donald E. Cullom
3216	Corval R. Sattler
3218	Ronnie Bean

...Transit Bond

...continued from page 4

Opportunity Walter Norwood, Assistant General Manager for Transit Systems Development William Rhine, Director of Construction Management Samuel Louis, and LACTC Director of Rail Development Richard Stanger.

The City of Los Angeles and LACTC each contributed \$7.5 million to the fund which was deposited with Cathay Bank and Capital Bank of California, local minority-owned lending institutions.

For a firm to be eligible for the program, it must be certified as a Disadvantaged Business Enterprise (DBE)

by the RTD or the LACTC, identified as a potential sub-contractor on the prime contractor's bid, and demonstrate an inability to secure the required performance bonding in the standard surety market.

The two banks will provide working capital loans to program participants who require them to qualify for a guaranteed bond. A minimum of \$1.5 million will be made available for the loans.

The RTD oversees the Office of the Transit Bond Guarantee Program located at 548 South Spring Street, while Rideau and Associates, a woman-owned insurance and bonding firm manages the program.

MARKETING NEWS



Growth in population and in new jobs in Southern California, combined with new Air Quality Management District (AQMD) and City of Los Angeles traffic and pollution control measures, are changing the transportation needs of the region. In response to these changes, the RTD is seeking

changes, designing effective communications programs, and creating business development strategies to respond to a changing riding public.

"There are significant opportunities for growth as a result of AQMD Regulation XV and the proposed City of Los Angeles bus fare subsidy ordinance," explains Promotions Unit Manager Alice Tolbert Wiggins. "The Board of Directors made marketing research a District objective for FY '89 so that these opportunities can be fully realized."

Regulation XV's aim is that companies encourage their employees to switch from driving by themselves to some form of ridesharing,

be it the bus, carpooling, or vanpooling. The RTD's Corporate Pass Program is designed to help employers comply with this aim.

"The growth in number of companies involved in the Corporate Pass Program with the enactment of Regulation XV indicates that more and more companies are going to be turning to RTD for help with employee commuting," explains Wiggins. "To manage the increasing demand for service we will see as Regulation XV is extended to more companies, we need the detailed data the marketing research study will provide us."

Evaluation and Training Institute (ETI) is the firm that has been selected to conduct the marketing research survey. Working in conjunction with the Marketing Department and the Planning Department, the firm selected major employment centers throughout Southern California. The two depart-

ments and ETI devised a survey to gather information on transportation needs, the effects of traffic congestion on worker and company performance, and other transit issues.

Executives with 300 or more employees meet with ETI and give their views on company policy towards mass transit, bus fare

The Marketing Department is looking carefully at our riders and their needs and the needs of major employers...

specific information about the riding patterns of our current riders and the commuting needs of potential new riders.

The Marketing Department is looking carefully at our riders and their needs and the needs of major employers to gather the necessary data. The department is engaged in a major marketing research study as a basis for planning service



Peter Stopher, Evaluation and Training Institute Project Manager, left; Sherrie Wagner-Fernando, Marketing and Communications Representative, center; and Joe Lyle, Senior Planner, right; look at companies within the RTD service area to select a sample for the marketing research company.

Executives with 300 or more employees (will) give their views on company policy toward mass transit, (and) bus fare subsidies...

subsidies, and ways in which RTD can help them to meet Regulation XV and other transportation needs of their employees. One hundred senior managers will complete the survey.

"These executives establish company guidelines on transportation issues for their employees, including company subsidization of bus fares," comments Director of the Marketing Department Tony Fortunato. "Their decisions will have a great impact on the transportation decision of their employees. We're talking to

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them so we are ready to provide the service they'll need to comply with Regulation XV."

Employees of 50 of these companies are also completing surveys. They answer questions about how they get to work now, whether by bus, by carpool or by driving alone, how the RTD can help them to travel more quickly and conveniently, and what changes in bus service would convince non-riders to use RTD service.

"We've worked closely with ETI to select a representative sample of companies in Southern California," says Marketing and Communications Representative Sherrie Wagner-Fernando. "Executive and employee responses to our survey questions can be analyzed to determine appropriate service revisions and public communication programs.

"The executive and the employee surveys each contain 27 questions asking for attitudes and perceptions about traffic congestion now and in the future, the effect of commuting on stress and job performance, RTD service, and the role of the public and private sectors in managing traffic," Wagner-Fernando added. "With the demographic questions that are also included, we hope to have a very clear picture of how people travel to work in Southern California, how RTD fits into their commuting plans, and the ways in which they believe RTD can increase ridership."

Results of the survey will be available in the March issue.

RTD Brings Back Silver from Mechanics' Roadeo

by Michael Stange, Division 9310 Manager



Bus Mechanics' Roadeo winners were given a special reception by Equipment Maintenance administration. Flanking the District's most proficient mechanics are, from left to right: Division 9310 Manager Michael Stange; Assistant Director of Equipment Maintenance Tony Chavira; Mechanic Roadeo Winners: Ellis McDaniel, Dennis Gibo, and Rosendo Jaurequi; Supervisor Howard Shelter; and Assistant Director of Equipment Maintenance Michael Leahy.

Rosendo Jaurequi, Ellis McDaniel, and Dennis Gibo secured the second place trophy when they participated in this year's Regional Maintenance Bus Roadeo sponsored by the Orange County Transit District (OCTD). The roadeo was part of the agenda for the California Transportation Association conference held at the Anaheim Hilton on November 30, 1988.

In record time, our team found all the defects associated with an intentionally defective powertrain and ran the motor—the ultimate test. The next category was the team vehicle inspection. The team had seven minutes to locate

and record 25 mechanical defects for a maximum of 625 available points.

The final category was the driving obstacle and Mr. McDaniel was selected by his team members to "bring home the gold." He masterfully maneuvered that iceberg of steel through tight passages, hitting only a few cones. Showered with perspiration, yet elated with joy, he alighted the coach commenting, "That coach has a turning radius like...., Those brakes are too grabby," and, well, I think you get the message.

They were awarded the second place trophy at the dinner banquet held that evening.

Next year, and with Mr. Davis' support, we will once again start the engine, find the defects, curse the driving course, and experience the sweet taste of victory.

...The Fairest Box

...continued from page 6

various key departments and executive-type people. It is as though an invigorating renaissance has blanketed over our complex and, of late, controversial operation. It is this author's opinion that not only is the new recovery system necessary but it has created, out of need, the miracle element of interaction, communication, and esprit de corps.

Yes, this new technology can be frightening and yes, we will experience some difficulties. However, if we allow our full potentials and skills to focus on this installation we should all experience a renewed sense of satisfaction and accomplishment that has been wanting in our operation for a long while.

Do we accept the old mechanical system of yesterday or do we push on into the technological future of tomorrow? An article in *Reader's Digest* so elegantly stated,"In a complex world, to insist upon simplicity is foolish."

SCHEDULE CHANGES



Brown, Jeffrey, from Bus Operator Trainee Part-time to Bus Operator Part-time.

Canela, Nancy D., from Bus Operator Trainee Part-time to Bus Operator Part-time.

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

Connolly, James P., from Materiel Manager to Assistant Director of OCPM-Material.

Cortez, Frank, from Bus Operator Trainee Part-time to Bus Operator Part-time.

Cruz, Frank, from Mechanic B to Mechanic A.

Delgadillo, Sylvia, from Bus Operator Trainee Part-time to Bus Operator Part-time.

Dvorak, Atsuko, from Secretary to Senior Secretary.

Elquezabal, Danny, from Bus Operator Trainee Part-time to Bus Operator Part-time.

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

Francone, Michael, from Mechanic B to Mechanic A.

Garibaldi, Elva, from Bus Operator Trainee Part-time to Bus Operator Part-time.

Gerardo, Ernest, from Bus Operator Trainee Part-time to Bus Operator Part-time.

Gianuzzi, Louis A., from Mechanic C to Mechanic B.

Gilchrist, Dorothy L., from Bus Operator Trainee Part-time to Bus Operator Part-time.

Gomez, Cristobal, from Mechanic B to Mechanic A.
Gutierrez, Indolfo A., from Bus Operator Trainee Part-time to Bus Operator Part-time.

Hall, Barrington H., from Mechanic C to Mechanic B.

Irvin, Kenneth, from Payroll Clerk to Payroll Specialist.

Lagemann, Barry R., from Bus Operator Trainee Part-time to Bus Operator Part-time.

Lam, Trung N., from Mechanic C to Mechanic B.

Lee, David S., from Mechanic B to Mechanic A.

Lewicki, Paul C., from Materiel Management Systems Supply Analyst to Materiel Supervisor.

Lopez, Gaston F., from Mechanic B to Mechanic A.

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

Morales, David, from Mechanic B to Mechanic A.

Myers, Wesley A., from Mechanic C to Mechanic B.

Nowlin, Michael E., from Mechanic B to Mechanic A.

O'Neal, Diane K., from Bus Operator Trainee Part-time to Bus Operator Part-time.

Perryman, Larry T., from Mopper Waxer to Utility A.

Powell, Charles F., from Mechanic B to Mechanic A.

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

Sierra, Jaimie H., from Mechanic B to Mechanic A.

Stringer, Nancy A., from

Brewer Admitted to State Bar

RTD Investigator Margaret T. Brewer from the Office of the Inspector General was notified in early December that she had passed the California Bar Examination given in July 1988. Her achievement ensures her admission to the California State Bar and allows her to practice law in the state. Ms. Brewer has worked with the District for over a year.

"The only thing harder than the bar exam," said Ms. Brewer, "was the time I caught a 417-pound blue marlin off the Kona coast in Hawaii last year." Ms. Brewer weighs in at 125 pounds. Her contest with the 12-foot long marlin lasted 45 minutes. She said the catch turned her into an avid fisherperson.

SHIFTING GEARS



Gray, Shirley M., began with the District September 3, 1968, retired as a Typist Clerk on October 1, 1988.

Marshall, Ernest J., began with the District November 23, 1963, retired as an Operator on July 20, 1988.

Bus Operator Trainee Part-time to Bus Operator Part-time.

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


Thomas, Keith A., from Mechanic C to Mechanic B.
Washington, James K., from Mechanic C to Mechanic B.

Williams, Tommye J., from Management Intern to Senior Equal Opportunity Representative.

IN MEMORIAM

Gorman, Laurence P., began with the District October 31, 1982, passed away December 2, 1988.

McLendon, Tom P., began with the District October 18, 1945, passed away October 3, 1988.



TO YOUR HEALTH

Cocaine—the Real Snow Job

by Elia Hager, R.N.

Cocaine, even with all its bad publicity, is enjoying a twisted, fashionable image. It's still considered by many as an "in" thing to do; the drug of choice for those in the fast-lane, the killing high of the eighties.

Many are under the mistaken impression that cocaine is ok 'cause so many are using with no apparent problem. It's a twisted fairy tale and myth which disguises the true fatal attraction that cocaine offers the user. The most twisted of these myths is the idea that cocaine can be controlled. The myth that the user can use cocaine "recreationally," on week-ends only; someone who can experiment and who can stop...."any time I want to" is perhaps the most dangerous. Over and over again horror stories are told of people who think they have their cocaine usage under control. But, their work performance may have become erratic; they may be absent from work; they may be showing an irritability with paranoid features, unlike their usual sweet self. These are two of the more classic symptoms of cocaine dependency: irrational mood swings and absence from normal work

or social interactions.

More Myths

Cocaine isn't addictive:

Many years ago, it was thought by the medical community that cocaine was not habit-forming. It is now known in all medical circles as well as those dealing with chemical dependencies, that cocaine is highly addictive, both physically and psychologically. There are many debates as to the time required by each user to become addicted in either or both ways. The opinions of

*These are two of
the more classic
symptoms of cocaine
dependency: irrational
mood swings and
absence from normal
work or social
interactions.*

the experts vary widely as to the time in which the drug becomes necessary to ward off the intense depression that accompanies cocaine dependency. No one really knows how much of the drug



C PUBLIC COMMENDATIONS

Thanks For a Job Well Done!

Division 3201

Fondreaux, Hardy T.
Rodriguez, Frank R.
Schlumpf, R. W.

Division 3203

Andes, Joseph G.
Miles, DeLois
Sifuentes, Nick
Villegas, Raul B.

Division 3205

Edward, Hubert T.
Holmes, Henry
Marigny, Michael E.
Smith, Rubye L.

Division 3206

Collins, Mary
Wright, Richard L.

Division 3207

Coleman, John H.
Fisher, Robert L.
Reguero, Jose
Sidney, Meredith C.

Division 3208

Gonzales, Gary D.
Lindsay, Marvin E.

Ravens, Charles E.
Summers, Donna M.
Vivian, Darrell D.

Division 3209

Flechas, John J.
Granado, Richard C.
Rodriguez, Juan J.

Division 3210

Mattocks, Thomas L.
Miranda, Alfredo
Nelson, Tommie M.
Ramirez, Carlos E.

Division 3212

Monaghan, Patrick J.

Division 3215

Amoroso, Sebastien
Moore, Robert J.
Sanchez, Michael A.
Roessner, Shirley Gould

Division 3216

Aleshire, Dale K.

Division 3218

Carter, Robert A.
Davis, Brenda M.
Gosha, Thomas
Kelso, William H.
Taylor, Mervin M.

Department 1800

Barberic, Shari V.

(or how often) needs to be used until the addiction shows. Addiction may occur on the first try. For others casual use over a long time may pass until one day the user is hooked. It fools so many that at times the drug will be used with the appearance of total control with perhaps weight loss as the first and only indicator of cocaine use. It may appear frequently that the

user is able to set his or her limits within a recreational or psychological need when; in fact the person, without warning, cannot enjoy ordinary life without using THE DRUG, cocaine.

With abusive use of all illicit drugs but primarily cocaine, there are no longer the normal drives of love, family, friends, and sex. The cocaine addict's life centers

continued on page 17...

COMMENDATIONS



The RTD Marketing and Communications Department sponsored a booth at the 9th Annual Japan Expo held at the Los Angeles Convention Center November 25-27, 1988. RTD's booth displayed and distributed information about Metro Rail. Approximately 84,000 people attended the 3-day event. In attendance at the opening ceremonies were, from left to right: Japanese Deputy Consul General Yoshihiro Nakamura, RTD Board President Gordana Swanson, and Mayor Tom Bradley.



Certificates of Merit were presented to the December Employees of the Month at the January 5, 1988 Board of Directors' Meeting by RTD Vice-President Marvin Holen. Those employees included, first row, from left to right: Division 6 Operator Thomas Vaughn, Information Operator Ambrose Hale, Division 9301 Utility A Leader Elias Fajardo, and Acting Division 6 Manager Jim Lukens. Back row, from left to right: General Manager Alan Pegg, Division 9301 Maintenance Manager John Adams, Vice-President Holen, and Director of Customer Relations Robert Williams.

Travel Technician Kathy Chang-Lau, with the District only 4 months was selected the Personnel Employee of the Quarter in her first quarter. But, Kathy is a remarkable employee. She took over a position that had been filled by an as-needed employee and familiarized herself with the District. She required minimal supervision. Because of her experience in the travel industry, she was able to step in and immediately get the lowest fares for our employees. Her energetic, helpful attitude has made her a pleasure to work with.

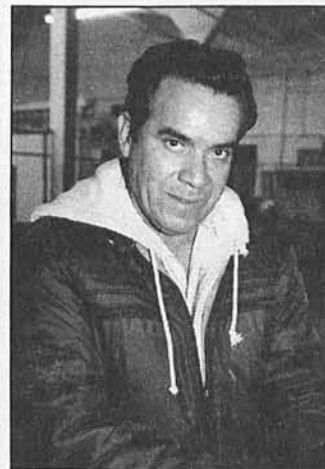


Electrician Leader Bobby Bray retired January 6, 1989 from the RTD following 24 years of service. Bray was given an early morning sendoff by his fellow workers which included presentation of a retirement scroll by Superintendent Richard Hunt and, as depicted here, a commendation for his years of service from County Supervisor Kenneth Hahn presented to him by Electrician Leader George Ruffin, left. Both Bray and his wife have been residents of Los Angeles for 33 years, but on retirement they will return to their hometown of Russellville, Alabama. "I've liked working for the RTD," said Bray, "I just decided it was time to quit." When Bray signed on, the District was known as MTA. As to any future plans, Bray said maybe a little fishing, traveling, but definitely doing "as little as possible."

Facilities Maintenance Plumber Hugo Ponte was selected his department's Employee of the Month for September 1988. Mr. Ponte has been with the District 15 years. In that time he has provided excellent service to all locations and the Central Maintenance Facility. Mr. Ponte is efficient, professional, and courteous in all situations. He assumes the responsibility for checking trouble calls pending and keeping informed of the status of each call. Mr. Ponte is praised by his supervisor for the manner in which he checks his divisions and locations for malfunctioning plumbing devices and his offer of assistance to his fellow plumbers when they need it. His peers and supervisors alike consider him a superb craftsman and an excellent trouble shooter.



RTD Retirees were recognized at the January 8, 1989 Board of Directors' meeting and were presented with plaques by RTD Director Jay Price. The retirees included, from left to right: Division 9 Operator Carlos A. Sahagun, Division 7 Operator William R. Kilgore, Division 8 Operator William C. Marshall, Division 12 Operator Maso Mason, and Director of Equipment Engineering Frank J. Kirshner. Back row, from left to right: Director Price, General Manager Alan Pegg, and Director of Transportation Leilia Bailey.



RTD GETS INTO THE

Mechanic Coordinates Relief for Mexico

Division 10 Mechanic A Rigoberto Banuelos culminated a year's worth of fund-raising for elderly citizens of Mexico by delivering over \$3,000 dollars worth of food, blankets, and household goods on December 17, 1988.

Each year Rigoberto organizes raffles, dances, and picnics to benefit elderly persons in his native Apozol in the state of Zacatecas, Mexico. Last year Rigoberto raised enough to benefit 15 persons, this year he helped out 60.

All proceeds from his fund-raising are put in a special account; then shortly before Christmas he drives down to Guadalajara to purchase all the foodstuffs and household goods. Rigoberto spends an average of 120,000 pesos per person. A primary reason motivating Rigoberto's efforts was

the devastating devaluation of the peso and the accompanying inflation of recent years. The current exchange rate of the peso to the U.S. dollar is approximately 2,060 pesos to \$1.

This year a representative from the governor of Zacatecas attended the ceremony in Apozol.

"I would like to give a special thanks to Maintenance Division 10 for all their help with donations throughout the year, and a special thanks to Ronnie Delgadillo for his help," said Rigoberto.

Now that 1988 is over, Rigoberto wants everyone to know that he has begun to collect for 1989 and that he welcomes any donation. He may be contacted at Division 9310 or at 2525 Las Flores St., Alhambra, CA 91803.



Division 9310 Mechanic A Rigoberto Banuelos acknowledges all those who helped raise the funds for all the food baskets he dispensed at Christmas in his native Apozol, Mexico. The sixty baskets stand behind him waiting to be distributed.

Transit Police Fill Baskets for Christmas

The Transit Police Department made Christmas a bit merrier for needy families by dispensing food baskets brimming with toys and good stuff to eat.

families and food baskets were delivered to their facility.

The Transit Police will continue in the relationship year round in order to



Ready to deliver beautiful baskets prepared by the Transit Police Department to needy families in Los Angeles are, from left to right: Transit Police Officer Velma Breaux, Officer Ravy Vanny, Sgt. Floyd Shaw, and Investigator Luke Fuller.

This year the Transit Police volunteered to become a partner with the Lillian Street Elementary School. The police officers participate in the day-to-day educational program of the students and offer themselves as role models. For the Christmas season, the school identified the needy

reinforce positive regard between law enforcement and the school community. Off duty officers will spend time at the school in activities such as gang awareness seminars, counseling, adopt-a-student, tutoring, career days, and safety panels.

HOLIDAY SPIRIT

A Division 3209 Christmas

by Maceo Bethel, Div. 3209 Asst. Manager

Division 3209 held their annual Christmas party on December 16, and a good time was had by all. The party was completely catered and included a large menu with the usual Christmas turkey and ham.

**Each child
received a
Christmas
stocking...
toy cars and
dolls from Santa**

Santa Claus was well received and each child received a Christmas stocking. In addition, the children received toy cars and dolls from Santa.

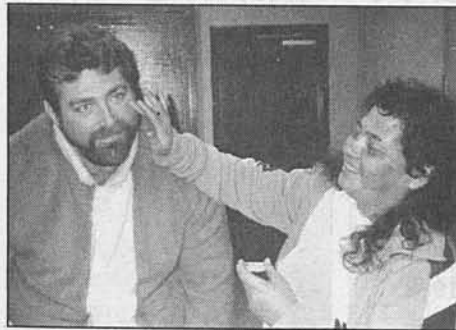
Acting TOS Dwight Benavidez dee-jayed the event with both popular music and plenty of Christmas carols.

Following the gift-giving to the children,

parents got their chance when the division raffled off a 19-inch color television, a VCR, a telephone clock radio, and assorted items.

Assistant Manager Maceo Bethel presented plaques to everyone who participated in making the Christmas party an outstanding success. Among these were two plaques dedicated to all operators of Division 3209 as well as the TOSs and staff. A special thanks was given to Operators Estella Henderson, who cooked two breakfasts for the operators to help raise funds for the Christmas party; Janice Mustin, who decorated the windows; Dwight Benavidez, who dee-jayed; and even Santa, Ben Welch, received a plaque.

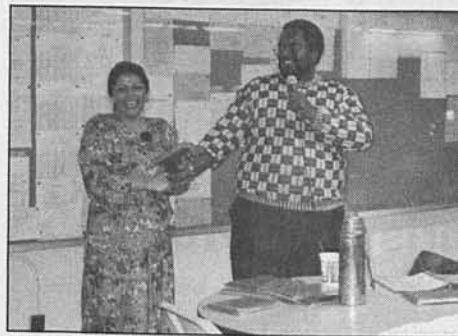
A very special thanks to TOS Foster Thompson who donated the use of his popcorn machine as a fundraiser for the Christmas party. This was a major contribution in offsetting the cost of this event. We at Division 3209 hope that everyone has an enjoyable and safe holiday season as well as a Prosperous New Year.



Mopper Waxer
Toni Flores does
the makeup on
Santa (Ben
Welch).



Operator
Corliss White
sings to Santa.



Operator Estella
Henderson
receives a plaque
from Maceo Bethel
for cooking two
breakfasts for
operators.



Santa asks
the kids
what they
want for
Christmas.

RTD HOLIDAY SPIRIT

A Miracle on Main St.

It was December 23, 1988 and all through the Headquarters Building at 425, adults rekindled the spirit of Christmas of years past and allowed themselves to be photographed with Santa Claus as part of the festivities at the Breakfast Buffet coordinated by the Personnel Department's Employee Activities Section.

Staff enjoyed the caroling by a quartet dressed in Currier & Ives costumes as they ate the breakfast buffet. District staff was served in three sittings to accommodate everyone comfortably.



Metro Rail Project Engineer Robert Wesley tells Santa all he wants for Christmas is for his pet project to come in on time and under budget.

Division 9304 Remembers Seniors in Pico Rivera

Downey's Maintenance Division 9304 several years ago adopted the senior citizens at the Rosemead Retirement Home in Pico Rivera. Each year shortly before Christmas, representatives from the division go to the home to present the residents with a gift.

On December 20, 1988, six members of the division delivered a new Sony Trinitron, 19-inch color television set and boxes of fruits and candies to the home.

This year the Farebox Section at 9304 got the collection started. Maintenance

General contributed almost 25 percent of the approximately \$400 raised. Mechanic A Francisco Perez contributed boxes of tangerines and grapefruit from his garden.

Most of the home's residents gathered in the living room of the home watching the mechanics install the new set with great anticipation. Mechanic A Ron Smith demonstrated the use of the remote control to the residents. After the installation, Santa's helpers from Division 9304 joined the residents in a round of hot cocoa and cookies.

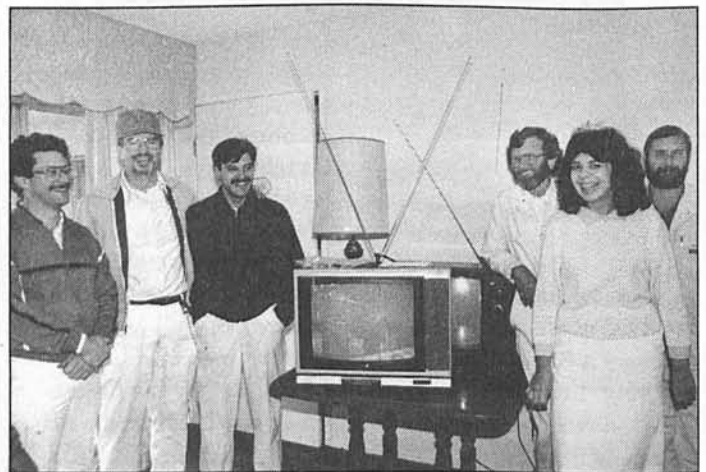
COMTO Christmas Project

The Conference of Minority Transportation Officials coordinated a Christmas collection for the homeless. This successful effort was made possible by the donations of employees in Equal Opportunity, Risk Management, Customer Relations, and Division 3203.

Grooming articles and clothing were donated to the Weingart Center in down-

town Los Angeles for distribution at their annual Christmas party for the homeless families and individuals they serve.

Department coordinators were Sandra Daniels, Equal Opportunity; Edith Goff and Sharon Sterling, Customer Relations; and Cherri Williams was assisted at Division 3203 by Sharon Best, Octavia Shelton, and Art Jurado.



Santa's Helpers from Division 9304, from left to right: Mechanic A Rick Famighetti, Mechanic A Ron Smith, Mechanic A Russell Ambus, Mechanic A Larry Mead, Clerk-Typist Lupe Gomez, and Mechanic A Jeff Ferree.

BIRTHS

Born to Division 3210 Operator **Ernesto Nolasco** and his wife, **Virginia**, a daughter, **Vicky Christine**, on October 21, 1988, at 2:51 a.m. in Los Angeles. Vicky weighed 7 lbs., 13.8 oz. and was 20 inches at birth.



...To Your Health

...continued from page 11

on obtaining and using cocaine.

PHYSICAL ADDICTION HAS OCCURRED!

The user has surrendered the control of his/her life to c-o-c-a-i-n-e; the substance, c-o-c-a-i-n-e has become the center of the individual's life, nothing is of importance only c-o-c-a-i-n-e, nothing is sacred except c-o-c-a-i-n-e, nothing is of value except C-O-C-A-I-N-E.

Another Myth

Cocaine is not as dangerous as they say: Cocaine kills, it doesn't care how old you are, what economic bracket you belong to, what you look like, how talented you are on the athletic field, or what education you have had — this is a truly democratic drug, an equal-opportunity-killer!

Cocaine HAS triggered seizures, heart attacks, cardio-vascular collapse

which has led to sudden death in normal, healthy people. Those persons already at risk for high blood pressure, heart conditions, lung problems, or seizures are especially in danger if they use the drug. But as witnessed in the past, incidents of publicity concerning apparently healthy young athletes, cocaine can kill whether or not you exhibit health risks. Chronic users experience mental problems and sometimes experience severe mental illnesses. As stated before, one of the classic symptoms of cocaine use is irrational irritability, mood swings, and feelings of paranoia. We will see more hospitalization of those who chronically use cocaine. Unfortunately, some of those affected are young vital human beings that have everything to live for and perhaps given too much!

Asian Pacific Employees Hold Annual Gala

The SCRTD Filipino and Asian Pacific Employees Association held their annual cultural dinner/dance at the Los Angeles Hilton on November 19, 1988. Among the special guests and speakers were Los Angeles City Councilman Mike Woo, RTD General Manager Alan Pegg and his wife, Betsy, Assistant General Manager for Operations Art Leahy,

Inspector General Ernie Fuentes, and Auditing Services Administrator Jackie Matosian.

Members of the association performed traditional Filipino dances including "La Jota Moncadena" and the "Pandanggo Sa Ilaw." Following the entertainment, the new officers of the association were sworn into office. The evening concluded with a dance.



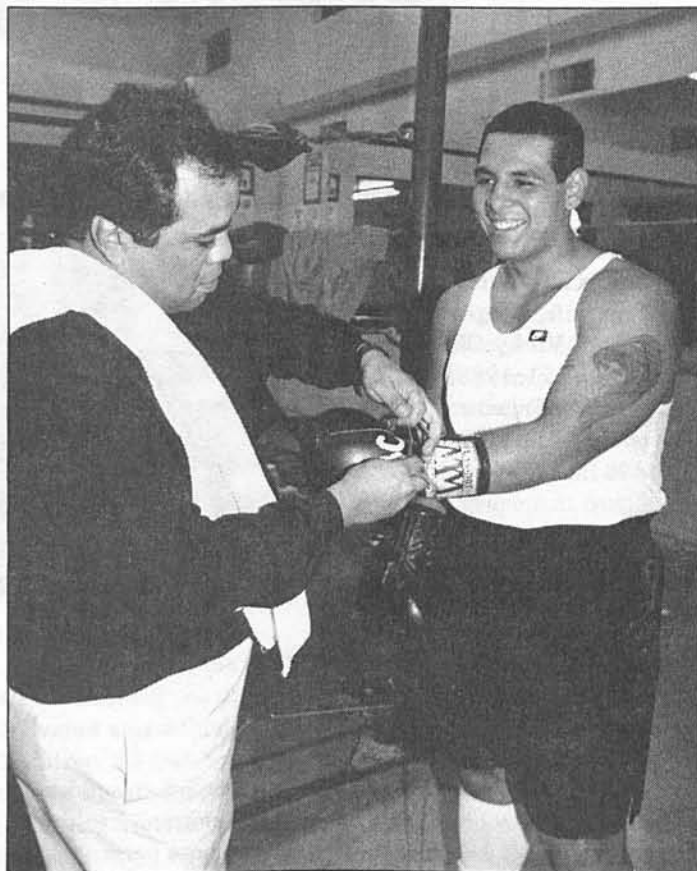
RTD Filipino employees led by Elen Andrian and Joe Vicente, and Carmelita Romero and Emilio Estepa dance the "Pandanggo Sa Ilaw" or the dance of the light at the Asian Pacific night held at the Los Angeles Hilton.



Ready to dance "La Jota Moncadena" are, from left to right: Naomi Saguin, Isagani Saguin, Elen Andrian, Joe Vicente, Aida Lagrimas, and Willie Atienza.

THE MAKING OF A CONTENDER

Trainer Roy De La Fuente helps boxer Rudy Gutierrez into his gloves.



Last summer Division 1 Service Attendant Roy De La Fuente, 45, started training with Rudy Gutierrez, 20—in the ring.

They work six days a week at the East Valley Boys and Girls Club in Baldwin Park. It is hard work, but so far it is paying off. On December 2, 1988, Rudy won the State Amateur Boxing Federation Championship.

Roy met Rudy 2 years ago. "Since I met Roy I've improved 100 percent...I could relate to Roy," said Rudy. "I quit drinking, smoking...boxing teaches you a lot of discipline." To date Rudy has a 6-0 win-loss

record. He is categorized as a super heavyweight at a height of 6 feet and weight of 235 lbs. Rudy has received rave reviews from boxing aficionados. At one fight he got a standing ovation after his performance; at another, the audience threw money in the ring.

"I can see him vying for the title," says Roy. "With his speed, his fast hands, he will be someone to contend with in the future. He has great natural ability and I can bring it out of him. He works hard and that's what it takes—hard work."

Roy De La Fuente is no newcomer to the world of boxing, and it is his aim and

Rudy's dream to see the young boxer fight Mike Tyson in four years. "Rudy will be ready then, he's got it," said Roy. He mentions that Rudy used to be a gang member, a fact underscored by the many tattoos on Rudy's massive upper arms. Since age 13, Rudy had been a member of the Eastside Puente gang.

These days Rudy's life reads like a story of true redemption. He is responsibly employed as a tool-and-die maker, and the loving husband to his wife and a caring father to his 6-month-old son.

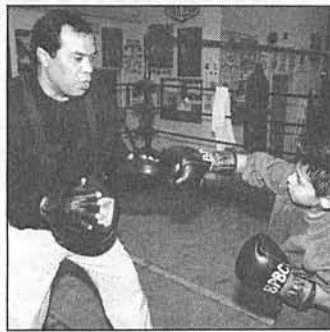
For the last five years Roy has been volunteering his time in the gym to help

kids get off the streets and find a constructive channel for their pent-up energy.

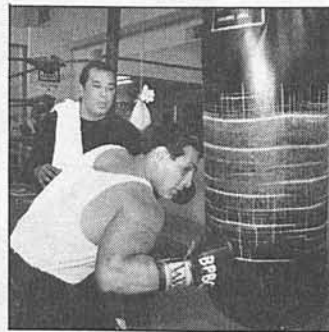
"I was from the streets at one time," says Roy, "If we had more funds for boxing it would keep more kids off the streets." I feel good doing this. I see them winning their fights, I see that...change."

"My father (Robert) used to train me and other kids. He was the top manager in Southern California, I am just carrying on the family tradition," says De La Fuente. In the 1960's Roy had won the state welterweight and junior middleweight championships. As a contender he was chosen to

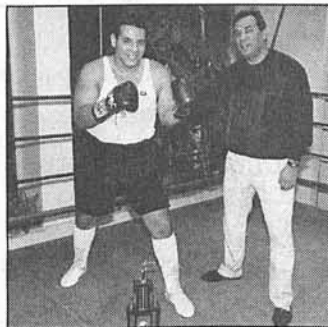
Roy gives Eddie Rivera a few pointers while sparring.



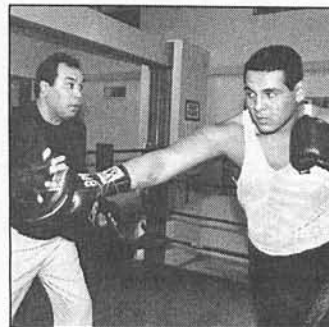
The gym punching bag is worse for wear after Rudy finishes pummeling it.



Rudy Gutierrez hopes to overtake Mike Tyson someday.



Roy coaches Rudy on his swing.



star alongside Elvis Presley in "Kid Galahad." Later he became a friend of Muhammad Ali's. "I had my time," says Roy, "I had my chance, now it is Rudy's."

This reporter is invited into the ring to photograph a training exhibition. Rudy pulls at his black velvet boxing trunks and asks me if I like them, "My mother made these for me," he says proudly. Before we climb into the ring, Roy helps out another aspiring contender—little Eddie Rivera, 9. Eddie has been practicing hard with his father. Roy pats Eddie on the shoulder encouragingly, saying, "Got the making of a champion, I can see it all over you."

Inside the ring, Roy dons padded sparring gloves to absorb the impact of Rudy's swings. Rudy goes after him in a rhythmic one-two step. Roy recounts his training technique, telling of the way he broke Rudy of the natural reaction of pulling away from an oncoming blow. "I teach them to step in," he says. "The punches go over you and you go in to score your points. If you pull away, you get hit."

"Roy taught me how to fake," Rudy chimes in. He demonstrates a little bobbing and weaving motion setting up his partner for his false start.

"A week before I fight, I get mean," says Rudy. "In

my mind I say 'I'm going to hurt him.' At the fight itself, I get nervous. Immediately before the fight I get mean again."

Roy sees boxing as a science. "Not just anybody can do this, that's why they have such big gates. It looks brutal, but one of the greatest athletes is a boxer. He is a runner, a roper..., he sacrifices a lot to be at peak, out-thinking the other man. You don't even want to get mad, because you lose control, you stop thinking." He describes it like playing chess on your feet.

"That's what I like about the ring...may the best man win," says Roy. Part of Rudy's training

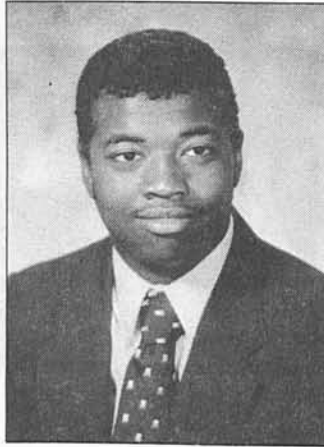
includes watching films and videos of great fights and fighters. While viewing the film, Roy points out the winner's techniques and the loser's downfall.

"My goal is to be somebody in boxing," says Rudy, "to be rich....I've got this dream." Roy says his dreams parallels Rudy's.

"I'm a good teacher and it would be the ultimate to have a world champion," says Roy. "To have done this would mean I've accomplished what I was meant to do."

Son Wins Football Scholarship

Phillip Van Nichols II, the son of RTD Ticket Clerk Cecelia M. Haney, recently accepted an athletic scholarship from the North Carolina Central University. Phillip plays tight end-defense and is a graduate of Jefferson High School.



Phillip Van Nichols II

For Sale

Nose protector for sale—never used. Fits new model Honda Accords (1987, 1988). If interested, contact Josephine at 972-4361. Price: \$50.

Working PM's? Nights? Need childcare? Call Connie Martin (213) 293-2790 after 5 p.m. Licensed and dependable.

The Classifieds

The following guidelines will assist you in placing an ad in the *Headway*.

• ALL COPY MUST BE CAMERA READY:

In other words, what you see is what you get!

• DEADLINE;

The deadline for ad copy is the 1st of the month. (That is June 1st for the July issue, July 1st for the August issue, etc.) Copy received after the deadline will be published in the following issue unless otherwise notified. SEND EARLY! Advertising space is limited at this time.

• FULL PAYMENT MUST ACCOMPANY ALL AD COPY

Make checks payable to: SCRTD and send to *Head-*

way 425 S. Main St., Los Angeles, CA 90013. Advance ad payments limited to current submitted ad plus one month. The editor reserves the right to refuse any ad.

ADVERTISING RATES

FULL PAGE: \$160

(7-3/8 X 9-5/8)

HALF PAGE: \$80

(4-3/4 X 7-1/4 horizontal) or

(3-5/8 X 9- 5/8 vertical)

QTR. PAGE: \$40

(3-5/8 X 4-3/4)

8TH. PAGE: \$20

(2-3/8 X 3-5/8 business card)

Classified ads sent by non-employees are accepted at a cost of \$3.75 per line per month. RTD employees' and retirees' classified ads will continue to run free.

Restaurant Review

by Susan Harvey, Division 15 Asst. Manager

There are those occasions when you want to go some place special, a place where the atmosphere and ambience are out of the ordinary; one such place is Pierre's Los Feliz Inn.

On one recent occasion we were there with friends. The evening started with the homemade Pate de Maison that is served compliments of the house. A crock of butter and a crock of pate is placed on the table with a basket of breads: French, garlic, and crisp Armenian cracker bread. The bus boy never lets you

run out.

Pierre's has an extensive and well-stocked wine cellar (at reasonable prices). We ordered a 1966 Lafitte Rothschild which the sommelier decanted at the table. We asked Pierre, who is also the chef, to order a dinner to go with this extraordinary wine.

The meal started with an appetizer of crab cakes with tomatoes, chicken, and a hint of basil and mint. A riesling was served with the appetizer to cleanse our palates. Before continuing, we had a homemade apricot

sorbet with mint and imported vodka. The main course was both rack of lamb and a saddle of lamb, with a little rosemary garlic sauce. There were assorted baby vegetables and roasted garlic to go with the main course. Dessert was home made ice cream truffles with fresh fruits. A most extraordinary dinner.

We have dined there on many occasions and Pierre always manages to make them special. The menu has a wide variety of dishes that change with what is available and the season. Only

the freshest ingredients are used. They serve venison, mussels, wild boar, quail, and other specialities. One item always on the menu is a flaming Spinach salad which is made at the table. There are always fresh flowers on the tables and service is excellent. If you have an anniversary or birthday, be sure to tell the hostess when you make your reservations.

Pierre's Los Feliz Inn
2138 Hillhurst,
Los Angeles
(213) 663-8001

Axel's Green Thumb

by Axel Heller

This column will be for the novice as well as advanced green thumbs. In the next few months I will cover ideas on ways to improve your yard, as well as your vegetable garden.

It is winter and now is the time to think about how to improve the garden. This month's major topic will be the different types of soil and how to improve them. There are three major types

*The best type
of soil to have
is loam.*

of soil: sandy, clay, and loam. The best type of soil to have is loam, which is a combination of sandy and clay.

Clay soils are made up of very small particles which are tightly packed. Because of its composition, there is little room for air and water to circulate. Clay soils have poor drainage and you will

notice that water will take a long time to soak in, but the soil does retain nutrients. Sandy soils are made up of relatively larger particles thereby creating larger areas for air and water as compared to clay soil. We do have good drainage but sandy soils have a low water retention and a low concentration of nutrients because of leaching.

The best type of soil would be the combination of clay and sandy soil, or, loam. Drainage is excellent with good water and nutrient retention.

There are several different combinations of loam, such as loamy-sand or sandy-loam. The major difference is the dominant particles, for instance, in sandy-loam, sand is the major component of the soil.

Adding organic material to any soil will improve its character. Soil amendments, when thoroughly mixed into a soil will break up the small particles in a clay-type soil into larger size

chunks, improving the aeration and drainage. In a sandy soil, amendments will fill in the spaces thereby improving the soils ability to hold nutrients and water.

Organic soil amendments include wood shav-

*Adding organic
material to any
soil will improve
its character.*

ings, sawdust, peat moss, leaf mold, manure, and compost, as well as other plant remains. Soil bacteria and other organisms, (earth worms, etc.) work to create a final product called humus. You can purchase organic soil amendments at your local hardware store or nursery.

Some of us might recall that in 1980-81 there were commercials about "Ski Bandini Mountain." Bandini mountain was actually several large piles of wood chips/shavings. A new pile would be watered and a bulldozer would push the pile from the top forward, this would aerate and mix the pile. Several weeks later this pile would've been moved across the yard and the final product would be bagged for sale. There are several of these "mountains" being processed on a continuous basis even today.

Bandini mountain is

really a very large compost pile. You can make your own compost pile with material that would otherwise be thrown out, such as lawn clippings, leaves, raw kitchen wastes (peelings, coffee grounds, etc.), being careful not to add material that might contain seeds. The secrets for a good compost pile are feeding it with a little bit of a high nitrogen fertilizer, a little water to keep it moist, and good air circulation by turning it over on a regular basis.

Fruit trees are a bargain this time of the year. Bare-root trees are inexpensive and readily available in the late winter/early spring at your local hardware store or nursery. The dwarf varieties are best for the homeowner, because the amount of fruit and the limited size is the best for the average garden. The average dwarf-sized tree will grow from six inches to fifteen, depending on the varieties versus the full-sized varieties that grow even taller.

Next month I will discuss ways to plant bare-root trees and what those numbers really mean on the fertilizer bags.

Axel Heller is a Digital Technician with the Facilities Maintenance Department and a part-time gardener who will share his expertise in the coming months.

LITTLE MEN AND LITTLE WOMEN DAY CARE CENTER



3821 W. Victory Blvd., Burbank, CA 91505
Phone: 846-5531

Ask for Darlene Drum School Hours: 6:30 a.m. to 6:00 p.m.
Other Locations: Woodland Hills, Van Nuys
Please Call for more Information

RTD Crossword Puzzle

by Greg Davy

Across

1. AGM
12. Star —
16. Hunter constellation
17. Britain's princess et al.
18. "...and pretty maids all in —."
19. Board president
21. Play personnel
22. Posh Venetian resort area
23. Not well
24. Baseball's twin killing (Abbr.)
26. Set of unassembled parts
27. Guide
28. Animal foot
29. Vandevanter, to friends
30. AGM
33. Marquee notice
34. Ronny Howard role
35. Coconut fiber
36. "...—the ramparts we watched..."
38. A little drunk
39. Muscle connector
43. Summer hours (Abbr.)
44. Initials of OCPM's Johnson
46. Former Egyptian leader
48. Holmes creator
49. Prefix: of the sun
52. Magenta and maroon, e.g.
53. Johannesburg, —
55. Former Laker, now a Hornet
58. "Much — About Nothing"
60. Official order
61. RTD buses do this for our riders
63. Slang: Doctor
66. Periodic symbol for einsteinium
67. Atlanta arena
68. Prefix: Half of
69. Free-floating mass of frozen water
71. Sacred choral piece san accompaniment
73. — Dimas
74. SF's rival
75. Small amount
77. To choose in lieu of another
79. Fool's —
81. Royal and Raider Jackson
83. Gender
85. Members of Southwestern Indian tribe
87. N.H. motto: "Live Free or —."
88. "Wizard of Oz" aunt
89. Thanksgiving vegetable
90. AGM

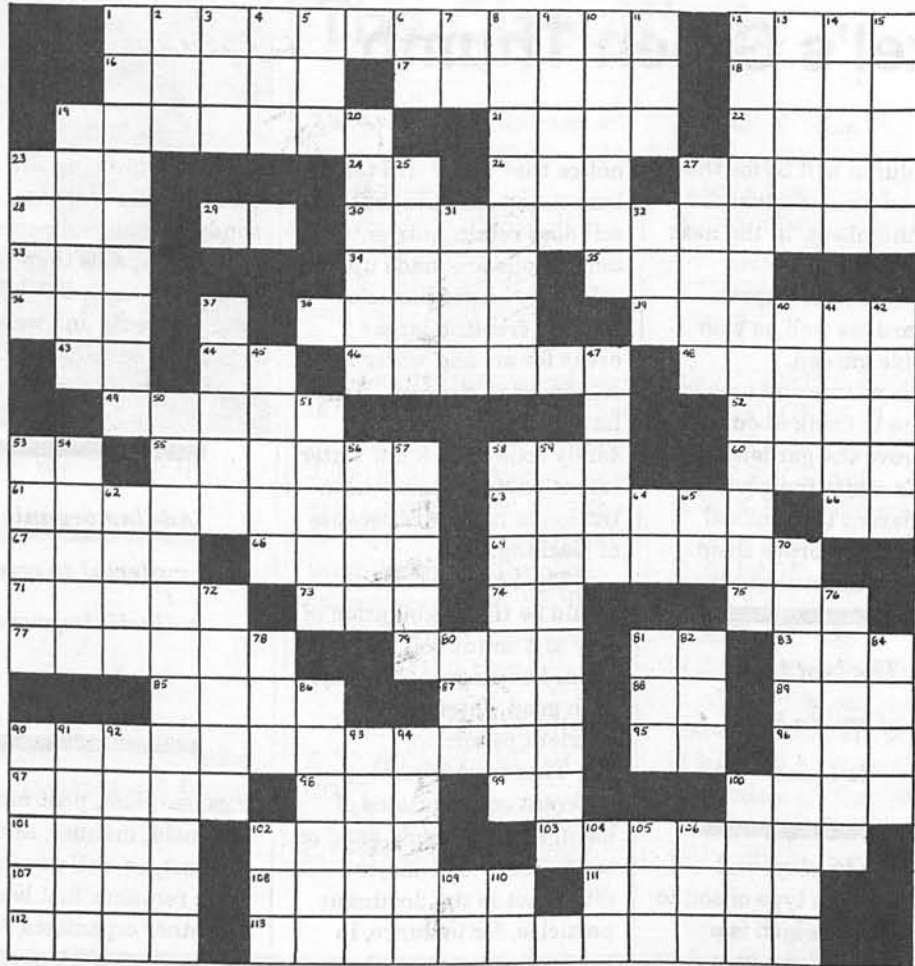
95. Jewish month
96. Baltimore's transit system
97. Headway's Mary
98. Trachter or Gershwin
99. Duke University location
100. Govt. types
101. Completely: To the —
102. Arabian country
103. Certain ammonia compound
107. Wings
108. Islamic holy city and others
111. Incensed
112. Shooting marbles
113. Acting AGM (with middle initial)

Down

1. Discount department store F. W. —
2. Non-conforming (Abbr.)
3. "Put a — on it!"
4. Mauna —
5. Hotel
6. Physician
7. Smallest state (Abbr.)
8. Trotting horses
9. "...The bombs bursting - —."

10. Like the movement of a plant
11. Self-realization organization
12. AGM
13. The Ram
14. Glitzy L. A. drive
15. Given the oath of office
19. Stared angrily
20. Put together
23. — facto
25. Mamma's mate
27. Drew away from
31. Alger —
32. Army bed
37. Book of maps
40. Former GM
41. Hit of the past
42. Bird homes
45. Favors a leg
47. First word of 7 down
50. AGM
51. Double-reeded instruments
53. Put one's foot down hard
54. Protective shell
56. — La Douce
57. Wasps and hornets can do it
58. A thousand times a thousand
59. Deteriorating quality

62. Start the pot
64. Famous Kipling poem
65. Periodic symbol: Chlorine
70. Facile cash?
72. Prefix: Having four parts
76. Harrison was one
78. Label for former Army officer
80. Strange
81. "Maude" star Arthur to friends
82. Schlegel's dept.
84. Short form of Dec. 25 holiday
86. Arachnid
90. Enlightened Buddhist
91. Personnel's Procopio
92. Organizational rule
93. Build
94. In Australia, it's a "station"
100. Spongy tissue
102. Doctors' organization
104. Nothing
105. Exist: pl.
106. Liberal arts graduate degree (Abbr.)
109. Periodic symbol for 79 across
110. Spanish Mr.



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RTD Couple Rides to Rose Parade

When the 100th Rose Parade was held in Pasadena the morning of January 2, many RTD employees were out on the street helping transport the parade viewers, but Division 15 TOS Ralph Riley and his wife, Beverly, were lucky enough to be participants.

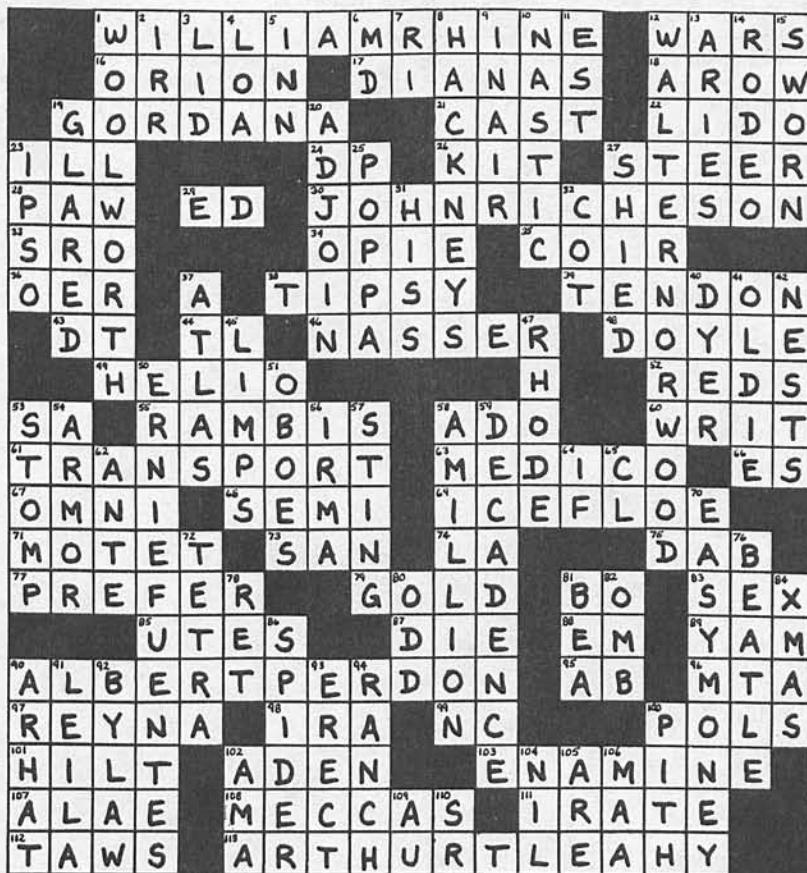
They were members of the Freddie Lee Miller Arabian equestrian group (two males, eight females). Number 20 in the parade lineup, it was Ralph's fifth experience in the Rose Parade and Beverly's seventh.

This year the parade was comprised of 60 floats, 20 bands, and 29 equestrian units, "and we were the fifth group of equestrians," Riley said.

The Rileys own the Four Shamrock Arabian Farms, a 6-1/2 acre ranch located on Angeles Forest Highway in Acton.

Beverly, 43, is a Santa Monica native while Riley, 47, was born in Ohio but has lived most of his life in Southern California. They've been involved with Arabian horses for 17 years and Riley was the president of the Griffith Park Arabian Association last year.

The Rileys have nine purebred Arabians at their Four Shamrock spread where they raise, board, train, show, and offer breeding services by their one stallion.



RECREATION NEWS

February

- 15 Kings Senate - Boston - \$40
- 18 Kings Senate - Quebec - \$40
- 23 Lazers Senate - San Diego - \$6
- 24 Lakers Colonnade - Sacramento - \$11.50
- 25 Lazers - Dallas - Senate - \$6.00
- 22 Kings Senate - Washington - \$40
- 28 Clippers - 76ers - \$13.00 - Sports Arena

March

- 2 Clippers - Portland - \$13.00 - Sports Arena
- 3 Lakers - Indiana - Colonnade \$11.50
- 2 Amy Grant Concert - Forum \$17.50

- 4 Lazers - Dallas - Senate - \$6.00
- 5 Stevie Wonder - Universal Amphitheater \$36.50
- 5 Lazers - Tacoma - Senate - \$6.00
- 16 Lazers - Baltimore - Senate - \$6.00

SEE'S CANDIES FOR VALENTINES - DISCOUNTED PRICES!

MOVIE TICKETS DISCOUNTED;

AMC - \$3.00; AVCO General Cinema - \$3.50; Edwards - \$3.50; Edwards Azusa - \$2.50; Mann - \$3.00; Pacific - \$3.50; Pacific Drive In - \$4.00; United Artists - \$3.50

HEADWAY

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

Mary E. Reyna, Editor

Staff Writers:

Elia Hager,
Carolyn Kinkead,
and Luanna Urie

Typesetting, design, and production:
Nancy Niebrugge Public Relations

Printed by: RTD Printing Department
Al Moore, Manager

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

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