

THE MILWAUKEE ROAD

September 1, 1984

Vol. IV No. 9 MINNESOTA REGION NEWSLETTER
OF THE NORTHERN DIVISION
Labor Management Action Group



SOO OPEN HOUSE HIGHLIGHTS



On Thursday, August 23, there were 282 employees in attendance at the Soo Open House held at Quality Inn, Chicago. This is indicative of the attendance and interest shown throughout the system.

Colleen M. Gormley, Assistant Vice President Human Resources for the Soo Line conducted the meeting, after an introduction by L. W. Harrington, Vice President-Administration for the Milwaukee Road.

Some highlights..in brief

Soo has 3600 employees - 400 officers - combined we would be 8400 employees. Soo is 56% owned by Canadian Pacific.

Transition would be gradual and expect that with attrition and re-training could utilize employees within one or two years.

Employees will be protected under New York Dock.

Soo proposes to pay wage deferrment of 10% for 5 months of 1980 and 7% for 12 months of 1981 in cash within 90 days of acquisition. Wage reduction of 1982 - 1984 proposed to pay 84% by estate on or about July 1, 1985, provided re-organization is completed by that date.

Vacations will be treated as having continuous service. If job is abolished and employee cannot hold a job, then would be in line for protection pay. Also, if choose not to move and see opportunity, can take severance.

There will be some consideration of 2-3 months for leases that must be broken, and make up for loss on sale of home.

Many things are yet to be determined under the Implementing Agreement.

Questions may be forwarded to Mr. L. W. Harrington, VP-Administration, Room 352 and he will forward to Ms. Gormley.

As an overview of attendance at these open houses, there were approximately 2,135 employees and their spouses who turned out for the meetings over the entire system.

QUALITY CIRCLE PRESENTATIONS AT ST. PAUL.....

The LMAG Oversight Committee and guests, including President Worth Smith and Program Manager John Murphy of the Federal Railroad Administration, recently attended a meeting in St. Paul at which two Quality Circles made their presentation to management.

R. Milton Clark, Editor of the Northern Division newsletter reported for his newsletter, and we quote from his article:

"Job 1" of the St. Paul Repair Track, led by Jack Shumansky, presented the problem of improper drainage in their work area. The solution that they came up with called for the upgrading of certain tracks and the installation of cement in their primary work area which would correct the drainage problems and improve working conditions, increase productivity, and improve morale. Carmen Richard John, Ronald Darsie, Earl Sisson, William Parson, Terry Schliecher, and Randy Madsen assisted with the presentation through the use of charts, graphs and slides.

Modification to the drop table and a change in procedures for the removal and replacement of locomotive traction motors was the subject presented by St. Paul Diesel House QC "We Try" led by Chuck Budzicky. Machinists Roger Losie, Dennis Portz, Darmon Jones, Jerry Ridler, Don Voightlander, and Floyd Miller assisted by explaining the various points through the use of slides, drawings, charts and graphs. The proposal would lead to increased locomotive utilization due to less down time and safer working conditions. The solutions presented by both QC groups would lead to substantial savings.

After the presentations, President Smith stated that he was impressed with the time, effort, and research displayed by both QCs in analyzing and developing solutions to their selected problems for management presentation, and indicated his support of these topics. He said that the QC presentations demonstrated ingenuity and good thinking.

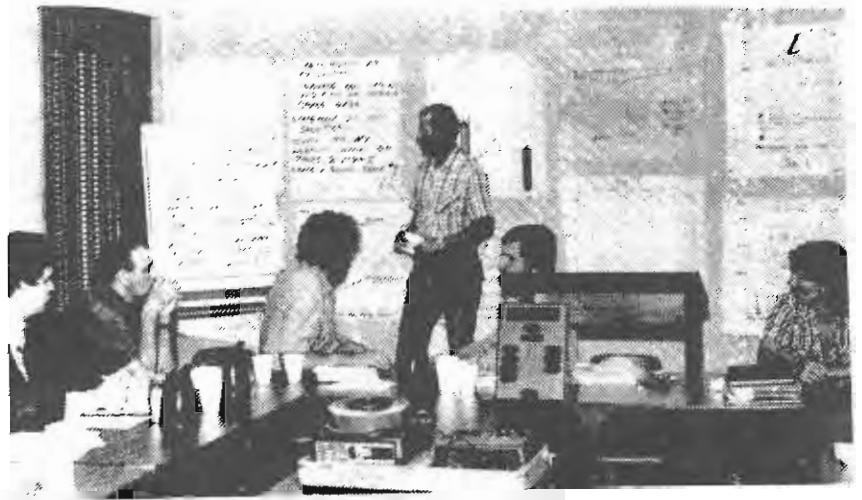
PICTURE #1

New Jersey Transit Rep. (Possibly D. T. Buzzard, CMO)

A. Parsons	Gen'l. Car Foreman - St. Paul
R. P. Madsen	Car Department
J. T. Shumansky	
T. P. Schleicher	
W. W. Parsons	

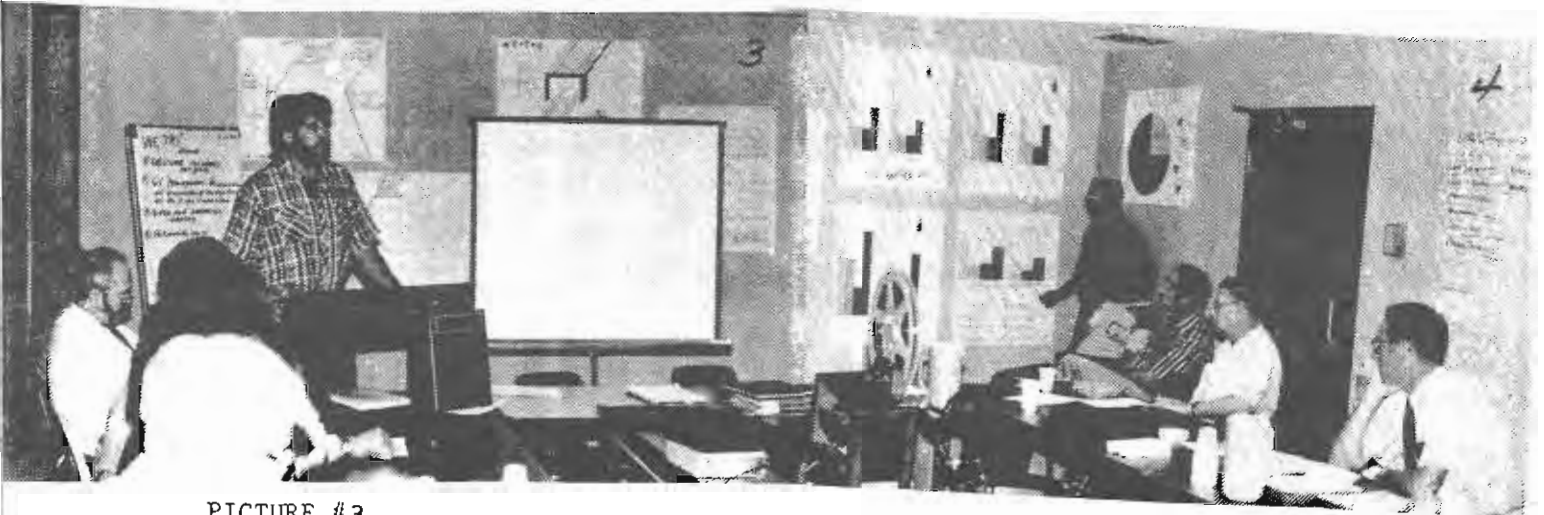
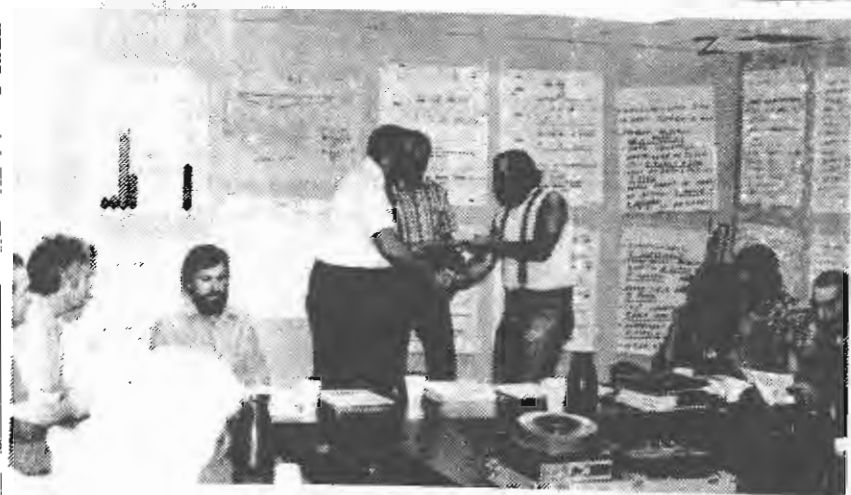
PICTURE #2

A. Parson
R. P. Madsen
W. L. Smith (Head in foreground)
T. P. Schleicher
R. F. Nadrowski - AVP-Chief Mech. Officer
J. T. Shumansky
R. O. John
E. T. Sisson
W. W. Parson
R. L. Darsie



QUALITY CIRCLE GROUP "JOB I"
Pictures 1 and 2

QUALITY CIRCLE GROUP "WE TRY"
Pictures 3 and 4



PICTURE #3

D. Voightlander

A. W. McCarthy (Back of head) Gen'l. Loco. Foreman

W. L. Smith (Foreground)

C. N. Buzicky

Roundhouse Foreman (Leader)

PICTURE #4

D. Voightlander

Roundhouse

D. Jones

"

R. Losie

"

J. Ridler

"

P. F. Cruikshank



FROM MEDICAL SERVICES

Nicotine Gum May Help Some Smokers Quit

A nicotine gum designed to help smokers quit has been approved by the Food and Drug Administration and is now available by prescription. In a study in Great Britain, where the gum has been used for nine years, 48% of the subjects were not smoking after one year.

Each stick of Nicorette contains 2 mg. of nicotine. Because it does not contain tar, carbon monoxide and other harmful substances found in cigarette smoke, it is believed to be much safer than smoking. The gum is not intended to be a permanent substitute for smoking. The company which makes Nicorette recommends that the gum not be used for over six months.

Nationwide Blood Shortage

The American Red Cross has issued a plea for Type O and Type B blood. There is a dire need for blood right now and with the Labor Day holiday fast approaching, the need will be even greater!

Alcohol Prevents Swimmers' Ear

To help prevent swimmers' ear place alcohol in the ear after swimming. It dries the skin and kills organisms that might invade macerated tissue. For an easy-to-use method, put cotton balls in a small medicine vial and fill it with alcohol. When coming out of the water for the day, take one of the swabs and squeeze about one-half the alcohol in one ear and the rest into the other.

Severe Hayfever Season in 1984

August and September are the most unpleasant months of the year for allergy sufferers. Experts state that this is the worst hay-fever season in five years. Dr. Howard Zeitz, Director of Immunology and Allergy at Grant Hospital, says: "The unusually dry summer this year means high airborne concentrations of pollen and mold spores." Dr. Zeitz proposes four possible solutions for the allergy sufferer.

- 1) Take a vacation
- 2) Install air conditioning (with filters)
- 3) Close windows to keep out pollen
- 4) Take prescription drugs if the situation is serious.

DRUG AND ALCOHOL ABUSE SEMINAR.....

Mr. R. C. Hickie, Social Counseling Director, will conduct a series of seminars over the system to further acquaint employees with the Employee Assistance Program. The drug abuse seminar is particularly apropos at this time when railroads are experiencing a rash of accidents in which the use of drugs has been identified.

Mr. Hickie will also explore the current government involvement in this problem and what that will mean in terms of new rules imposed by the government for railroad employees.

TIMES AND PLACES:

EMPLOYEES AND SPOUSES ARE INVITED

<u>Day</u>	<u>Date</u>	<u>Location</u>	<u>Time</u>	<u>Meeting Room</u>
Mon.	9/10	Milwaukee, WI	1:00 p.m.	Depot Conference Room
Tue.	9/11	Green Bay, WI	1:00 p.m.	Downtowner
Wed.	9/12	Wausau, WI	1:00 p.m.	Howard Johnson
Thu.	9/13	Tomah, WI	1:00 p.m.	Holiday Inn
Fri.	9/14	Portage, WI	1:00 p.m.	Women's Club
Mon.	9/17	Kansas City, MO	1:00 p.m.	Holiday Inn-Parvin Rd.
Tue.	9/18	Ottumwa, IA	1:00 p.m.	Parkview Hotel
Wed.	9/19	Davenport- Muscatine, IA	1:00 p.m.	Nahant Conference Room
Thu.	9/20	Savanna, IL	1:00 p.m.	Elliot Church
Fri.	9/21	Dubuque, IA	1:00 p.m.	Holiday Inn
Mon.	9/24	Bensenville, IL	1:00 p.m.	Holiday Inn-Itasca, IL
Tue.	9/25	Chicago Union Station	1:00 p.m.	Room 107A
Wed.	9/26	Terre Haute, IN	2:00 p.m.	Sheraton Inn
Tue.	10/2	Mason City, IA	1:00 p.m.	Madonna Inn
Wed.	10/3	Montevideo, MN	1:00 p.m.	Royal Inn
Thu.	10/4	St. Paul, MN	1:00 p.m.	Ramada Inn-Old Hudson

Agenda of meetings:

- 1:00 p.m. - Explanation of the program
- 1:10 p.m. - Movie - "Medical Aspects of Alcohol" - Part I
- 1:30 p.m. - Discussion of movie and how the Employee Assistance Program can be of help in dealing with alcohol problems.
- 2:00 p.m. - Movie - "Too Dangerous To Work With"
- 2:30 p.m. - Discussion of movie and how the Employee Assistance Program can be of help in dealing with drug related problems.
- 3:30 p.m. - General discussion



OFFICE OF SOCIAL COUNSELING
BOB HICKLE, DIRECTOR

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WAVERLY, IOWA 50677
PHONE 319-352-5272

I owe you an apology. Several months ago I started to tell you the three clues that I look for in diagnosing alcoholism, and then got side-tracked. An alert reader called this matter to my attention, so I shall finish what I started, this month and the next.

The first clue was the question: Does alcohol cause you problems in any major area of your life? We discussed this quite thoroughly on a previous newsletter, so let's move on to the second: Do you undergo a personality change when you drink?

Robert Louis Stevenson was an alcoholic, and he left us the story of Dr. Jekyll and Mr. Hyde. I think he meant to leave us a message. You all know someone who goes through this personality change. The person who is careful with money becomes a big spender when drinking. The gentle person becomes mean. The good father or mother neglects the family shamefully. The good employee loses all desire to do a good job -- just seeks opportunities to drink and then cover up. The good friend becomes selfish and a loner.

Does it fit anyone you know? Does it fit you? If you are sick and tired of being sick and tired, call Gary or me, and we'll see what we can do. And if someone for whom you care fits the model, give us a call. We'll talk it over, and no one will ever know we got together.

I have had many people, who after hearing me describe an alcoholic, come up to me and say, "These things fit everyone I know who drinks, at least to some degree." My answer at first is usually a light one, "Well, maybe everyone you know is an alcoholic!" But then I give a serious answer too. "Does it fit you? If it does, let's talk about it."

RETIREMENT PARTY AT CHICAGO UNION STATION

W. H. (Bill) Spinks, Administrative Assistant in the Engineering Department, was honored at a coffee party on July 31. Bill retired after 37 years of service with the Milwaukee Road.

Pictured, upper left, Bill Spinks, center.
From left, daughter Diane, Wife Vivian, N. E. Smith, daughter Kim.

Picture 2 - Bill and Vivian cut the first slice of cake.

Picture 3 - Well wishers signing the guest book.

Picture 4 - Friends and co-workers wish Bill and his family the very best.

Pictures 5 & 6 - Socializing over coffee and cake.



19TH ANNUAL GOLF TOURNAMENT AT AUSTIN, MINNESOTA

Don't forget - Sunday, September 9th at Ramsey Golf Course,
Austin, Minnesota.

Tee off - 7 to 10 A.M.

Green fees - \$10.00

Dinner-dance at the Moose Club, Saturday, September 8th.

Happy Hour - 6 P.M.
Dinner - 7 P.M.
Music - 9 P.M.

From Milwaukee - Pat McDermott, Police Department

**THE BODY OF AN
ORGANIZATION HAS FOUR
KINDS OF BONES**

THE WISHBONES - who spend their
time wishing someone else would do all
the work.

THE JAW BONES - who do all the
talking and very little else.

THE KNUCKLE BONES - who knock
everything that everybody else tries to do.

THE BACK BONES - who get under
the load and do the work.

HOW ARE YOUR BONES???????



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