

# THE MILWAUKEE ROAD MAGAZINE

March - April 1976



New Hands on the Throttle:  
Locomotive Engineer Training

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JACK PARK

CA  
PHOTO

# THE MILWAUKEE ROAD MAGAZINE

March - April 1976  
Vol. 65 No. 3 & 4



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# SWITCHES AND SIGNALS

## U. S. Mail Contracts

The Milwaukee Road has been awarded long-term contracts to handle U. S. Mail both ways between Chicago-St. Paul, Chicago-Des Moines, Chicago-Louisville and St. Paul-Seattle. The contracts with the U. S. Postal Service become effective on May 4 and are for four years. The mail will move piggyback in trailers with The Milwaukee Motor Transportation Company providing ramping and de-ramping and some over-the-road services. Volume is expected to be about 1,500 trailers a week.

## Locomotives get work-out during the first quarter

Between January 1 and March 31, diesels assigned to freight service travelled more than 10 million unit-miles (one locomotive moving one mile). Of this total, nearly 8.4 million unit-miles were logged by locomotives in road freight service. Yard switching accounted for over 1.3 million unit-miles, and train switching added nearly 400,000 unit-miles to the grand total.

## Freight car program modified

The 1976 program originally included 150 bulkhead flat cars and 50 tri-level cars for the transportation of automobiles. The program has been changed to 100 bulkhead flats and 100 tri-level cars.

The 100 bulkhead flat cars are due to be placed in service in July. The tri-level automobile racks are scheduled for delivery between mid-July and mid-September.

## Car fleet additions

Recent additions to the freight car fleet include 220 100-ton-capacity gondolas and 75 covered coil steel cars. Most of the gondola cars are in general service in the Chicago area; 25 are moving coil steel from East Chicago long-haul to the West Coast. The covered coil steel cars are serving three Midwest steel companies.



Photos by Dennis Owens





F. Gregg McGinn



James T. Hayes

Two veteran officers, whose combined service record totals nearly a century, have retired from the Milwaukee Road.

Francis G. (Gregg) McGinn, Senior Vice President-Operations, retired on April 30 ending a career of nearly 46 years in the Operating Department where he held virtually every supervisory position. After almost a half century of service, James T. Hayes, Assistant to the President, retired on March 31. In retirement, however, Hayes will continue to serve the Milwaukee Road as a consultant on various matters.

Both McGinn and Hayes came up through the ranks. During their long and distinguished careers each held a wide variety of Operating Department positions throughout the Milwaukee Road system.

A native of Farmington, Minnesota, McGinn attended St. Thomas College and the University of Minnesota before joining the Milwaukee Road in 1930 as a Telegraph Operator. He served as a Dispatcher at LaCrosse in 1943 and was appointed Assistant Trainmaster at Austin, Minnesota in 1944. Between 1945 and 1949 McGinn was Trainmaster at Austin; Terre Haute, Indiana; and Portage, Wisconsin. He served as Assistant Superintendent at Dubuque, Iowa in 1949; Savanna, Illinois in 1950; and Perry, Iowa in 1952. He became Superintendent of the Iowa Division in 1953 and of the Milwaukee Division in 1954.

McGinn was named Assistant to Vice President-Operation in Chicago in 1955. Later that year he became Assistant General Manager-Lines East. In 1957 he moved to the west end at Seattle as General Manager-Lines West and returned later that year to Chicago as General Manager-Lines East.

In 1958 McGinn was elected Vice President-Operation and ably filled this vital position until elected Senior Vice

President-Operations early this year.

In addition to his duties with the Milwaukee Road, McGinn also served as a director of the St. Paul Union Depot Company; the Minnesota Transfer Railway Company; the Kansas City Terminal Railway Company and the Minneapolis Eastern Railway Company. He was also a director of the Milwaukee Motor Transportation Company, the wholly owned trucking subsidiary of the Milwaukee Road.

McGinn has also been active in many professional associations. He is a past President of the Western Railway Club; a member of the Operating-Transportation General Committee of the Association of American Railroads and a member of the Traffic Club of Chicago. He was also President of the Milwaukee Road Veteran Employees' Association.

Jim Hayes was born in Davenport, Iowa and joined the railroad in 1926 as a clerk in Minneapolis, Minnesota. After serving as a Traveling Car Agent and a Trainmaster, he held assignments as Secretary to the Assistant General Manager, Chicago, and to the General Manager, Seattle.

He was appointed Transportation Inspector in Seattle in 1940, where, as a reserve officer in the U.S. Army, he entered active service in 1942. Following duty in Alaska, Africa and Europe, he left the service in 1945 as a Major in the Military Railway Service and returned to the Milwaukee Road as a Trainmaster at Deer Lodge.

In 1950 he became Assistant Superintendent at Deer Lodge and subsequently served as Division Superintendent at Miles City in 1951; Butte in 1952; Savanna in 1954; and Perry in 1956.

Hayes was appointed Assistant to Vice President-Operation, Chicago in 1960 and was named Assistant to the President in 1966.

## Veteran operating officers retire



The path from the classroom to the cab of a 3,000 h. p. diesel locomotive involves a lot of hard work. In Instruction Car X-5002 System General Road Foreman-Engines Bill Cruickshank (top left) discusses the characteristics of various locomotive types after which Greg Miller (top right) and other members of the class are examined on what they have learned. Ken Chase (above) studies operating rules during a break in the training sessions. The end result of this work is well worth the effort. Don Shaw and Ken Chase (middle left) are presented with their certificates as qualified Locomotive Engineers by District Regional Road Foreman-Engines A. J. Cini and Rose Marie Bayer, Administrative Assistant to the Director of Operating Training Programs, and LeRoy Schnur (bottom left) boards an SD40-2 unit on assignment as an Engineer working out of the Bensenville Yard.

Photo by Bob Janin

Four young men, and one who is not so young, were the first to complete a training program for the promotion of firemen to engineers that was recently inaugurated on the Milwaukee Road.

The program is 26 weeks long and is a combination of extensive on-the-job training and intensive classroom instruction. It is designed to centralize the locomotive engineer training process and replaces an instruction system that previously was handled on the operating division level.

Each of the five recent graduates has high praise for the program. "This is not a hit or miss operation," says Greg Miller, a 21 year old fireman. "The program is run by people who know what they are talking about--they're all professionals." Bob Crist, 24, has been with the Milwaukee four years and both his father and grandfather were employees. "Dad told me about the old way of training engineers. This program is a lot quicker and better."

At 55, Ken Chase is the oldest of the group. He is no stranger to the Milwaukee having first hired-on during the twilight of the steam era in the early 1950's. "As far as I'm concerned," he says, "this program is the best thing the railroad has ever done." Ten-year veteran Don Shaw and Fireman Lee Schnur, 28, second Ken's opinion.

## New hands on the throttle:

### Locomotive engineer training

The 26-week course is divided into six phases. The first is a one-week orientation held at the division level, followed by ten to twelve weeks of on-the-job instruction in the student's local seniority district. In the third phase, the students come to the Milwaukee Shops for two weeks of classroom work and take their machinery and air brake examinations. Following this phase the students return to their local seniority district for eight to ten additional weeks of on-the-job training.

The fifth phase of the training schedule is probably the most crucial, and certainly the most anxious time for the students. They return to the Milwaukee Shops for a one-week review of everything they have learned to date. On the last day of review they take a six-hour examination on the Consolidated Code of Operating Rules.

Chad Anderson, Director of Operating Training Programs, points out that the training program for the promotion of firemen to engineers is primarily intended to meet the skill needs of the Milwaukee Road. He emphasizes the importance of bringing students into the program well in advance of any projected vacancies or expansion in the locomotive engineer ranks. Although completion of training does not automatically guarantee that a student will work as an engineer, Anderson is hopeful that the students will be able to put their newly learned skills to use as soon after they finish the course as possible.

During on-the-job training phases, veteran locomotive engineers act as instructors and evaluate each student's performance. Classroom sessions are used to reinforce what is learned in the field and to intensively focus on

such subjects as locomotive mechanical, electric and air brake systems. Considerable classroom time is also devoted to the study of general and operating rules and to safety procedures.

Classroom sessions are held in a recently remodeled Milwaukee-built passenger coach--now known as Instruction Car X-5002. The coach is a completely equipped classroom on wheels. It can seat twenty students and contains complete audio-visual equipment, a blackboard and a lectern. Of particular importance to the training program is a diesel locomotive throttle stand which is located at one end of the classroom-coach. Although inactive, the stand acts as a valuable training device by allowing prospective engineers to get the "feel" of the throttle.

The conversion of the former coach to a classroom was done under the supervision of Frank Upton, Assistant Vice President—Mechanical, and other members of the Mechanical Department. The X-5002 is fully operational and can be moved anywhere on the system. In addition to teaching facilities, the car has sleeping quarters and a kitchen.

In the final training stage the students are qualified as engineers by the Traveling Engineer in their local seniority district.

In addition to the first class of five, thirty-five other students are presently in different phases of this training. Future candidates will be brought into the program depending on the Milwaukee Road's need for new engineers.

The training program is the work of a lot of people. Rose Marie Bayer, Anderson's assistant, has

been actively involved in the program since its inception and handles many administrative duties. Frank Upton and others in the Mechanical Department have been instrumental in developing and presenting the program. Considerable assistance was also provided by Ray Kentner, Senior Labor Relations Officer. Kentner, with the cooperation and support of engine service general chairmen, outlined many of the lessons used in the training program. These outlines were subsequently fleshed out by Anderson, Upton and others. The Personnel Department helped through their Train the Trainer sessions that are designed to enable experienced Milwaukee Road employees to act as instructors in various training programs.

Anderson singles out four men for special praise: Bill Cruickshank, System General Road Foreman-Engines, Bob Winter, Superintendent of Air Brakes, Homer Johnson, Regional Road Foreman-Engines, and Ed Abbott, Engineer Instructor. Each of the four has instructed during the classroom phases. Anderson also praises the many veteran locomotive engineers who act as instructors during on-the-job-training phases.

Each member of the first class has his own reasons for wanting to be a locomotive engineer. None deny that they are attracted by the wages and other benefits. But their interest goes beyond this. Perhaps Ken Chase sums it up for the entire group by saying, "as far as I'm concerned, being an engineer is the best job on this or any other railroad."

The combination of this attitude and the lessons learned in training will help guarantee that the Milwaukee Road's new engineers will be among the best in the business.

# Seniority modification: Expanding opportunities for minorities and females

Three labor organizations and the railroads have joined in an effort to provide greater opportunities for minority and female employees.

The Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (BRAC), the Brotherhood of Railroad Signalmen, and the Yardmasters of America have signed agreements with railroads represented by the National Carrier's Conference Committee (NCCC) to allow certain minority and female employees to transfer to unfilled positions with carry-over seniority. The agreements became effective April 5.

The agreements are complex. Rather than focus on all of the details, this article presents a general overview of the provisions, intent and administration of the agreements. For purposes of simplification, only the BRAC agreement will be discussed--those signed by the Signalmen and Yardmasters organizations are very similar.

The BRAC agreement consists of two separate, but basically identical parts: one covers minorities (Blacks, Spanish-surnamed, American Indians, Orientals), and the other deals with female employees (in some cases, a female employee would also have rights under the minority agreement).

The heart of the seniority modification plan provides that eligible minority and female employees who have been continuously employed by the Milwaukee Road since on or before August 31, 1971, and who initially established seniority in certain job classifications, have the opportunity to transfer with carry-over seniority within their craft or between crafts. The right to transfer within a craft, however, is restricted under the agreements to minorities or to females who also qualify as a minority.

At the present time the right to transfer between crafts with carry-over seniority is limited to the three organizations who are party to the agreements.

The right to transfer under the agreements is subject to several other important provisions. Some of them are:

- 1) Eligible employees may make only one successful transfer with carry-over seniority.
- 2) Employees can only transfer to jobs that are within 30 highway miles of their present job, or to positions in a seniority district that overlaps their present district.
- 3) Transfers can only be made to positions the railroad would have to fill by hiring a new employee.
- 4) Employees wishing to transfer must be qualified for new positions and they must meet all job prerequisites including training periods and periods of apprenticeship and helper service.

Employees covered by the agreements can use their initial company seniority date in competing with other eligible minority and female employees for transfers. Once a successful transfer has been made, employees can use their initial company seniority date in their new job if the craft to which they transfer recognizes carry-over seniority. This seniority date will be used for bidding on future vacancies within the new classification or draft, for force reductions, vacations and other rights and applicable benefits.

The present agreements allow employees to retain seniority in their old craft for 90 days after transfer or for 90 days after they satisfy any required probationary or training periods, whichever is longer, or for such longer period as may be provided by local agreements between the railroad and the organization representing the craft from which they transferred. Employees who elect to return to their former craft during the seniority retention period are required to give up any seniority established in the craft to which they transferred under the agreements.

All eligible employees must be notified of their rights to transfer within 30 days after the April 5 effective date of the agreements. L. W. Harrington, Vice President-Labor Relations and Personnel, notes that the agreements cover about 1,200 Milwaukee Road employees.

Complete information packets have already been sent to paycheck destinations and supervisors hand delivered the information to employees. Delivery by certified mail was used where hand delivery was impractical. Employees are required to sign a receipt acknowledging delivery of the information packets and the receipts must be forwarded to the Labor Relations Department.

Eligible minority and female employees must inform the Labor Relations Department of the jobs they are interested in transferring to within 180 days of this initial notification. Those who fail to meet this requirement will forfeit any rights they might have under the agreements.

Labor Relations personnel then have the obligation to inform employees when requested vacancies occur and employees have fifteen days in which to formally apply for a transfer. Employees who fail to make such an application will lose all carry-over seniority rights unless any of the following conditions exist:

- 1) If the craft to which they seek transfer will not honor carry-over seniority.
- 2) If the craft from which they are moving will not allow a 90 day seniority retention.
- 3) If the requested vacancy is more than 30 highway miles from their present job.

Harrington emphasizes that transfers under the agreements will be voluntary and that no employee shall be required to change jobs. Minorities and females who do not wish to take advantage of the seniority modification agreements will not lose any rights or benefits to which they are entitled under existing employee protection or working rules agreements.

If you have any questions about eligibility under the agreements, or if you think you are eligible and were not notified, please contact Gil Vernon in the Labor Relations Department in Chicago. Gil's extension is 141.

# Savings Bond drive starts May 10:

## Declare your (financial) independence in this Bicentennial year



This year the U.S. Savings Bond Drive will be conducted systemwide between May 10 and June 4. Once again, the goal will be to enroll at least one of every two employees not now enrolled in the Payroll Savings Plan, and to have at least one of every two employees who are now participating increase their monthly allotments.

In 1973 and 1974, the Milwaukee Road ranked first among all U. S. railroads in employee participation, but we dropped to third place in 1975. Significantly, however, although there are slightly fewer participants in the Payroll Savings Plan at the start of this year's campaign than there were at the beginning of the 1975 drive, the combined value of their bond purchases is 6 per cent greater than the total value a year ago.

Series E Bonds now earn a full 6 per cent interest when held to maturity of only five years, and can be extended for another ten years with the prevailing 6 per cent interest rate being the minimum guaranteed for the extension period. This interest is exempt from state or local income and personal property tax. While subject to Federal tax, interest earned may be deferred until the Bond is cashed or reaches its final maturity.

Should a bond holder require emergency funds prior to maturity date, the Bonds may be redeemed for full purchase price, plus accumulated interest, at any time after two months from issue date.

Retention and not redemption, however, is really what makes the Payroll Savings Plan worthwhile.

Establish your financial independence. Sign up in the automatic Payroll Savings Plan during the 1976 Savings Bond Drive.

Everybody has something they want to save for. Added income during retirement, a college fund for your children, the down payment on a home or car, or perhaps just a nest egg for a rainy day.

We don't always move as fast or do as much as we thought we would in planning our savings, and, often before we know it, the time when we could really use the money is right on top of us. The nice thing about buying Bonds is that you don't have to delay these plans until tomorrow. You can start saving now. The Payroll Savings Plan is automatic. You don't have to go to the bank or the savings and loan office to make a deposit.

Last year more than nine million Americans from more than 40,000 companies were enrolled in Payroll Savings plans. If you are not already signed up, ask your co-workers who are. They can tell you how convenient and painless Payroll Savings are. They can also tell you how quickly even a modest Bond allotment adds up.

Another nice thing about Payroll Savings is that you don't have to have a minimum of \$50 or \$100 to start. You don't even have to sign up for a Bond a month. You can start your savings plan for as little as five dollars a month.

Of course, the same advantages apply if you are already participating in Payroll Savings. By increasing your allotment even a small amount, you can see your savings grow faster.

The chart shows how quickly that growth takes place.

### Here's How Your Money Grows In Series E Savings Bonds

Monthly Savings	Accumulated value* at end of:			
	1 year	3 years	5 years	15 years
\$ 6.25	\$ 76	\$ 239	\$ 420	\$ 1,774
7.50	91	286	504	2,139
12.50	151	477	840	3,548
18.75	228	719	1,266	5,349
25.00	304	957	1,686	7,123
37.50	456	1,438	2,532	10,699
56.25	684	2,156	3,799	16,048
75.00	912	2,875	5,065	21,397

\* Assuming an interest rate of 6% if held for 5 years and 6% per annum compounded semiannually thereafter. (The interest rate on new issues of Savings Bonds is subject to continuous review and may be increased or decreased in accordance with changes in economic and financial conditions.)



*Each year fires cost the Milwaukee Road thousands of dollars in damage to facilities, rolling stock and cargoes. Some fires are the result of accidents, but an alarming number are set deliberately. Vandals set the fires in the Milwaukee terminal area that badly damaged a wooden camp car and part of a cargo of waste paper. Trespassers on railroad property caused the fire that totally destroyed a tool shanty in Chicago. Equipment fires cause some fires; switch engine cab was gutted by an electrical fire.*

Each year for the past ten years fires have cost the Milwaukee Road an average of more than half a million dollars.

Half a million times ten is \$5 million—enough even at today's high prices to buy 25 new SD40 diesel locomotives; or more than 30 of the MP15AC switchers recently put in service; or 300 100-ton capacity jumbo covered hopper cars.

Ten million dollars up in smoke.

Yet, even this total is not the whole story. It represents only fire damage to railroad property and equipment and to lading.

Each year the Milwaukee Road also pays out thousands of dollars in claims to individuals whose property has been damaged by railroad-caused fires. In 1975 this sum was more than \$55,000. Additionally, the railroad often has to pay local fire departments (mostly volunteer organizations in rural areas) that are called in to help fight a fire. More than \$30,000 was paid out last year for this purpose.

Actually, 1975 could have been a banner year for fire prevention on the Milwaukee Road. As it was, there were 87 fire incidents in 1975—40 less than in 1974. But despite this decline, the monetary loss from fires last year was nearly \$300,000 more than the 1974 figure.

In 1975 fire damage to railroad property, equipment and to cargoes was nearly \$700,000—or nearly \$200,000 more than the average annual fire loss for the 1965-75 decade.

Two incidents, however, accounted for more than half of the 1975 loss. In early May the freight depot at Forest Glen, Illinois, burned at a loss of nearly \$79,000. Milwaukee Road officials attributed the fire to an act of vandalism.

A more serious fire occurred less than a month later when a blaze caused by a derailment did extensive damage to a Milwaukee Road bridge at Rubio, Iowa, and destroyed six freight cars and their contents. Damage to the bridge was almost \$128,000 and damage to the equipment was in excess of \$75,000. The destroyed cargo was valued at approximately \$100,000.

## Up in smoke: Fires are something to get hot about!

Including these two incidents, the average loss from each of the 87 fires in 1975 was \$7,944. Primarily because of the fires at Forest Glen and Rubio, this figure is substantially higher than the \$3,575 average loss per fire for the 1965-75 decade.

During the past year 39 fires damaged or destroyed rolling stock and their cargoes. These incidents cost the Milwaukee Road nearly \$380,000 and accounted for 55% of the total monetary loss from fire in the year.

What are the major causes of fires on the Milwaukee Road?

Unfortunately an examination of the record shows that all too often the principal causes are equipment failure, human error, and senseless acts of vandalism.

The number of fires set by vandals is especially alarming. Thirty fires that occurred last year were officially attributed to trespassers on railroad property or to acts of vandalism. Arson was given as the cause of a fire that did \$230 in damage to a bridge at Joliet, Illinois. The description "arson" is only used when there is sufficient evidence to indicate that the fire was

started in a deliberate and premeditated manner.

Including the destruction of the Forest Glen depot, fires set by trespassers, vandals, or arsonists cost the Milwaukee Road more than \$150,000 in 1975.

Ten of last years fires were caused by brake shoe sparks and eight by sparks from locomotives. Respectively these fires were responsible for \$60,690 and \$8,948 in damages. But these amounts are considerably lower than those for 1974 when 19 fires set off by brake shoe sparks caused over \$200,000 in damages and 34 fires resulting from locomotive sparks added more than \$33,000 to the loss column.

In 1975, as in previous years, fires that began on property adjacent to the railroad's and then spread to Milwaukee Road facilities were a major problem. Ten such fires last year caused nearly \$63,000 in damages.

Other major fire causes in 1975 were electrical failures in locomotives and buildings and overheated journal boxes--"hot boxes" on freight cars.

Can the number of fires be reduced?

Mechanical devices such as hot box detectors are of immense help. So too are the efforts of the railroad's Police and Fire Prevention Department whose members inspect all Milwaukee Road facilities for fire safety twice a year. Department members also conduct more frequent inspections at some locations such as the Milwaukee Shops.

But machines and scheduled inspections can only do so much. A major effort for fire prevention rests with each employee.

Superintendent of Police and Fire Prevention A.W. Hass urges every employee to practice fire prevention and fire safety every day of the year. He also calls on employees to promptly report to authorities any trespassers or suspicious persons seen on or near railroad property.

When it comes to fire prevention, the advice long handed out by Smokey the Bear also applies to everyone who works for the Milwaukee Road--THE JOB IS UP TO YOU.

## Wise owls



Crane Operator Paul Beal's eyesight was saved by his safety sunglasses on November 3. Paul was unloading scrap rail from a flatcar when a rail hit a board and sent gravel flying. A large piece of gravel struck Paul's sunglasses causing three deep pits in the lens, but no injury to Paul's eyes.



R. A. McElderry was presented with a Wise Owl Award on January 14 by District Manager Materials T. G. Nissen. McElderry was doing a routine job of blocking material in a box car when a spike he was driving broke and hit his safety glasses. McElderry feels the wearing of safety glasses saved his eyesight.

Signalman Helper Scott LaShelle (fourth from left) was using a spike maul when a rock struck and broke his safety glasses. Signal Foreman J. J. Pillard (third from right) and Signal Crew watch as Chip Hall, Signal Supervisor (second from left) presents Scott with the membership in the Wise Owl Club of America.



On September 18, James Glenn, Trackman, was driving a spike into a tie when the spike flew up and hit the lens of his safety glasses. Jim is now a Wise Owl.

# **Freight car clearinghouse:**

## **Milwaukee Road helps improve car utilization**

For more than eighteen months three railroads have been taking part in a unique experiment that is still in progress. Known as the freight car "clearinghouse", the experiment is designed to reduce the wasteful movement of empty freight cars--a practice that is not only wasteful in terms of equipment utilization, but also in terms of energy consumption and the use of human resources. The three participating railroads are the Milwaukee Road, the Missouri Pacific, and the Southern Railway.

During the course of the experiment the three carriers, known as "club" railroads, have set aside certain rules that placed restrictions on the loading of a car owned by a different railroad than the one that has the car on its line. When in effect, these rules often cause a car to be moved empty back to its owner railroad. But whether a car moves back to its owner line loaded or empty, the railroad that has it must pay a daily use charge (per diem) and a mileage fee while the car is being held or returned to its home railroad.

In a sense the guidelines for the clearinghouse experiment are a compromise. Although the three railroads are not required to return empty cars to their home line, each of the three carriers still have to pay a per diem and mileage fee when holding or using each other's cars.

The clearinghouse idea has been a success--with some reservations. A report made to the Association of American Railroads (AAR) noted that in a two month period covered by the report the club lines had experienced about a twenty per cent improvement in car utilization.

The report documented that the freedom to hold cars until a load was available had generated a monthly average of 288 additional car loadings for the participating roads. This elimination of empty car movement had resulted in a reduction 1,046,700 car/miles (one car being moved one mile). At the going mileage fee of fourteen cents per car/mile, this translates into a savings of more than \$240,000 per year.

The ability to hold a car until a load is available does, of course, increase per diem charges. But the report showed that these costs were more than offset by the fact that when a car does move it carries revenue traffic instead of moving empty back to its home line.

Despite these positive results, the report indicated that the experiment had not been a total success. The full potential of the clearinghouse idea had not been reached primarily because the three club railroads had experienced a car surplus almost since the experiment began in the fall of 1974. At this time the national economy was already shaky and the railroads were among the first to feel the pinch. All through 1975 many commodities moved at reduced levels, and this added to the car surplus. In such a situation the freedom to hold another line's car meant little when each of the club railroads were unable to find traffic for their own equipment.

The initial idea for the freight car clearinghouse developed from a report prepared by the National Committee on Productivity and Work Quality in the spring of 1974. The report was highly critical of existing rules that caused the shuffling of many empty freight cars

back and forth among railroads. It strongly recommended that more efficient ways to utilize railroad equipment be found--a position the railroads fully endorsed.

This challenge was quickly taken up by the Interstate Commerce Commission and the AAR, and especially by the AAR's Car Service Division and the Committee on Car Service, a permanent group within the AAR's Operations and Maintenance Department.

The major role of the ICC in setting up the clearinghouse project was to exempt for the duration of the program six common types of freight cars from Car Service Rules I and II, and from certain service orders. Rules I and II prescribe the method of moving freight cars, both loaded and empty. Cars included in the experiment were general service flatcars, box cars and gondolas.

The choice of the Milwaukee, MoPac and the Southen as the three club railroads was no coincidence. All connect with one another at several key terminals; each has frequent opportunities to exchange cars; and all of have fleets that carry similar kinds of commodities.

In practice the clearinghouse experiment protects the car supply of the three club railroads by balancing car flows rather than by using car service rules and other directives.

Basically the balancing procedure works like this: A club railroad earns a credit for each car in the clearinghouse pool which it loads and terminates on one of the other two roads and for each empty pool car it delivers to one of the other

club roads. A club road incurs a debit if it terminates a club car--loaded or unloaded--which originated on one of the other roads.

Each week the net debits and credits are balanced by car type. Often the credits and debits will cancel each other out. If the railroad owes cars at the end of an accounting period, it must pay the creditor road or roads with club cars. However, a creditor railroad may elect to cancel such a debit if it already has a surplus of a type of car owed to it. This option has been a common trend during the life of the experiment due to the car surplus among the three railroads.

Whenever car debits require the movement of cars between club lines it is done in the most effi-

cient manner. For example: If the Milwaukee owes the MoPac two cars, and MoPac owes the Southern one car, and the Southern owes the Milwaukee two cars, the settlement involving the five cars would be accomplished by only moving one car--from the Southern to the MoPac.

As already noted, per diem and mileage charges are still in effect during the experiment. But because of the suspension of car service rules the three club roads have a greater opportunity to load cars and to earn revenues from their movement.

General Superintendent of Transportation Bob Beck is a strong supporter of the clearinghouse experiment. Although he ac-

knowledges the full potential of the idea has yet to be tested, he thinks the clearinghouse is one of the most imaginative and progressive steps taken by the railroad industry. Beck's confidence is shared by officers of six railroads who recently indicated their companies would like to become involved in the experiment.

The freight car clearinghouse program may not be the total answer to the car utilization problem--but it is a step in the right direction. Bob Beck is especially proud that the Milwaukee Road will continue its leading role in helping test this new idea.

*The Milwaukee Road has played a leading role in the ongoing freight car "clearinghouse" experiment that is designed to improve equipment utilization by reducing the wasteful movement of empty cars. Here Milwaukee Road cars move over the "hump" toward the classification tracks at St. Paul.*



# On line and upcoming

## Milwaukee Road Women's Club Commemorative medallions available

The Milwaukee Road Women's Club has made a special purchase of Milwaukee Road commemorative medallions to sell at the price of \$7 each (including postage and handling).

The medallions are cast in bronze and carry a reproduction of the F-7 Hudson, Baltic Hiawatha locomotive on one side and the Milwaukee Road logo over roadbed ballast on the other.

All orders should be sent to: General Governing Board, Milwaukee Road Women's Club, 5118 Foster Ave., Chicago, IL 60630, allowing 6-8 weeks for delivery. Send check or money order --- no cash or stamps.



Special orders can be taken for this same medallion in nickel silver at \$12.50, gold plate at \$20, and solid gold at \$300 each. The latter is subject to the market value of gold at time of order.

## Safety Awards

### Honors to Montana Division, Mechanical and Track Department Employees

Superintendent of Safety George Barry congratulates Montana Division (formerly Rocky Mountain Division) employees for winning the 1975 President's Safety Trophy at a ceremony held at Division headquarters in Deer Lodge, Montana. Seated left to right are President Worthington L. Smith, Division Superintendent Gordon A. Jonasson, former Division Superintendent Stanley O. Jones, and District Safety Engineer H. B. Johnson.

The event marked the second consecutive year and the fourth time in the past five years that employees of the former Rocky Mountain Division have won the safety trophy. Last year, the 1,000 men and women on the Division worked a total of 1,731,433 hours with only 107 reported

work-related injuries and illnesses giving them the best safety record among those of all the railroad's operating divisions in 1975.

Two additional safety awards were also presented. Track Department employees received an award of merit for having the best casualty ratio improvement during 1975, and Mechanical Department forces received special recognition for their outstanding activities in developing departmental safety programs. Vice President and Chief Engineer B. J. Worley accepted the award on behalf of Track Department employees and Assistant Vice President-Mechanical F. A. Upton represented the Mechanical Department.

The awards ceremony was highlighted by a dinner and dance attended by 200 railroad officials, labor organization representatives, Division employees and their wives.



## Chicago

For sale: In Chicago; near northwest six-story Fullerton Avenue office building located on an acre and a half. Built for the Milwaukee Road in four stages: 6 floors (125' x 53'), 1902; 6 floors (116' x 53'), 1908; 3 floors (91' 10½" x 67' 6"), 1912; and 6 floors (157' 10½" x 67' 6") plus 3 floors on 1912 addition, 1925. Basement is included under all areas. Unique feature is series of fire walls on the south end of the first floor which were erected to protect record storage.



Marie Calmus, 74, of Spring Grove, Illinois was recently honored as the 50,000th rider to use the Milwaukee Road's special reduced commuter fare for senior citizens. Miss Calmus was presented with a bouquet of flowers at Chicago Union Station by Stephen Barry, Director of Passenger Services, left, and James Burcham, Manager-Passenger Services. The special fare went into effect in December, 1974, and allows senior citizens to ride one-way for \$1.00 on non-rush hour weekday trains and on all trains operating on weekends and holidays.

XX

CHICAGO, MILWAUKEE, ST. PAUL AND PACIFIC RAILROAD COMPANY					
NUMBER	DATE	AMOUNT	EXPIRE DATE	TERM	NET AMOUNT
7219030	APR 30, 1976	4 6 2	123 45 678	325 .86	
<b>TOTAL</b>	<b>792.00</b>				
001			PED 1	164.58	520 125.00
			RRA	28.26	569 16.00
			012	19.80	547 75.00
					547 37.00

MESSAGE DECLARE YOUR FINANCIAL INDEPENDENCE IN THIS BICENTENNIAL YEAR. THE MILWAUKEE ROAD SAVINGS BOND CAMPAIGN BEGINS MAY 10. JOIN THROUGH PAYROLL SAVINGS PLAN.

RETAIN THIS STUB AS YOUR RECORD

## New look on payday

Beginning with the issue of April 15, 1976, the design of Milwaukee Road paydrafts has been changed. The change is not radical and it was done primarily to get more information to you and to improve the process of printing and mailing the drafts.

The most important change is the addition of a message space on the drafts. Treasurer C. L. Schiffer says the change was made, "in order to get important and timely messages to all employees." The message space will only be used to provide information, such as a notice of the start up of the annual savings bond campaign, that is of interest to everyone who works for the Milwaukee Road.

Another noticeable change is having the paydraft itself on the right instead of the left of the complete draft form. This was done to facilitate quicker printing and mailing of the drafts.

*Smiles were on full display when RTA Chairman Milton Pikarsky, seated left, presented Milwaukee Road Chairman William J. Quinn with a check for \$3,533,500 during the purchase of service contract signing ceremony between the railroad and the RTA. Witnessing the event were some of the Milwaukee Road officials who played an important role in the negotiations leading up to the contract. Left to right are James W. Burcham, Manager of Passenger Services, Thomas H. Ploss, General Attorney and Commerce Counsel, Stephen J. Barry, Director of Passenger Services and Paul S. Patterson, Assistant Comptroller.*



At the contract signing ceremony Mr. Pikarsky presented Chairman Quinn with a check for \$3,533,500 representing purchase of service payments from July 1, 1975 through March 31, 1976, and for superior on-time performance from July 1, 1975, through the end of February, 1976.

Stephen J. Barry, Director of Passenger Services and N. R. P. C. Operations Officer for the Milwaukee was named Contract Services Manager and will act as the railroad's principal coordinator with RTA. James W. Burcham, Manager of Passenger Services, will serve as Acting Contract Services Manager.

Presently, the Milwaukee Road carries some 32,000 commuters daily on 81 trains serving communities to the west between Chicago and Elgin, Illinois, and to the northwest between Chicago and Fox Lake, Illinois. The railroad also provides weekday service between Chicago and Zenda and Walworth in Wisconsin.

XX

CHICAGO, MILWAUKEE, ST. PAUL AND PACIFIC RAILROAD COMPANY

CHICAGO, ILLINOIS 60608

No. 7219030

04-30-76

PAY EXACTLY  
DOLLARS CENTS

\*\*\* 325 86

TO THE ORDER OF: 123 45 678 John Q. Public 123456 Chicago IL 60000

TO TREASURER: C. M. S. P. & P. R. R. CO.  
CONTINENTAL ILLINOIS NATIONAL BANK AND TRUST COMPANY OF CHICAGO

123 45 678 NOV 1976

7219030 10071000031 2000598

THE MILWAUKEE ROAD

23 1  
10

WORLD TRADE CENTER

11

## New era for commuter operations

More than two years of planning and negotiation were concluded on March 12 when Milwaukee Road Chairman William J. Quinn and Milton Pikarsky, Chairman of the Regional Transportation Authority (RTA), signed a three-year purchase of service contract covering the railroad's commuter service operations in the Chicago area.

Under the contract the Milwaukee Road will act as a supplier of public transportation services for Chicago area commuters in much the same manner as it operates intercity passenger trains for Amtrak.

The RTA was established by a referendum held in March, 1974, among voters in the six county Chicago metropolitan area. As organized, the agency has the responsibility for coordinating public transportation services in this area.

The Milwaukee Road was the first commuter railroad to sign a purchase of service contract with the RTA. The Burlington Northern and the Illinois Central Gulf have signed similar agreements.

The three-year contract between the Milwaukee Road and the RTA provides for a fixed-price annual payment to the railroad and for certain incentive payments. The first year fixed payment is \$4,650,000 and it is retroactive to July 1, 1975. Subsequent yearly payments will reflect any higher operating costs due to inflation as measured by an agreed upon neutral index. Incentive payments will be for superior monthly on-time performance and for increases in ridership during each year of the contract.

The RTA has the authority to establish fare and service levels. The Milwaukee will be reimbursed for expenses involved in responding to fare and/or service changes requested by the RTA.

At the contract signing ceremony Mr. Pikarsky presented Chairman Quinn with a check for \$3,533,500 representing purchase of service payments from July 1, 1975 through March 31, 1976, and for superior on-time performance from July 1, 1975, through the end of February, 1976.

In accepting the check Mr. Quinn said, "I believe this contract insures that patrons of the RTA who use the Milwaukee Road will continue to receive the best possible service."

Stephen J. Barry, Director of Passenger Services and N. R. P. C. Operations Officer for the Milwaukee was named Contract Services Manager and will act as the railroad's principal coordinator with RTA. James W. Burcham, Manager of Passenger Services, will serve as Acting Contract Services Manager.

Presently, the Milwaukee Road carries some 32,000 commuters daily on 81 trains serving communities to the west between Chicago and Elgin, Illinois, and to the northwest between Chicago and Fox Lake, Illinois. The railroad also provides weekday service between Chicago and Zenda and Walworth in Wisconsin.



Helen Strub, Board Clerk at Tacoma Yard, retired after 34 years of service on February 27. A coffee-and-cake hour was held in her honor at the Tacoma Yard Office.



Stanley Goscinski, Mail Clerk in the Chicago Union Station Mail Room, was honored at a coffee hour when he retired on February 27.



Conductor Elmer Manthey of LaCrosse retired on April 2 after 39 years of service.



George W. Hewitt, Clerk in the Freight Agent's office at Sioux City, retired February 28 after 40 years service. A luncheon was held in his honor at the depot at which time he was presented with a wallet containing a monetary gift.



Electrician C. H. "Red" Dixon synchronized the motor generator at the Tomah Shops for the last time, on October 3 ending 22 years with the Milwaukee Road. The employees of the Frog Shop & Store Department presented Red with a monetary gift. In retirement Red plans to do a little more roller skating and some extensive traveling. Together with 20 other Milwaukee Road employees, Red helped organize and build the Gay 90 Roller Rink at Oakdale in 1966. The roller rink is an extremely popular recreation center in the Tomah area.



Machinist Helper Lyle R. Tollefson of Mitchell, S.D., was honored at a retirement party on January 31. A gift consisting of a model covered wagon unit and model of Diesel 543 mounted on a board and track, with a name plate, was presented to Lyle by his co-workers.

## RETIREMENTS . . .

- George C. Aird...Special Signal Maintainer...McGregor, Iowa...4/25/75  
 A. Carmen Anderson.....Roundhouse Foreman.....Harlowton....3/3/76  
 Peter Augustyniak.....Carman.....Chicago.....11/5/75  
 Emil J. Baka.....Boilermaker.....Milwaukee.....5/18/75  
 Donald R. Baxmann.....Diesel Foreman.....Bensenville.....2/1/74  
 Conrad F. Berkowski.....Yard Conductor.....Milwaukee.....2/1/76  
 William C. Brady.....Locomotive Engineer.....Tacoma.....8/31/75  
 Alvin L. Carpenter.....Agent.....Mineral Point, Wis.....1/30/76  
 Eugene P. Carroll.....Locomotive Engineer.....LaCrosse.....1/31/76  
 James Crisci.....Yardmaster.....Savanna.....1/29/76  
 James L. Doyle.....Car Repairman.....Jacksonville, Ind.....2/5/76  
 Stanley A. Goscinski.....Mail Clerk.....Chicago.....2/27/76  
 Ida A. Gotti.....Clerk.....Chicago.....10/31/75  
 Ola P. Harris.....Statistician.....Perry.....3/12/76  
 George W. Hewitt.....Clerk.....Sioux City.....2/28/76  
 G. M. Hougham.....Laborer.....Perry.....3/14/76  
 Ervin E. Jackson.....Conductor.....Bellingham, Wash.....5/2/75  
 Vernon L. Johnson.....Assistant Roadmaster.....LaCrosse.....5/5/72  
 Roy P. Jorgensen.....Regional Manager.....Seattle.....1/31/76  
 Willard R. Kuehl.....Welder.....Milwaukee.....5/5/75  
 Raymond Larsen.....Car Inspector.....Council Bluffs, Iowa.....2/9/76  
 M. M. Lauterborn.....B & B Foreman.....Bellevue, Iowa.....11/11/76  
 Daniel J. Lemieux.....Stationary Engineer.....Deer Lodge.....1/30/76  
 Charles G. Loehlert.....Laborer.....Wabasha, Minnesota.....1/10/75  
 Catherine L. Lowery.....Clerk.....Chicago.....2/29/76  
 H. H. Lunsman.....Conductor.....Spencer, Iowa.....6/7/74  
 Doyle C. Lytle.....Section Foreman.....Storm Lake, Wis.....12/31/76  
 Gabriel F. Menzia.....Section Laborer.....Roscoe, S. D.....2/27/76  
 Charles F. Merchant.....Yard Transfer.....Steger, Illinois.....1/5/76  
 James E. Morris.....Conductor.....Mobridge, S. D.....1/28/76  
 C. Frank Morrow.....Caller.....St. Paul.....2/26/76  
 Ricardo Navarro.....Track Laborer.....Davis Junction, Illinois.....12/31/75  
 Raymond V. Pixley.....Machinist.....Savanna.....3/10/76  
 Elmer Raddemann.....Machinist.....Milwaukee.....1/9/76  
 Donald W. Ream.....Signal Maintainer.....Roundup, Montana.....6/10/75  
 Joseph G. Reilly.....B & B Carpenter.....Dubuque, Iowa.....2/5/75  
 Sam P. Riggio.....Check Clerk.....Chicago.....1/30/76  
 Robert K. Rodin.....Car Foreman.....Minneapolis.....2/29/76  
 Helen P. Strub.....Board Clerk.....Tacoma.....2/29/76  
 Lyle R. Tollefson.....Machinist Helper.....Mitchell, S. D.....1/31/76  
 Charles Tomlin.....Welder's Helper.....Roundup.....5/23/75  
 Edward J. Tracy.....Conductor-Brakeman.....Three Forks, Mont.....2/24/76  
 Loyal F. Vess.....Telegraph Clerk.....Kent, Washington.....12/26/75  
 Paul H. Volkman.....Switchman.....Chicago.....2/2/76  
 Charles A. Volsted.....Secretary.....St. Paul.....5/8/75  
 Elvin Wilson.....Assistant Manager, Pricing.....Seattle.....1/30/76  
 Edward Zimmerman.....Car Inspector.....Aberdeen.....2/29/76

# APPOINTMENTS

L. V. Anderson is appointed Vice President-Executive Department effective April 1.

Dennis E. Athmann has been appointed Sales Representative, Tacoma, effective March 1.

Michael E. Beckert is promoted to Superintendent-Indiana Harbor Belt Railroad, Hammond, Indiana, effective March 16.

Theodore G. Bunning was appointed Freight Service Inspector, Sioux Falls, S.D., effective March 16.

R. C. Creamer was promoted to Manager-Automotive Equipment, Chicago, effective March 1.

Paul F. Cruikshank, Jr. is elected to the newly created position of Vice President-Operations and Maintenance, effective May 15.

M. P. DeFranco was appointed Systems Analyst, Chicago, effective March 16.

Ray N. Dosch is appointed District Manager-Sales, San Francisco, California, effective April 1.

Harold O. Emel is appointed Manager-Marketing & Pricing, Seattle, effective March 1.

James L. Flowers was appointed District Manager-Sales, Greensboro, N.C., effective March 1.

M. Garelick is elected to the position of Vice President-Operations, effective May 1.

Vincent A. Greco was promoted to Manager of Pricing, Chemicals, Fuels, and Metal Products effective March 1.

D. Gruszecki was promoted to System Manager Equipment Utilization, Chicago, effective March 16.

Warren G. Hackett is appointed Sales Representative, San Francisco, effective April 1.

Timothy M. Hansen has been appointed Manager, Operations Planning, effective April 16.

H. Russ Herth is appointed Manager-Marketing & Pricing, Seattle, effective March 1.

Jack L. Hummel was appointed Trainmaster-Washington Division, Spokane, effective March 16.

F. J. Jarmoluk has been promoted to Supervisor Mechanical Maintenance, Chicago, effective April 12.

J. F. Johannes is appointed Manager of Material, Milwaukee, effective April 1.

Gordon A. Jonasson is promoted to Superintendent-Montana Division, Deer Lodge, effective March 16.

C. E. Jones is appointed Senior Manager Marketing and Pricing-Lumber and Paper Products, Seattle, effective March 1.

Donald J. Kinsfather has been promoted to Assistant Vice President-Maintenance, Milwaukee Motor Transportation Co., Chicago, effective March 1.

March F. LaBahn has been appointed Assistant Manager, Operations Planning, effective April 16.

Larry E. Long is appointed Assistant to President effective May 1.

Richard L. Martin is promoted to the newly created position of Superintendent-Operations Control Center, Chicago, effective March 16.

Gerald A. McCole was appointed Trainmaster-Iowa Division, Cedar Rapids, Iowa, effective March 16.

Charles D. Nunley is appointed Superintendent, MILW-KCS Joint Agency, Kansas City, Missouri, effective March 1.

Robert A. Ohlsen has been promoted to Trainmaster-Illinois Division, Bensenville, effective April 1.

William F. Plattenberger is appointed to the newly created position of General Manager-Operations Planning, Chicago, effective March 16.

T. F. Power is appointed Director-Corporate Planning, Chicago, effective March 1.

Tyrone D. Robinson has been appointed Operations Planner, Chicago, effective April 16.

Kenneth J. Scheller is appointed Marketing Analyst, Chicago, effective April 1.

J. George Schmidt has been appointed to the newly created position of Senior Operations Planner, Chicago, effective April 16.

James A. Schwinkendorf is appointed to the newly created position of Director-Operations Planning, Chicago, effective March 16.

Leo R. Tesar, Jr. is appointed Freight Service Inspector, Minneapolis, effective March 16.

Ronald L. Tewell is appointed Superintendent-Dakota Division, Aberdeen, S.D., effective March 16.

E. F. Volkman has been appointed Special Assistant to Vice President-Corporate Services, Chicago, effective April 1.

Mark H. Westerfield has been promoted to Trainmaster-Minnesota Division, LaCrosse, effective March 16.

Walter L. Zahren is appointed Manager-Marketing & Pricing-Chemicals, Fuels and Metal Products, Seattle, effective March 1.

# ABOUT PEOPLE



Chief Yard Clerk R. K. Anderson (right) of Ottumwa, Iowa receives his 25 year safety award pin from W. J. Westmark, Assistant Superintendent.



The Milwaukee Traffic Bowling League won the Annual Bowling Championship against the Milwaukee Transportation Bowling Club on January 17 at the Bowlero Red Carpet Lane in Milwaukee. Dick Baxter, President of the Milwaukee Transportation Bowling Club, (left) presents the trophy to Bill Bickley, President of Milwaukee Traffic Bowling Club.



Frank and Meredith Trom are enjoying a beautiful January afternoon on their patio at 206 Dunkin Circle, Harlingen, Texas. Frank retired on a disability after almost 37 years of service in the Freight Traffic Department. The couple moved to the Lower Rio Grande Valley the latter part of 1973. Do they miss the ice and snow? NO!

Engineer Bill Lauder is proud of his daughter, Carol, a high school senior, for having been selected from a nationwide audition to participate in the "America's Youth in Concert" 1976. Carol and others chosen for the Concert will perform at the Bicentennial Observance in Philadelphia on July 4 and then at Carnegie Hall in New York City prior to the month-long European Tour with concerts in London, Paris, Geneva, Innsbruck, Venice, Florence and Rome.



Assistant Superintendent James J. Schwantes is shown in his office at Milwaukee on February 6, his last day with the Milwaukee. Mr. Schwantes accepted a position in Washington with the Federal Railroad Administration. He has been with the railroad since February 1941.

## Tacoma

Field Engineer Richard Keller and his wife Diane have a new baby boy, Anthony Richard, born on January 27. Anthony is the couple's first child.

Ron Perrone, former member of Tacoma's Engineering staff, and his wife Linda are the proud parents of a baby boy, Ronnie, born on February 17. Ron and Linda also have four girls.

Jayne Kjellesvik of the Division Engineer's Office and her husband Ed vacationed in Mazatlan, Mexico in February.

Terry Pelkola has been appointed Signal Inspector for the Washington Division. He arrived at Tacoma on January 19. Terry and his wife Nancy have a daughter Christine who is 3 years old. The Pelkolas come to Tacoma from Wisconsin, where Terry was a Signal Inspector at Waukesha.

John Clark has been appointed Manager, Equipment Utilization-Western Region, with headquarters at Tacoma. John was formerly Assistant to the Superintendent, Tacoma.

Bob Burns has been promoted Assistant to the Superintendent, Washington Division, with headquarters at Tacoma.

Chris Wemmer recently gave birth to a baby girl, Lorie. Chris is the Chief PICL Clerk at Tacoma Yard where she has six years of service with the Milwaukee Road.

Assistant Division Engineer Bob Butler's 28-year-old brother James died recently.

Retired Signal Maintainer Fred Anderson died on January 30 at Ellensburg, Washington. He was 83 years old.

Robert Barrie, Freight Agent at Othello, was killed in an automobile accident at Moses Lake on January 31. He was 59 years old and had been employed by the Milwaukee for 25 years.

Bonnie Kay Petersen was married to Timothy Potts on February 6. She is the daughter of Don Petersen, Chief Dispatcher, Tacoma.

Alan Fettig, Switchman at Everett, bowled a 700 series on February 23. He started slowly with a 185 game, but came back with a 269 and a 246. Congratulations!

We were saddened by the death of **Harold Fuller**, retired Tacoma Time Revisor, on March 3. His widow **Frances** and daughter **Virginia** are both employed at the Tacoma Freight House.

**Glenn P. Hall**, retired Roadmaster of the Coast Division, died in April 1976.

### Miles City

**Harold J. Campbell**, 94, died in Spokane on March 8. He retired from the Milwaukee at Miles City in 1946.

Retired Conductor **George Baumgartner**, 82, died in Spokane recently. He was formerly from Lewistown.

**Roy Volkman** wrapped up a railroad career that spanned nearly three decades when he worked his last day April 6 as Agent-Operator in Terry, Montana.

### Marion

Engineer and Mrs. **Robert Byrum** of Ottumwa are the parents of a daughter born February 16.

**Russell Hotz** and Sheri Scheiber were recently married at Sioux Rapids, Iowa. Russell has worked summers on the Iowa Division as Section Laborer and Weed Mower Operator and is now attending Southeast Missouri State University.

Ethel Henecke, wife of Cedar Rapids Section Laborer **Lester Henecke**, died recently following a long illness.

Baggageman **George Keene** of Perry was presented a gift by Clerk Pete Guinn on behalf of his fellow employees at an office party held in George's honor. George retired October 31 after 23 years of service.

### Twin Cities

Retired Roadmaster **Leo C. Blanchard** and retired Engineer Chief Clerk **Emery Roland** have started meetings in the Twin Cities area for all Milwaukee Road retirees to maintain friendships built up over the years of working together. Retirees and their spouses have shown a great deal of interest and the meetings are well attended.

Congratulations to Twin Cities Locomotive Department employees **Greg Burris**, **Bob Portz** and **Pat VanSlyke** on the arrival of sons.

Material Division employees will remember **Louie Muir** who died in Madison recently.

Congratulations to Mr. and Mrs. **Clarence Knoblauch** on their 50th wedding anniversary. Clarence is a retired Pipefitter and Mrs. Knoblauch is active in the Milwaukee Women's Club. They also became great grandparents recently.

**Lewis Hedges**, River Division Engineer, died after a short illness. His 32nd anniversary with the company was four days before he died.

Best wishes to **Bill Dacko** who retired as a Carman on the St. Paul Repair Track.

**Bob Rodin** retired from his position as a Car Foreman in Minneapolis. Bob and his wife will continue to make their home in Minneapolis and at their lake home at Cass Lake.

### Green Bay

Retired Engineer **Carl W. Sommers**, 80, died November 7. Survivors include his widow Helen, daughter, sister, three brothers and five grandchildren.

**Theodore T. Peterson**, 63, died November 27 following a long illness. Mr. Peterson was employed on the old Superior Division as a Brakeman for nearly 20 years until he retired due to ill health.

**Carl T. Castelic**, 26, Switchman at Green Bay was killed in a two-car accident November 29. Survivors include his widow Kathleen, son and daughter.

Belated congratulations to the following: Mr. and Mrs. **Allyn Dunlap**, Operator at Channing on the birth of a daughter Tammy Lynn, born October 15, 1975; **Edward G. Dury**, Switchman and his wife Margaret on the birth of Scott Russell born October 19; Lieutenant of Police **Doug Clark** and his wife Virginia on the birth of Allison November 6; and **Rod Williams**, Yard Clerk and his wife Katie on the birth of their first, Robyn Ann, born November 15.

**Albert J. Bukowski**, Crossing Flagman at Green Bay retired December 1 after 46 years of dedicated service. Have a long, happy and healthy retirement Albert!

### Milwaukee

**Morry Running**, retired Switchman, Milwaukee Terminals, writes from WA Keya No. 9, Two Harbors, Minnesota 55616 of the death of his wife Lennea, age 66 on December 20.

**Ivy Bolton**, Supervisor Clerk, Milwaukee Depot, has left the railroad for a well deserved rest. Ivy's last day was February 6 and a party was held for her on February 18 at the home of Beverly Radtke. Ivy was presented with a monetary gift at the party.

Sympathy was extended to the family of **E.T. Nowicki**, retired Assistant Chief Clerk, Agent's Office, Milwaukee Depot, who died April 2. Mr. Nowicki had retired from railroad service on August 15, 1975 with 49 years of service.

**Christopher Levandoski**, Yard Engineer, and his wife Kathy announce the birth of their first baby, Christopher Andrew on February 7. Proud Grandpa is **Joe Levandoski**, Switchman and new Uncle is **Alexander Levandoski**, Engineer.

Janice Denney, daughter of District Manager-Sales **M.G. Denney**, entered the Missouri Bicentennial Contest through her 6th grade class at Ross Avenue School and won not only the School Contest but also the School District Contest with her poem "A Bicentennial Conversation with our Forefathers."

### Milwaukee Women's Club

Mrs. **Clara Clark** recently visited her daughter in Long Beach, California, her son at Scottsdale, Arizona and Las Vegas for a little fun. She also visited with two members in Arizona: **Marie Hauser** in Tucson and **Marie Shannon** in Phoenix.

Mrs. **Florence Weaver** had cataract surgery on April 17. Mrs. **Clara Smith** is recovering from a broken shoulder and arm.

Mrs. **Louis (Mary) Klubertanz** and Mrs. **Urban (Eleanor) Petrie** died in March.

Travelers include Mr. and Mrs. **Charles Rintelman** on an extended trip through the South; Mrs. **Leona Reuter** visited Florida; Mrs. **Lillie Blanck** went to Las Vegas; Mr. and Mrs. **Arthur Hoffmann** to the Grand Ole Opry and Mrs. **Sylvia Ballard** visited Member **Anne Kiltie** who resides in Oldsmar, Florida.

## Wausau

Hal Hintze, son of Chief Clerk and Mrs. **Herbert Hintze**, received a scholarship from Luther College to attend a summer school course in computer structures. He is a freshman at Wausau East High School.

Congratulations to Assistant Foreman and Mrs. **Kenneth Wilcox** who have a new granddaughter and Conductor and Mrs. **Carl Akey** on a new grandson.

Sympathy was extended to the families of two of our real old timers. **Otto Zander**, 99, retired Wausau Carman died on February 10. Mr. Zander retired in 1943 with 30 years of service. **Louis Wilcox** 91, died March 11 in a Wausau hospital. Mr. Wilcox was assisting in the preparation of a book on the history of the Wisconsin Valley Division at the time of his death.

## Kenosha

Northern Division Conductor **A.B. Herman** died April 10 at the age of 59. **William Watson**, Milwaukee Terminal Engineer died April 18 at the age of 59.

**George Morgan**, Madison Conductor, and **Elmer Manthey**, LaCrosse East End Conductor retired in the early part of April. **Henry Windward**, Milwaukee Terminal Yard Crew Caller, retired January 17.

*Ed Kowalczyk makes a point during the Management II session. Bob Sellards, seated background, shared teaching duties that focused on management style and technique.*

## Management II: A matter of style

For three days recently at Chicago Union Station, twenty-one Milwaukee Road managers went through a heavy mental work out. As participants in the pilot session of Management II--more formally known as Advanced Management and Supervisory Skills--the members of the group were asked to take a close, hard look at themselves, and especially at their role and effectiveness as managers.

Management II is an extension of the Management I course that has been offered for several years and it is de-

## Savanna Credit Union

The 41st annual meeting of the Savanna Credit Union was held on January 29. The dinner was attended by 309 members and guests of the Credit Union.

The Savanna Credit Union, formerly named the CMStP&P Ry. (III-Div) Credit Union, was organized in 1935 and has continued to serve Milwaukee Road employees since that time.

At the business meeting following the dinner, officers and committee chairmen reported on the progress and activities of the Credit Union during 1975. Several important items reported by the President were: the Credit Union's participation in the NCUA Insurance Program thereby insuring each account up to \$40,000; the payment of semi-annual dividends of 6%; and the offering of variable dividend rates up to 7½% for 4 year deposits. Elected as directors for 1976 were **Gerald Griswold**, Signal and Roadmaster's Clerk; **Sam Crisci**, Roundhouse Crew Caller; **John Brodbeck**, Yardmaster; **Jack Rielly**, Iowa Division Engineer; **James Wilbur**, Car Foreman; **Spiros Thomas**, Assistant Section Foreman; **James Karr**, Relay Operator; **Louis Cerveny** and **Robert J. Miller**, Iowa Division Conductors; and **Albert Klein**, Credit Union Manager and former Signal Clerk.

The Credit Union with offices located in a railroad coach purchased from the Milwaukee Road increased its assets by 36% during 1975 to a year-end total of \$1,725,146.43.



signed to reinforce and improve the managerial skills of the Milwaukee Road supervisors.

Bob Sellards, Assistant Director-Education and Training, and Ed Kowalczyk, a management consultant, handled the instruction using a combination of lectures, films, discussion groups---and a lot of persuasion. Role playing in which class members "acted out" certain management styles was used to illustrate many points. Major topics for discussion were management styles, motivation, communication and theories of management.

## Milwaukee Motor Transportation

Mr. **Arthur G. Landerholm**, Assistant Terminal Manager, at the Chicago Intermodal Park, retired December 24. Mr. Landerholm was honored December 20 by his fellow employees and friends at a retirement party.

## Chicago

Sympathy was extended to Chief Clerk **John J. Werden** and family on the death of his wife Willeen.

Some of you remember **Aileen Hurley** who used to be in the Public Relations Department. Aileen has been quite ill since December having spent most of that time in the hospital. Dorothy Kentner talked with her recently and Aileen wanted to be remembered to her friends. Miss Aileen Hurley, 190 Kerr Street, Oakville, Ontario, Canada L6K 3A9

Dorothy also talked with **Loretta Hipsley West**, retired Safety Department worker, who has been ill since November. Loretta had the flu and it set her back so much that she still hasn't fully recuperated. Her address: Mrs. Loretta West, 3014 Southeast 17th Place, Cape Coral, Florida 33904.

**Jay Doyle**, Carman Cutter at Latta, Indiana, retired February 5 after nearly 34 years with the Milwaukee Road.

The atmosphere was relaxed but the dialogue between the instructors and the class was serious. After three days of what all agreed was hard work, the members of the class came away with a better awareness of their strengths and weaknesses as managers and with an understanding of how to improve their managerial style.

In the near future Management II will be offered again at Union Station and at various points throughout the Milwaukee system.

# MORE SWITCHES AND SIGNALS

## Major grain tariff expanded

In recent action, an important tariff originally offered for the movement of export grain has been expanded to include the transportation of grain for domestic use to 14 terminals served by the Milwaukee. Destinations for this traffic include Chicago, Milwaukee, Minneapolis and various interior barge-loading facilities in Iowa and Minnesota.

The basic tariff was offered several years ago. It allows shippers of export grain to make five consecutive movements in blocks of 25 or 50 cars to any one or a combination of Great Lakes and Gulf ports. The tariff was later expanded to include export traffic to Pacific North Coast ports.

The provision of five consecutive movements also applies to shipments of grain for domestic use now included in the tariff.

## All the way from West Germany

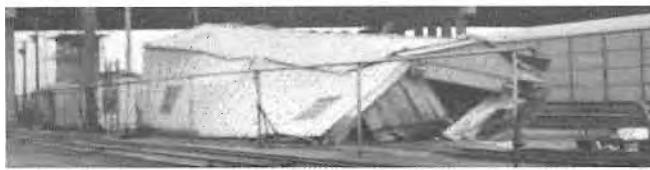
Agent Bob Coleman and Milwaukee Motor Terminal Manager Jamie Ramey were on hand to inspect a load of tractors manufactured in West Germany as they arrived on a Milwaukee Road train at Davenport, Iowa. This is a regular movement; tractors are unloaded at Nahant Yard for final distribution.



## FOR YOUR INFO

Operating and Labor Relations personnel are presently revising the manual, **Instructions To Conductors**, which governs the collection and handling of transportation and passengers in both Amtrak and Chicago-area suburban commuter service.

A unique feature of this work is that a committee of suburban service conductors has been aiding management in reviewing and making suggestions on the proposed revision. Union input is provided by one conductor who is president of a UTU local.



Early in the afternoon of March 12, a tornado touched down at the east end of the Bensenville Yard. Although the twister quickly passed on, it left overturned rolling stock and collapsed structures in its wake (above). Fortunately there were no injuries: crew in truck cab scrambled to safety only seconds before winds overturned box car that crushed truck's hood.

March is supposed to come in like a lion and go out like a lamb. But not this year in Montana. Photo taken on March 31, shows the front door of Milwaukee Road Section Foreman's house at East Portal, Montana. Any volunteers for his job?



If you are a member of a union, you can add over \$5,000 to your annual wages because that is the value of the fringe benefits you receive that are paid for entirely by the Milwaukee Road.

As of January 1, the average monthly fringe benefit package for Milwaukee Road union employees was \$482.93 --- and that comes out to \$5,795.13 a year. Furthermore, this total compares very favorably with the average benefit package for typical non-railroad union employees who receive approximately \$282 in benefits per month, or \$3,384 a year.

Members of the Veteran Employees' Association of The Milwaukee Road are reminded that their 1976 dues were payable as of January 1, 1976 as indicated on the reverse side of the 1975 membership card.

Those members who have had their 1976 dues deducted from their paychecks are also reminded to inform the Secretary of any change of address. Many of the 1976 membership cards have been returned to the Secretary undelivered because of an old address. Please send address change to W. B. Braheny, Secretary, 848 Union Station, Chicago, Illinois 60606.



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Need a lift? Assistant Vice President-Mechanical Frank A. Upton and George L. Wood, Assistant to Chief Mechanical Officer (center and right) take delivery of a new Model RC-75 wrecking crane from Guion Krupp, Sales Manager for the Ernest Holmes Division of Dover Corporation, builder of the crane.

The RC-75 is the largest crane built by Ernest Holmes and is capable of lifting 150,000 pounds. Special design features include a four-man tilt cab on the carrier, tandem front and rear axles and a 25-foot crane boom that revolves a full 360 degrees. The new crane can be operated both on and off tracks and therefore can approach derailments and other line and yard jobs from almost any angle and direction.

