Bus washing and other procedures
Help cut District water use by 1/3
I ride the AC Transit buses to work and to night school. It is pitiful to see juvenile delinquents cut up the beautiful seats and draw lewd and offensive pictures on backs of seats.

These repairs are expensive and this ups our taxes. How about all schools having meetings to inform the kids about the high cost of repairs and the taxes their folks have to pay for their wrong doings?

Betty Leuras
Alameda

(Ed. Note: AC Transit does have ongoing programs in the schools aimed at reducing vandalism on buses. One program, to which students are responding favorably, employs the assistance of two Oakland Raiders — Otis Sistrunk and Phil Villapiano — who visit schools regularly, particularly where problems have occurred.)

Recently I was on route to work on the Nimitz Freeway near the Albany exit. Through the quick thinking of one of your drivers a serious accident was averted.

A vehicle beside the freeway was on fire when your driver pulled his bus over to the side of the road and extinguished the fire with his fire extinguisher.

It's very reassuring to know that your drivers interests go beyond the immediate scope of their job!

James F. Chakedis
Mayor
City of Pinole

I am writing this letter to commend one of your 37 Express drivers, Mr. Harley Asp. I can't tell you how much his courtesy and thoughtfulness is appreciated by all those who ride with him.

He knows and genuinely appears to like all of his passengers and greets each one daily with a smile. On one occasion, even when spoken to abusively by a disgruntled passenger, he maintained his composure and replied with kindness and courtesy.

Each morning I look forward to a smiling face to greet me and a smooth, safe ride to Berkeley with a very distinguished gentleman.

Cynthia A. Melton
Oakland

Recently a large group of our children and teachers went to the pumpkin patch in Half Moon Bay on one of your charter buses. They had a delightful trip and were very pleased with the courtesy, interest and concern shown by the bus driver, Dave Scheutte.

Sister Ann Maureen
Director
St. Vincent's Day Home

This is a note of sincere appreciation for your company's policy of telling people how to take the buses to get around. Every time I call I feel I'm treated as a human with needs. It's services like these which, I think, encourage people to use mass transit. Thank you AC Transit.

Amey B. Shaw
Oakland

Reduce usage one-third

Water conservation underway

AC Transit is in the process of reducing its water usage by more than one third.

And every further reductions should be made through a Federal grant informally approved in record time by the Urban Mass Transportation Administration.

Recycling project approved

UMTA has indicated approval to fund 80 percent of the costs of a $100,000 project to recycle water used for washing buses at three divisions. General Manager Alan L. Bingham, told the Board of Directors this month. The approval was made by telephone on the same day it was requested.

Recent equipment would be purchased and installed in bus washing racks at Emeryville, Seminary and Richmond Divisions. Two-thirds of the water being used to wash buses at the new Newark Division already is being recaptured and reused by the recycling method.

Under its new water saving program, AC Transit is washing buses two times a week instead of four times, saving 345,000 gallons of water per month.

THE COVER — Emeryville Division bus is seen receiving a complete exterior washing via an automatic bus washing rack. The racks are used at all division sites, with the Newark Division rack already capable of using recycled water. A clean coach fleet is maintained through a rescheduled washing pattern, saving 345,000 gallons of water monthly.

Water savers were installed on all water hoses. All water facilities were checked for leaks, as was the volume of water being used in sanitary facilities.

Before the adjustments, water usage was 1,400,000 gallons per month. The new procedures are expected to result in a reduction of 34.8 percent.

Larson assumes top planning post,
Named manager of research and planning

Donald S. Larson, since 1973 responsible for researching East Bay bus service expansion, has been appointed a top management executive for AC Transit.

Larson, 35, assumes the position of manager of research and planning after having served as senior planning coordinator for four years.

He was active in planning such projects as implementation of Dial-A-Ride in Fremont and Newark, the recent El Sobrante Transit Needs Study, the current Berkeley Transit Coordination Study and experimental subscription bus service in Hayward's industrial area.

Larson began his career on May 22, 1961, rising through the ranks from his first position as traffic checker.

Experience extensive

Before Larson's appointment as senior planning coordinator on Jan. 1, 1973, he held such jobs as schedule analyst, supervisor of schedules and assistant superintendent of schedules.

A native of Oakland, Larson attended the University of San Francisco before joining AC Transit.

He resides in Pleasanton with his wife, Janet, and children; Paul, Stanley, Peter, Michael, Kenneth, Matthew and Christina.

Donald S. Larson
Operators honored for quarter century Accident-free driving records

AC Transit has gained its 19th and 20th operators to have reached 25-years of driving without a chargeable accident, with the additions of Grant W. Hastie and Thomas R. Brand.

Both celebrated the occasion this month amid congratulations of family and co-workers in a ceremony at Seminary Division spotlighting the milestone.

General Manager Alan L. Bingham was present to award both with 25-year Safe Driving pins and arm patches, offering Hastie and Brand to younger operators as examples of persistent excellence.

Hastie, the 19th driver “to join the club,” was born in Denver in 1916. He served in the Army Medical Corps during World War II and after his 1946 discharge joined Key System, AC Transit’s predecessor, as a street car motorman.

He transferred to Seminary Division as a bus driver in 1948. Hastie earned his first-year Safe Driving award in 1949.

“As with most of our 25-year award winners, he has no passenger type accidents on his record,” Stanley O. Pearce, safety and training superintendent, reported.

Hastie resides with his wife, Mamie, in San Leandro. They have two sons and six grandchildren.

Brand was born in Iowa in 1913 and began his career as a bus driver in 1946 at Emeryville Division, transferring to Seminary Division when it opened in 1947.

He earned his first-year Safe Driving recognition in 1948 and, like Hastie, has never had a passenger accident on his record.

Brand lives in San Leandro with his wife. Fidelis. The Brands are the parents of one son, Jon, who serves as vice-mayor of Laguna Beach.

All divisions beat Safe Driving goal During January

All divisions beat the safe driving goal for the month of January in terms of miles driven per accident.

With a goal of 13,250 miles per chargeable accident, the District-wide average for January was 19,762.

Newark Division tallied 88,348 miles while Richmond Division drivers scored 23,907.

During January Seminary Division achieved 18,527 miles and Emeryville Division marked up 17,221 miles driven per chargeable accident.

Conflict tackled in televised self-study

AC Transit drivers overwhelmingly approve a new program using staged video taped conflict situations as a means to ward off potential problems with passengers before they occur.

Highlight of the course is the often startling experience of seeing one’s own performance in problem situations on the television screen.

A high percentage of drivers who have completed the eight-hour course indicate their relations with customers have improved.

“For instance, our operators have discovered that problems with school children have been improved by this program,” reported J. Dale Goodman, transportation manager.

“Realizing that their own actions may aggravate or create a problem in the mind benefit drivers go from viewing themselves in role playing situations.

Cope more effectively

“In addition, role playing provides the driver with better understanding of a situation and he’s therefore able to deal with it effectively.

“The majority of drivers indicate they’ve had no problems with passengers at all since taking the course,” Goodman added.

“IS THAT the way I looked?” becomes the frequent cry after staged conflicts are played back.

It is through this self-study that drivers learn to identify conflict within themselves, analyze and resolve it, according to Instructor Ben Davis who teaches the eight-hour class.

Some 582 drivers of the District’s 1,400 driver work force have completed the program. All are scheduled for attendance.

Up to 15 operators attend a session, which begins with self introductions followed by a definition of conflict given by Davis.

Davis asks drivers to write down problem areas they confront most often on the bus such as rowdy youngsters, transfer problems, smoking on buses, etc.

The problems are then placed on a blackboard and the class is open to informal discussion on ways to deal with them.

After a lunch break, drivers return for a summary of the morning’s discussion on how problems have been met in the past.

Then the televised role playing begins.

Drivers are separated into groups of two or three and told to enact conflict situations which happen on a bus.

One driver may play himself while another will act the example of an obstreperous rider who refuses to pay a fare.

Davis contends a certain magic takes place when the tape is played back and drivers watch their own reactions for the first time.

“They realize that how they look often says more than the words they’re speaking,” he explained.

ROLE PLAYING of conflict situations is played back via video tape to drivers who acted out various problems encountered on a bus. Instructor Don Morgan guides class in constructive self-analysis toward less inner conflict and confrontation with others.
Affirmative Action pursues employee opportunity goals

Assuring a policy of equal opportunity for AC Transit employment and career advancement is the directive pursued by John Rose, who serves as the District's Affirmative Action representative.

Beyond equal access, that directive includes a goal of bringing more females and minorities into the work force and decision making levels.

Rose devotes his efforts full-time to overseeing these policies, which were updated through a written plan adopted by AC Transit on July 1, 1975.

AC Transit had always been an Equal Opportunity Employer — stimulating the East Bay economy through availability of jobs regardless of heritage, Rose pointed out. The plan adopted in 1975 aggressively seeks advancement of groups which may have lagged behind in the work force.

As an employee who began his career in East Bay public transit 25 years ago and advanced through the ranks beginning as a bus operator, Rose has intimate knowledge of personnel matters, particularly the employment and promotional process.

Conference input


Armed with input from that conference and recommendations from a Berkeley consultant firm, Rose drafted a proposed policy statement which became the basis for Affirmative Action plan.

Rose was named to preside over the plan's implementation on the day it was adopted. Although his title and day-to-day activities changed, the circles he moves in haven't.

Before his appointment as Affirmative Action supervisor, Rose served as employee relations representative and accustomed himself well to working on personnel matters.

Receiving complaints of alleged discrimination are among Rose's duties. Complaints can come from both within AC Transit and outside.

"Each complaint is investigated on an individual basis. An attempt is made to satisfactorily resolve it before help is sought from outside agencies," Rose explained.

Employee opinion on direction of the program is solicited through the Employee's Affirmative Action Advisory Committee, which was established on April 24, 1975. "It provides two way communication and suggestions on various aspects of the program," he added.

The committee, with an authorized membership of 20, draws its members from throughout AC Transit, with emphasis on minority and female participation.

The committee consists of both management and union employees from all departments.

"Anyone wishing to serve on the committee should send a letter to John Rose, Personnel Department, explaining their background with AC Transit and reasons for wanting to join the committee," Rose said.

Monthly meetings

It meets the third Thursday of each month and memberships are staggered for one or two year periods.

The committee is currently chaired by Edward Billie, a Richmond Division bus driver, and its actions are recorded by Donn DesBoine, senior schedule analyst.

Examples of recent committee discussion included proposed discontinuance of "interest cards" being issued for job seekers when no applications are being accepted.

"Both the committee and the District thought interest cards held out false hope to an applicant, so we discontinued them on an experimental basis," Rose said.

All employees now have a better understanding of the in-house promotion process after receiving a bulletin detailing that process — which was done at the committee's suggestion, Rose added.

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A resident of Richmond, Rose lives with his wife, Virginia, who also has devoted herself to a people oriented job as probation aide for Alameda County.

MATTERS affecting employee opportunities are discussed by Employees Advisory Committee, seen in session at left. The committee convenes monthly to help provide two-way communication and suggestions.
New Employees

AC Transit welcomes these new workers
Antwiler among recent deaths

Maintenance Foreman William E. Antwiler, who ranked number two in District-wide seniority, died in a coma Jan. 28.

He was among three employees and three pensioners who passed away in recent weeks.

Antwiler, 67, suffered a massive heart attack Jan. 15 and had been under intensive care in an Oakland hospital prior to his death.

A maintenance foreman at Richmond Division, he began his career with Key System Transit Lines on July 30, 1929.

Painless savings Plan promoted

A District-wide campaign is underway to encourage greater employee use of automatic payroll deductions for U.S. Savings Bonds.

The campaign was inaugurated this month with a luncheon meeting for employees designated as Payroll Savings Plan representatives, outlining the program aimed at making saving money painless.

"The Payroll Savings Plan is as close to being a painless way to save as any program yet devised," reported Lawrence S. Kurz, treasurer-controller.

"You don't see the money, you don't spend it — yet it's there if you need it."

As a real bonus, the interest on these bonds are not subject to local or state income tax, Kurz reported, and federal tax can be deferred until the bonds are cashed in, often after retirement when most people move to a lower tax bracket.

By authorization, deductions are made automatically from the employee's check. Financial guidelines for the program are set by the employee.

Authorization forms may be secured from department managers or through Plan representatives, who will be contacting employees individually.

Only Nicholas Alevizos, Richmond Division superintendent who began his career in 1921, outranked Antwiler in seniority.

Antwiler, a 40-year resident of Oakland, is survived by his widow, Anna; and son, William Jr.

Clarence Lee, a Newark Division bus driver, suffered a fatal heart attack Feb. 7.

He joined AC Transit on Aug. 31, 1980, and resided in Newark.

Lee, 52, survived by his widow, Mary; a daughter, Margaret; and sons, Steven, Mark and David.

Forrest Ray Rogers, a Richmond Division bus driver, died Jan. 20 from a heart attack.

Rogers, 49, joined AC Transit on Oct. 29, 1973 and was a resident of Rodeo.

He is survived by two sons, Steven and Ricky.

Ferdinand Nagy, a former Seminary Division bus driver, died of heart failure Feb. 26.

Nagy, 70, joined AC Transit's predecessor company on Sept. 26, 1945 and worked until his retirement on Feb. 1, 1972.

A resident of San Leandro, Nagy is survived by his widow, Leona; a daughter, Bernadine Dutra; and sons, Clifford, Edward and Donald.

Retired bus driver Charles M. Cavagna, 79, began his career on Dec. 24, 1925 and retired Aug. 1, 1982. He had been stationed at Emeryville Division.

Cavagna is survived by a daughter, Pearl Kolosey.

Retired Rail Operator Albert L. Ferguson died Feb. 7.

Ferguson, 99, began his career in March, 1918 and was pensioned on Aug. 1, 1948.

A resident of Emeryville, Ferguson is survived by a daughter, Lorraine Johnson.
At an adjourned regular meeting January 25, the Board of Directors:

- Ratified and confirmed present charter service and service for passengers of school age; and authorized General Manager to submit to the Urban Mass Transportation Administration appropriate agreement and documents to comply with UMTA regulations, on motion of Director Berk.

- Authorized service curtailments, due to minimal patronage, on Line 7-Euclid, Line 14-Brookdale, Line 56-Seminary, Line 63-South Shore, Line 67-Spruce, Line 68-Roosevelt, Line 69-6th St., Line 78-Carlson, Line 79-High and Line 83-E. 14th St., on motion of Director Berk.

- Adopted AC Transit Planning Program Transportation Services for Elderly and Handicapped People and authorized General Manager to solicit elderly and handicapped representation on Advisory Committee, on motion of Director Berk.

- Authorized creation of six new positions, updating four existing positions and abolition of one unfilled position in the Personnel Dept., on motion of Director Nakadegawa.

- Authorized AC Transit to participate in the second session of the Bay Area Urban Transit Institute, on motion of Director Rinehart.

- Authorized preparation of resolution expressing appreciation to Miss Kimi Fujii for her leadership and service while serving as President of the Board of Directors of AC Transit, on motion of Director Rinehart.

* * *

At a regular meeting February 9, the Board of Directors:

- Authorized submission of Proposed Conflict of Interest Code to the Fair Political Practices Commission, on motion of Director Bettencourt.

- Authorized Board Members to attend ABAG General Assembly, on motion of Director Nakadegawa.

- Authorized Board Members to attend workshop on transit needs of elderly and handicapped, on motion of Director Nakadegawa.