

The ClearWater Transit Times

Volume 2, Number 10

December, 1975

"Brown Bag Specials" begin next month

What's a "Brown Bag Special?"

If you come to a noon gathering in the first floor conference room of the Pioneer Building offices on January 15, you'll have an opportunity to find out.

Actually, the "Brown Bag Special" is the brain child of Mike Baker, training coordinator in the Water Pollution Control Department. He thought that a noon-hour gathering of employees to hear a presentation on a subject either work-related or otherwise might be of interest to some of Metro's employees.

To start the program off, a "Women's Alert" presentation is scheduled. Fredaline Healy, who is with the Federal Protective Service (affiliated with the General Services Administration), will lead off a discussion on personal safety issues of particular interest to women, such as personal attack, rape prevention, and burglary prevention.

A film geared to this subject, appropriately titled "Lady Beware," will be shown, as will some slides. Ms. Healy will also demonstrate some personal safety techniques. A question-and-answer period will follow.

If you have any ideas for future "Brown Bag Specials," please give a call to either Mike Baker at (447)-6578, or Terry Monahan, at (447)-6733.

They're the best in the West!



Some of the people working at Dearborn Station who made their high safety rating possible are, left to right, Harry Reynolds, Dino Kornak, Marilyn O'Boyle, San Van Den Hoek (holding Kornak's dog, Joshua) Bill, Block, Bruce Shaw, Phil Jorgenson, Ray Malone, Clyde Morrell, Harry Wales, Larry Zuber, and Dick Bartlett.

United Way surpasses goal

United Way of King County reported contributions totaling \$10,513,298 which is 100.02 percent of the 1975 goal of \$10,511,753.

General Campaign Chairman Robert D. O'Brien, chairman of the board of PACCAR, Inc., expressed thanks to all those who contributed and to the volunteers who worked so hard to make the drive a success. Funds will benefit 85 human-care agencies offering services at 194 locations in King County during 1976.

O'Brien credited much of the drive's success to the loaned executives who helped set up and coordinate in-plant employee campaigns in firms and organizations throughout King County. Loaned executives are 74 men and women from business, industry and government who were loaned by their employers to work full time for ten weeks for United Way during the fund drive.

The mechanics and transit operators in the picture above are some of those responsible for making Dearborn Station number one.

In a West Coast safety contest, sponsored by Tri-Met in Portland, Oregon, approximately 25 operating divisions which together make up transit agencies in Vancouver, B.C., Portland, San Francisco, San Diego, Los Angeles, and Seattle competed amongst one another to see which division could maintain the best safety record. The basis for determining this was the

number of miles driven between accidents.

All four Metro transit operating divisions (Jefferson, Dearborn, Atlantic, and North Seattle Stations) competed against one another as well as against divisions in other transit agencies.

The contest was begun in February, 1975, and by September, Dearborn had the best track record for the least number of accidents—or, depending on how you want to look at it, the highest number of safe-driving miles.

Union negotiations recently wrapped up

Metro has recently completed negotiations with two unions representing Metro employees.

Sewerage workers represented by Public Service Employees, Local 674, will receive an 11-percent wage increase, a five-cent hourly increase for standby pay, and a shift differential as part of a one-year labor contract.

Clerical workers represented by the Amalgamated Transit Union, Local 587, received an

11-percent wage increase in addition to inequity adjustments depending on job classification. Transit operators represented by Local 587 received a deferred wage increase of 20 cents an hour.

All other employees represented by Local 587 received increases depending on job classifications.

The wage increases all are effective as of November 1.

Task force hands down recommendations



Bob Duckworth, Metro's affirmative action officer, chaired the employee ad hoc committee reviewing Metro's affirmative action plans.

An ad hoc employee task force on affirmative action at Metro turned in a list of recommendations about Metro's affirmative action program to Metro's Executive Staff at its meeting December 19.

The task force was given responsibility for reviewing Metro's overall affirmative action positions on employment, consultants, contracting, and purchasing, and for making a recommendation about the feasibility of having an on-going affirmative action advisory committee of Metro employees.

In addition, the report to Executive Staff made the following recommendations:

- 1) personnel policies and regulations should be written down and more readily available to employees;
- 2) the Affirmative Action Advisory Committee should be an ongoing group which would evaluate and monitor Metro's affirmative action programs;
- 3) Metro's Minority Business Enterprise Plan will be re-written by the advisory committee;
- 4) Resolution 1996 of the Metro Council (Metro's affirmative action policy statement), would be amended to include handicapped employees;
- 5) the Executive Director should report quarterly to the Metro Council's Finance/Personnel Committee on Metro's affirmative action status;
- 6) it should be specifically stated in Metro's Personnel Rules and Regulations that discrimination is prohibited.

The task force was made up of Bob Duckworth, Metro's affirmative action officer who chaired the committee; B. J. Carol, clerk of the Metro Council; Kathi Dahlem, administrative secretary, Technical Services; Gary Isaac, Renton Division superintendent; Whittier Johnson, public information supervisor; Don Munro, manager of Transit Planning; and Carol Sperling, administrative assistant to the Director of Transit.

Letters to the Editor

Dear Editor:

I would like to express my appreciation both for Russ Briscoe's letter and *The Clearwater Transit Times'* decision to print it in the November issue. I feel it is going to take a great deal of interest on the part of Metro employees at all levels to make affirmative action a reality at Metro. Employee concern and interest makes my job easier. So again, thanks.

Specifically, Mr. Briscoe wanted to know if Metro had placed affirmative action on a "back burner."

Although it has been a long time since any affirmative action information has been distributed to Metro employees, I assure you it is not due to a lack of effort from my office.

The affirmative action plan for Metro is currently being reviewed and updated by an ad hoc committee of concerned Metro employees. I think there will be a story about that committee in this issue of the *CTT*. I have also just completed a draft affirmative action plan designed to facilitate minority business participation in Metro projects.

It is not entirely clear what became of the staff committee on affirmative action. This committee was formed by my predecessor, Rosa McDaniel, and was only able to meet one time. The Ad Hoc Committee currently reviewing the affirmative action plan will make a recommendation on the Affirmative Action Advisory Committee, its role, and its future.

Metro's funding problems should not affect our affirmative action efforts. Granted, affirmative action costs money. But without an active affirmative action program Metro may not receive literally millions of federal dollars.

Mr. Briscoe's question concerning member jurisdictions is difficult to completely answer in that I do not know specifically what the various cities in King County have in the way of affirmative action plans. However, the Metro Council has passed a resolution supporting affirmative action efforts here.

Although I have not been involved in searches for management level employees or been invited to sit on panels interviewing candidates for these positions, I would like to do so. I plan to make this desire known and push for an affirmative action review of management level positions. It is imperative that my office get involved in explaining our affirmative action plan and ascertain whether or not applicants are committed to providing equal employment opportunity.

In regard to percentages of minority or female employees, let me simply say the numbers indicate Metro has a long way to go to achieve a balance paralleling King County's population. For example, King County is 52 percent female and Metro's work force is 9.5 percent female. Obviously, a tremendous amount of work is yet to be done.

Again, thank you for your letter. I hope to maintain a regular dialogue regarding affirmative action with Metro employees through *The Clearwater Transit Times*. I encourage employees to write my office or the *CTT* regarding our affirmative action plan. If Metro's affirmative action plan is to become a reality, we need a commitment from all employees.

Sincerely,
Bob Duckworth,
Affirmative Action Officer

Director search begins in January



Carle Salley

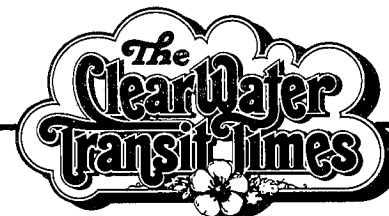
Recruiting for Metro's next Transit Director will begin in January, following the resignation of Carle Salley December 15. Salley's resignation is effective January 31, and he is on leave of absence until then.

In a bulletin to Metro employees December 15, Executive Director Richard S. Page said he would recommend to the Metro Council's Transit Committee a recruiting process that would have finalists for the job meeting members of the Metro Council, the Citizens' Transit Advisory Committee, and some of the Metro staff.

According to Page, primary criterion in the selection procedures for the new position will be proven managerial capabilities which would be necessary to manage Metro's 1500-employee Transit Department.

Director of Metro's Transit Department since May, 1973, Salley is credited with preparing and negotiating Metro's federal grant application and bus technology program for new bus designs, such as the articulated buses.

Jess Dawson, manager of Maintenance and Facilities, has been appointed Acting Director of Transit until Salley's replacement is hired.



Published monthly for all employees and retirees of the Municipality of Metropolitan Seattle

Editor — Susan Nichols

All Metro employees are encouraged to contribute stories, photographs, poems, and story ideas to *The Clearwater Transit Times*.

More money!

What do some of Metro's secretaries, clerical workers, first-line supervisors, professionals, and administrative staff have in common?

Well, effective November 1, they have all received an 11-percent wage increase.

The exception to these increases will be for higher managerial levels, whose wage increases will be based more on merit than longevity.

The pay increases will appear in the end-of-December paychecks, which should help take the edge off holiday spending.

Variety of classes begin in January

The Seattle Community College system is offering several evening courses this winter quarter as part of their Supervision and Management Program.

Metro employees who work in a supervisory capacity can take the tuition-reimbursable courses if the classes are job-related. Employees must also pass the course.

Some of the courses available are: Communication Skills; Fundamentals of Supervision; Management by Objectives; Personnel Selection and Administration; Organization and Management Theory; and Supervisor as a Trainer.

The courses are offered in downtown Seattle under the auspices of South Seattle Community College with the cooperation of the Seattle Community College District. Many of the courses are geared for supervisors and managers in governmental agencies such as Metro.

If you are interested in taking classes, you should submit a tuition reimbursement request form, available either from your supervisor or from the Personnel Division, before registering for the course.

For further information on the evening courses, call the Office of the Director of Continuing Education, 764-5363, or the Personnel Division, (447)-6733.



Women's Programs in Continuing Education at the University of Washington has announced several groups slated to begin in January 1976. There are no formal admission requirements for registration.

The groups scheduled include:

- Perspectives*, a group for women wishing to explore new ideas through literature;
- Re-Action and/or Assertiveness*, a group for women who want to change their self-image, improve their interpersonal relationships, and develop assertive communication skills;
- Retirement Readiness*, a group for women recently retired or nearing retirement;
- Soundings*, a group for women ready to engage in a serious look at their present and future goals.

If you are interested or want more information, contact the Women's Programs Office, 543-4262.

Parting shot spot unveiled!



then...



...and now

Metro employees seem to have a thing about old photographs.

The picture appearing on the back page of November's issue of *The Clearwater Transit Times* elicited more response than any other feature in recent months—and about as many opinions as to where the exact location of the photo was.

Well, after over thirty phone calls, several visits to the library by those people enterprising (and curious) enough to do so, the verdict can be handed down.

The picture was taken at 2nd and Marion in downtown Seattle around 1926. You can see the Smith Tower (built in 1918) in the background, and the Bank of California, built in 1925, is seen off to the right. However, the Exchange Building, built in 1929, does not appear.

As mentioned above, we received a lot of phone calls about the picture. But probably the most digging-around was done by Earl Roberts, senior operator who works with the North Pump Crew at the Matthews Park Pump Station. He made a few visits to the Seattle Public Library, and went through old newspaper clippings. Originally, Roberts thought the picture was taken on Armistice Day, 1918, because of all the flags. However, further research on his part revealed the Bank of California Building, and when it was built. Roberts, along with several other people, also proposed the intriguing notion that the arch shown was

superimposed on the picture and not at any time a permanent structure in Seattle.

Betty Trotochau, who works out of the Customer Assistance Office, thought the picture might have been taken at 2nd and Seneca during the Yukon Exposition in 1918. She also thinks that the arch might have been a temporary structure made of stucco or even papier mache.

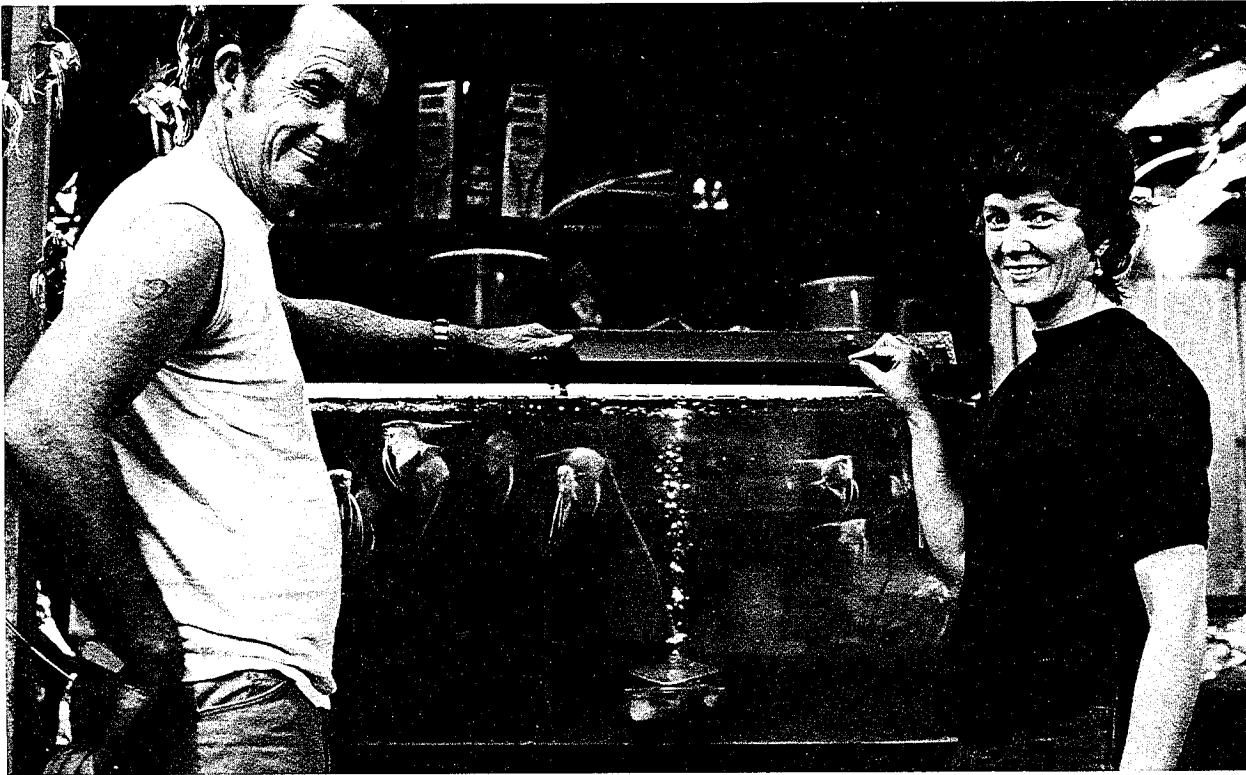
Bruce Lockhart, Dearborn Station, originally guessed that the picture was taken at either 6th or 7th Avenue on Jackson, before changing his guess to 2nd Avenue "a few blocks from the Smith Tower."

Jennifer Steptoe, Customer Assistance Office, and Ed Rafter, Transit Operations, both thought the picture was taken around 1918 on 4th Avenue.

However, 2nd Avenue was the choice of many people, even though exactly where on 2nd differed from person to person. Mary Isernio, North Seattle, guessed 2nd and Marion. So did Paul Tremain, transit service supervisor; Glenn Lee, Customer Assistance Office; Jim Hawthorn, Engineering Services; Steve Cassel, a transit operator working out of North Seattle; and Donna Schmidt, administrative secretary in the Planning Department.

So, 2nd and Marion wins. And to prove it, we revisited the spot and got another shot of the location.

The Feskings have something fishy



Bert and Darlene Feskings show off their prize fish — gold angel fish.

"When I get home from work, I'm beat. But after spending a few hours with the fish, I can completely unwind," said transit operator Bert Feskings, who works the daylighter out of Auburn from Dearborn Station.

Feskings wholesales about 2,000 fish each week to a tropical fishery in Federal Way, and consequently, has 65 fish tanks in the basement of his home in Burien.

"I've been interested in fish for about ten years but we've just been wholesaling them in Seattle for a few years now," Feskings said.

"In fact, we had to move last summer because of all the fish. They were everywhere — in the recreation room, the living room, the bedrooms, and finally into the garage," he added.

How does one go about taking care of 65 tankfuls of fish?

Feskings considers himself lucky, in that his wife also likes fish and helps attend to them.

"The fish are active about a 12-hour day. They go down to the bottom of the tank in a cluster

and stay that way all night. When you turn on the lights in the morning, they start moving around again," he explained.

"The work involved in taking care of the fish is time-consuming. For instance, when the fish are babies, they have to be fed every few hours around the clock," Feskings said.

Also, he added, clean water and good food are essential to the health of the fish, which means cleaning tanks, checking for disease, and keeping records on which fish have been fed and when.

"It's hard for some people to imagine, but fish have personality. They react differently to different people, and know who is familiar and who isn't," he said.

Feskings hopes to eventually accommodate 200 fish tanks in his home. And where will these additional tanks go?

"I guess I'll have to put them in the garage," Feskings said.

Calling all Hot Doggers!

If you like to ski, but don't like all the bother of tire chains, hauling your skiing paraphernalia, or the long drive home, then you might want to think about using Metro's "Hot Dog Limited" ski service, beginning this month.

The special round trip service to Stevens and Snoqualmie Passes (Alpental, Hyak, Ski Acres, and Summit) began December 13 and will run through March 23, 1976. (The "Hot Dog limited" service to Crystal Mountain will not operate this year.)

In operation Saturdays, Sundays, and Washington's Birthday (February 16, 1976), the "Hot Dog Limited" buses will leave from Metro's park-and-ride facilities throughout the Seattle area at 7 a.m., returning from the ski areas at around 3:45 p.m. Round trip fares are \$6 to Snoqualmie Pass and \$8 to Stevens Pass. Remember to carry exact fare, as Metro's transit operators do not carry change. Also, keep in mind that there are no oneway fares.

The "Hot Dog Limited" service will operate as scheduled, weather and road conditions permitting. If you have any questions about the service, contact Metro's Customer Assistance Office, (447)-4800.

One suggestion awarded

Metro's Suggestion Board made one award in late November.

Douglas B. James, a lineman in the Transit Department, worked out a method for more efficiently removing underground cables from ducts. By implementing this suggestion, Metro would realize an annual savings of \$500. Consequently, James' received \$50, or 10 percent of what would be the first year's savings.

(Suggestion system regulations provide for applying the formula of 10 percent for the first year savings in cases where suggestions proposed by employees would save the agency a substantial sum of money.)

Memorabilia

The Metro archives, currently housed in the Metro library, never cease to amaze us. Employees in non-transit departments may have thought that there was nothing out of the past to haunt them, but such is not the case.

While searching for some of the old editions of *Transit Talk*, we happened to find some copies of the *Transit Newsletter*, and the early editions of what was to become the *Metro Digester*, the publication for Metro's sewerage employees.

The following two excerpts give an interesting perspective to newer Metro employees — and may reawaken some memories in the minds of those of you who have been around for awhile.

June, 1963:

AND AWAYYYYYYY WE GO: This is the first edition of a new monthly Metro publication for our employees.

It has come into being because our 75 employees work in small units on both sides of Lake Washington, from Bothell to Renton.

Most of us use one of the 16 Metro-operated treatment plants as a headquarters and only 17 of us work directly out of the Metro building at Harrison and Elliott.

This makes it difficult to know each other, to keep in touch, to be fully informed, and this is the purpose of this little publication.

More specifically, we will try to accomplish two things: (1) to keep the whole staff acquainted with Metro's progress in construction and operation; and (2) to become better acquainted by reporting some of the activities of our scattered members.

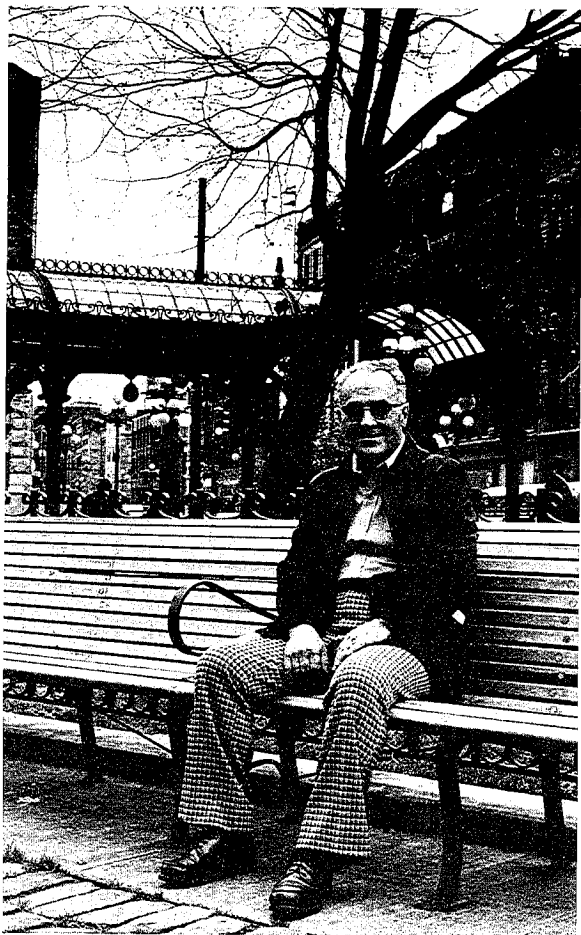
We are grateful to the staff correspondents who have volunteered to send in notes. Please try to get them to us by the first day of every month. With your help, we expect to get better and brighter.

Transit Newsletter, June, 1954
Freeway

During the past few months, there has been much discussion in print about the proposed freeway from Tacoma to Everett through Seattle. The location which Everett have the greatest support enters Seattle at the north near Northgate, crosses the canal on a new high bridge above the present University bridge, along the west side of Capitol Hill, on Seventh Avenue through the central area, along the west side of Beacon Hill and the east side of Boeing Field.

If the authorities should decide finally that this is the most feasible location, then the Seattle Transit System is vitally interested in operating vehicles on that freeway. And we believe that it is most important that one lane southbound and one lane northbound be devoted exclusively to transit vehicles. Perhaps it would be bus operation five years from now but the freeway should be so planned that it would accommodate rapid transit trains twenty years from now.

Morse "surprised" at 4th and Main



Harry Morse takes a seat outside the Pioneer Building in Pioneer Square. Most of the years Morse worked with transit were in and around the Pioneer Square area.

"I knew something was happening, because they kept calling me on the radio to see where I was—but other than that, I had no idea," said Harry Morse about the surprise retirement party for him November 14 at the transit inspector's station at 4th and Main.

A senior inspector at the time of his retirement, Morse had been a transit employee for 39 years. He started as a streetcar operator out of Jefferson Station, then moved on to North Seattle. Morse's career as an inspector began during World War II, when he began working at the inspector's station in Pioneer Square. (Morse continued to work out of that location until his retirement last month.)

When Morse approached the 4th and Main station the afternoon of the 14th, his suspicions that something was going on were confirmed, as he was greeted by about 75 friends, family members, and co-workers — all standing around on the street.

"I was amazed at all the decorations they had. There were posters, streamers, and on my van someone had written "Just Retired," Morse said.

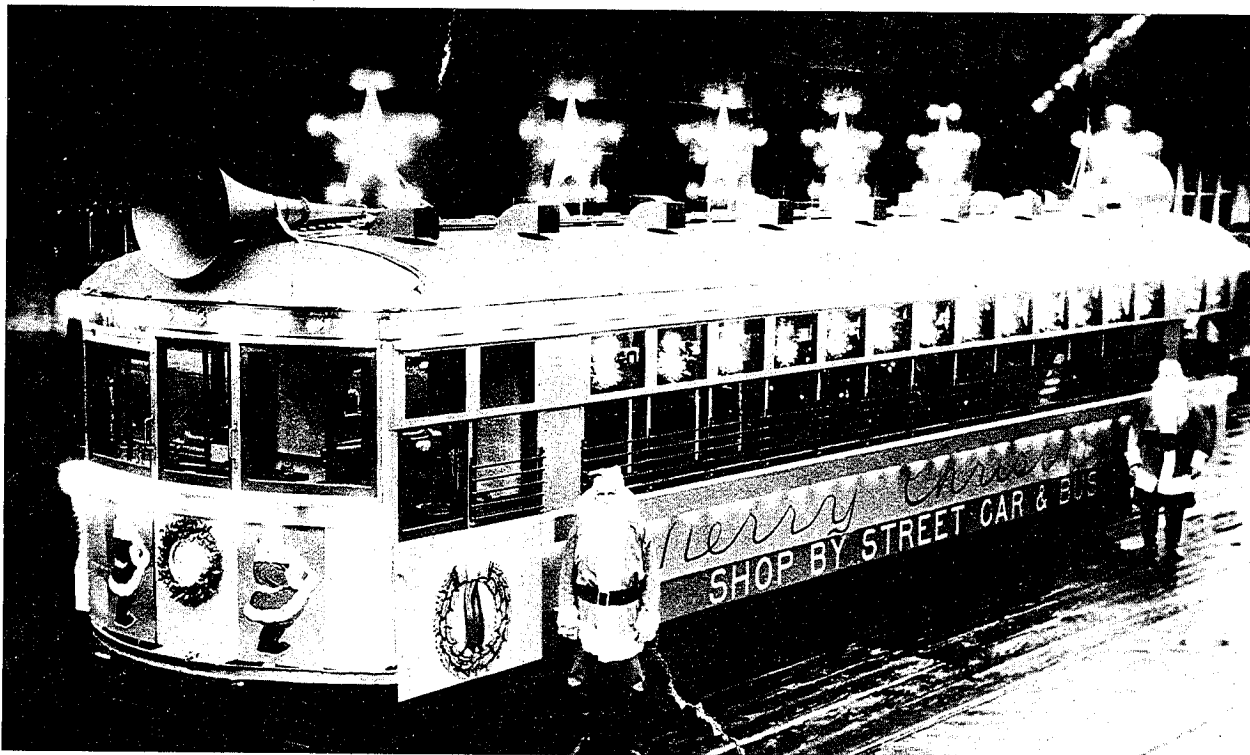
As part of the festivities, the recently-restored Brill trolley was available for Morse to drive.

"That thing steers just as hard as ever, even though the last time I drove one was over thirty years ago. We used to have about 100 of them in operation," Morse recalled.

Morse and his wife (they met because she used to ride on one of his buses) hope to spend more time, now that he has retired, at a mountain cabin they own. They'd also like to travel. "We don't have any place in particular in mind — just as long as we can take our dog along," Morse said.

"I've had an awful lot of fun on this job. I've enjoyed the work and the people I worked with—and I hope they've felt the same way, too," Morse added.

Hot Shots



Tidbits

It's a girl! Tom and Kathleen Coe (he is a transit operator working out of Atlantic Station) became the very proud parents of an eight-pound, six-ounce baby girl late the evening of November 19. Coe said he won \$109 on a bet with his wife that the baby would come on November 19 (his birthday is on July 10)...**For whom the bells toll?:** Mike Otis, Metro's bachelorette manager, decided to put an end to his bachelorhood by getting married in late November ... **Words from the wise:** Curtis Robinson, transit operator, was the subject of a feature story which appeared on the front page of the Seattle P.I. December 8. In case you missed it, here are some of the things Robinson had to say: "If they (the passengers) look you in the eye before they even step on the bus, they're going to say something to you. If they don't look you in the eye by the time they hit that first step, they're not going to say anything... You ever hear people say a bus driver wrecked their whole day? Well, if a bus driver did it, then they were looking for it to happen. But if one bus driver can wreck somebody's day, just think about what it's like for the bus driver, who sees a thousand people every day." ... **Kudos:** To Renton Division maintenance superintendent Ernie Scott, who received an award from the Pollution Control Federation. Scott received these honors at the recent Pacific Northwest Pollution Control Association's convention in Boise, Idaho.

Got a joke, a classified ad, a message, or anything else appropriate to this column? Then submit to *The Clearwater Transit Times* editor at the central office.



There were two runners-up for this month's cover photo, so we thought we'd run them anyway. Both photos, again courtesy of the Metro library, were taken around 1937.

Editor's note: This is my last issue as editor of *The Clearwater Transit Times*. Employees having contributions, comments, complaints, or suggestions about the paper should now direct them to Whittier Johnson, public information supervisor, (447)-6768.

I would like to express my sincere thanks to all the employees who have contributed their stories and ideas to the paper since we began publishing it two years ago. The job would have been almost impossible without you.

Speak Easy

What do you *really* want for the holidays?

"I want a fox tail for the aerial of my 1939 Dodge, and a lap warmer for my Harley Davidson."

Dean Black, operation supervisor, West Point Treatment Plant

"A babysitter."

Carl Johansen, government relations analyst, Public Services

"From who?"

Curtis Robinson, transit operator

"I can't tell you because it's X-rated."

Doug Hilderbrand, industrial waste engineer, Water Quality Division

"I want a garbage disposal—and I'm not kidding!"

Ruth McGuire, secretary, Schedule Section, Transit Department

"A promotion and more money."

John Lowdon, industrial waste technician, Water Quality Division

"I'd like gold-plated bumpers for my Volkswagen."

Doris Sievert, senior secretary, West Point Treatment Plant

"Something strange..."

Tom Jordon, component agency coordinator, Public Services Division

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Happy Holidays!

