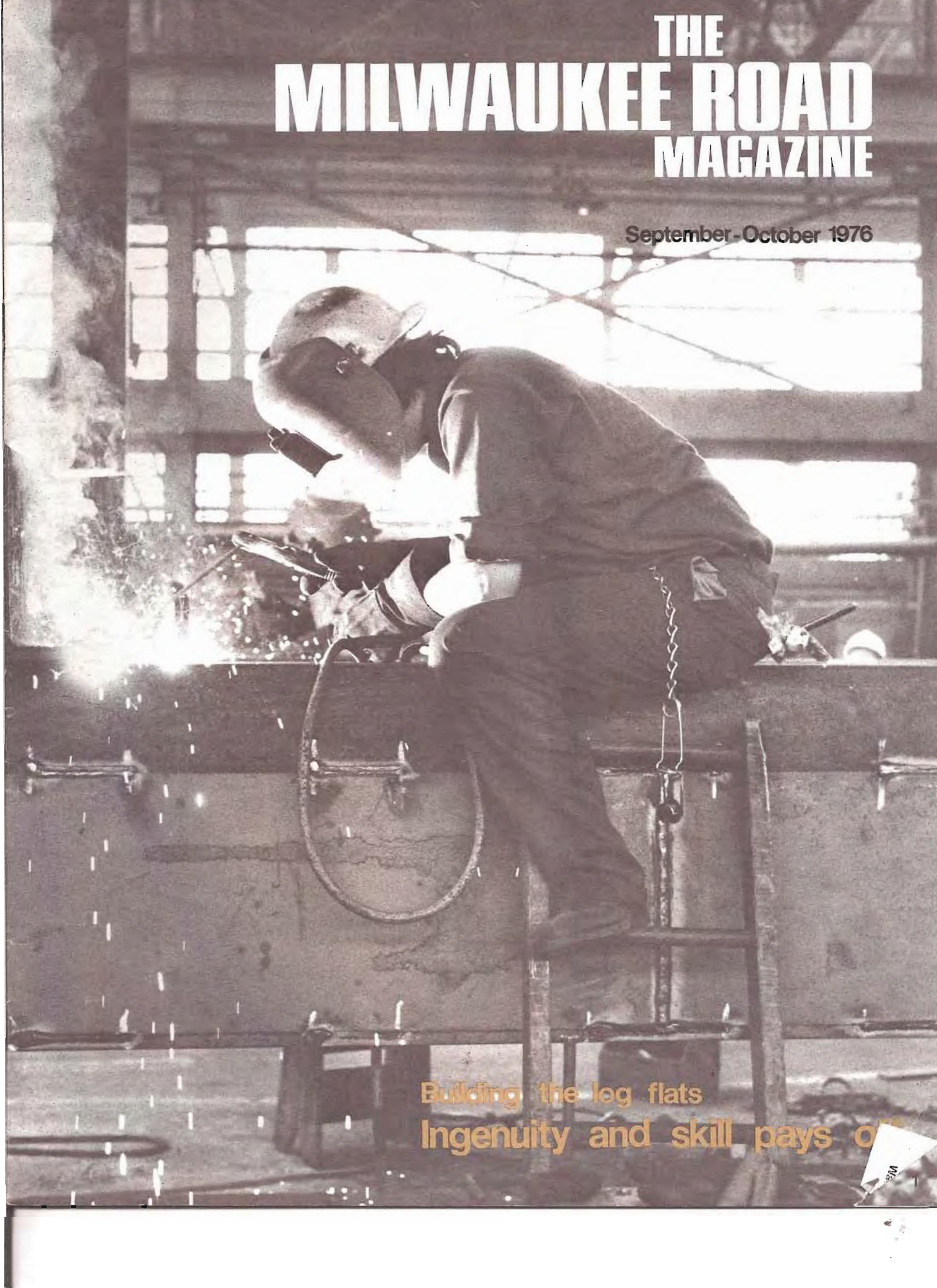


THE MILWAUKEE ROAD MAGAZINE

September-October 1976



Building the log flats
Ingenuity and skill pays off



September - October 1976
Vol. 66 No. 7 & 8

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On The Cover . . . Jayne Van Grondelle, assistant to the editor, took this dramatic photograph at the Milwaukee Shops. Intent on his job, the welder was one of some 80 men assigned to converting old spring stake log flats to high stake cars.

Jayne Van Grondelle, Assistant to Editor

Staff: Wallace Abbey, Robert Palmer, Larry Barbeau, Thomas Phillips, Jim Scribbins

The Milwaukee Road Magazine is published for active and retired employees of the Chicago, Milwaukee, St. Paul and Pacific Railroad Company, to whom it is distributed free. It is available to others at \$1.00 per year. Address inquiries to Corporate Communications Dept., 824 Union Station, Chicago, Ill. 60606.

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- Wausau** . . . Naomi A. Cline (Roundhouse)

SWITCHES AND SIGNALS

Locomotive Fleet Busy During Second Quarter

Between April 1 and June 30, Milwaukee Road locomotives logged a total of more than 10 million unit miles in freight service (a unit mile is one locomotive operating one mile). Locomotives in road service accounted for nearly 8.5 million unit miles of the total, while locomotives operated in train and yard switching duties logged the balance.

Revenues, Expenses Increase During Second Quarter

Chicago Milwaukee Corporation, the parent company of the Milwaukee Road, reported a consolidated net loss of \$2,534,000 in the second quarter of 1976. This is a sharp reduction from the loss in the second quarter of 1975 of \$10,642,000. For the first six months of this year CMC's consolidated net loss was \$2,076,000 compared to a loss of \$23,385,000 in the first half of 1975.

While transportation revenues were up \$24.8 million, or 28 percent, in the second quarter of 1976 as compared to the same period a year ago, they were substantially unchanged as compared to transportation revenues in the first quarter of this year.

Transportation expenses, however, rose about \$4.1 million in the second quarter as compared with the first quarter of 1976 due mainly to a 3 percent wage hike for most employees in April and a seasonal increase in maintenance-of-way activity. The result in the second quarter of 1976 was a pretax loss of \$5.6 million for transportation operations.

Locomotive and Car Programs Modified

Major changes have been made in the 1976 locomotive and freight car acquisition and rebuilding programs. Alterations are mainly the result of changing market demands. The changes will not significantly affect the approximately \$25 million expenditure authorized in the 1976 capital budget for new and rebuilt equipment.

The railroad will now acquire through lease, 200 instead of 50 fully enclosed tri-level racks. This equipment will strengthen the Milwaukee's position as a major carrier of automobiles. Other changes include a reduction from 150 to 100 in the number of new bulkhead flat cars to be acquired through lease, and the elimination of a plan to acquire 100, 100-ton capacity coal hopper cars.

An initial program to modify 200 log flats for greater load capacity has been greatly expanded and will include the rebuilding of 300 more cars. This equipment will be used to transport primary forest products in the Pacific Northwest. A program to upgrade 17 older locomotives has been cancelled.

The 32 new MP15AC switching locomotives placed in service earlier this year are part of the 1976 equipment program. These units joined 32 identical locomotives delivered late in 1975, and together the 64 switchers have allowed the Milwaukee to retire about 100 older locomotives of various types.

Continued on Inside Back Cover

WAM

Plan

is...



Cooperation and Utilization

After more than three years of planning, the Milwaukee Road and the Weyerhaeuser Company, a giant in the forest product industry, are transporting logs under a new plan -- the WAM (Weyerhaeuser and Milwaukee) Plan.

The WAM Plan is a new system involving the use of unit trains of dedicated locomotives and cars to move logs to three distribution points within the state of Washington. When the WAM Plan is fully operational later this year, a fleet of several hundred specially designed high-stake log flat cars organized into five trains will transport more than 40,000 carloads of logs yearly.

The unit log trains will operate from originating terminals at Mineral, Morton, National and Skookumchuck, and from South Chehalis and Curtis on the Curtis, Milbourn & Eastern Railroad. The C. M. & E. R. is an 11-mile subsidiary of Weyerhaeuser which connects with the Milwaukee Road at Chehalis. The trains will deliver the logs to Tacoma, Cosmopolis and Skookumchuck.



An oversized load of logs (above) comes off a private road from Weyerhaeuser's tree farm, the logs are sorted into bunkers (top right) that are the same size as a log flat and then loaded (bottom right) onto flat cars.

"The WAM Plan shows our ability to identify the needs of shippers and present them with a service that meets those needs at a reduced rate. At the same time it allows the railroad a substantial contribution level on low-rated traffic," says Pete White, assistant vice president - lumber and paper products profit center.

Utilization of equipment, time and people is the key to the success of the WAM Plan. During 1976 it is anticipated that the Milwaukee will transport more than 300% more carloads of logs with less than a 50% increase in the number of log flat cars. Each car in the operation will handle over 100 loads per year, receiving a load almost every other working day -- in comparison to a car in normal service receiving a load every eight to nine days. The Milwaukee Shops has rebuilt 270 spring stake log flats which are now part of the 420 car fleet of high-stake log flat cars now being used in the WAM Plan.

"Coordination between the Milwaukee and Weyerhaeuser is the 'plus' in the operation," says Bill Brodsky, former trainmaster for the WAM Plan. "The market changes every day; one day the demand is for logs, the next day wood pulp needs to be moved. We have to have enough cars in the right place to move Weyerhaeuser's shipments."

Bill Brodsky was the trainmaster who was responsible for keeping the WAM Plan in motion. He was promoted August 1 to the position of director of operations planning in Chicago. Gene Lewis is now the man in charge of WAM.

"Keeping everything in continuous movement, making sure everything moves on time, is essential," Lewis states. "If we stop moving, it can throw our schedule off for a couple of days. Weyerhaeuser loads during the day, we move the trains at night and Weyerhaeuser unloads the next day."

Presently there are four crews plus the trainmaster dedicated to the WAM Plan. When it is in full operation one more crew will be added.

To encourage volume movements Milwaukee Tariff 18767 was designed from the WAM Plan. Weyerhaeuser feels that the tariff, "reflects an innovative approach to rate-making which should be encouraged. It drives shippers, receivers and carriers to do what is economically sound. It breathes new life into railroading . . . it promotes efficiency . . . it gives the railroads a chance to do what they can do best, handle a steady stream of cars between a limited number of points with a minimum of terminal switching, thereby improving turnaround time, conserving equipment and reducing operating costs. Shippers and carriers must pull together and develop innovative programs that reduce operating costs for the carrier and result in lower transportation costs for the shipper. Milwaukee Tariff 18767 is designed to do just that."



Building the log flats

Ingenuity and skill pays off



1. Old spring stake log flats lined up for stripping may look as if they are ready to be scrapped, but after conversion into high stake flats will serve the Milwaukee Road for many more years.



2. Inside the shop, draft gears and couplers are removed and the cars straightened and trimmed. At the same time, fishbelly sides are made to be attached later in the assembly line.

From not much more than scrap on wheels, some 200 old spring stake log flats were converted recently into specially designed high stake cars for the WAM (Weyerhaeuser and Milwaukee) Plan. Another 300 high stake flats are scheduled for production and will be used to serve other log shipping customers such as St. Regis, Diamond-International and Potlatch.

The log flats are converted at the Milwaukee Shops from old to new in about two days from the time the car is stripped until it is rebuilt and painted. In the first of 12

operations on the assembly line, the cars are stripped down to the wheels and center sills. Draft gears and couplers are removed and the cars straightened and trimmed. Wheels are removed for repair and the cars are placed on special dollies for their journey through the assembly line.

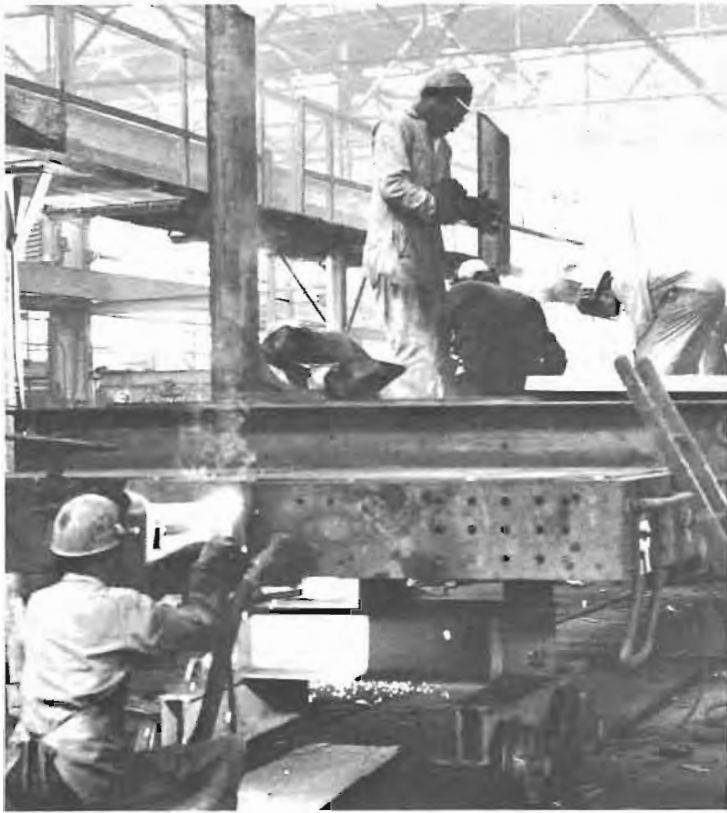
As the cars progress through the shop, pre-assembled bunks and various other reinforcements are applied. The cars then are placed by the overhead crane into the welding turnover position. This enables welders to do all down-hand welding for a faster, better job.

After welding, the cars are removed from the turnover jig and placed on the repaired wheels. Cars are given a safety inspection during which the air brakes are tested and the trucks and side bearings adjusted. Completed, the cars are pulled from the assembly line and moved to the paint shop in the final operation.

This photo essay not only shows the magnitude of the work involved in such an operation, but also illustrates that special brand of ingenuity and skill found throughout the Milwaukee Road.



The painted, stenciled high stake log flats are ready for service on the Milwaukee Road.



(Clockwise from upper left)

3. On its special dolly, car is receiving head block reinforcements, end platforms, running board at the center sill.

4. The car is placed by the overhead crane into the welding turnover position. This allows men to do all down-hand welding on stakes and other reinforcements applied previously.

5. Car is removed from welding turnover and placed on repaired trucks.

6. In the final step, a fresh coat of paint is sprayed on the car by a well protected painter.

Paul F. Cruikshank

A MAN WHO GETS THINGS DONE

Editor's note: Almost immediately upon his arrival, Paul F. Cruikshank, the Milwaukee's new vice president, operations and maintenance, began making major changes. From the implementation of a departmental reorganization to a concerted attack on slow orders, Cruikshank lived up to his reputation as a man who gets things done quickly. Recently we had the opportunity to discuss his impressions of the Milwaukee Road today - - and what he sees in its future.



Q: A railroad means many things to many people -- what does a railroad mean to you?

A: Railroads are basic to our economy in the production and movement of goods. If a railroad is going to exist in the private enterprise system, then its existence is measured by its ability to be of value to others. That value is expressed by a willingness to pay for the services the railroad provides.

It's only logical that a railroad determines the needs of customers on its system, provide a service to fulfill those needs on a competitive basis and make a fair profit.

Q: How can railroads prevent this from happening?

A: By the application of sound marketing principles. I believe that marketing is the key to running a successful railroad. If a railroad can't develop marketing programs which both meet customer needs and generate acceptable returns on investment for the railroad, then that railroad will not be in business. Supplying a desirable service level at an acceptable level of contribution is what railroading should be all about.

Q: Can the Milwaukee do this?

A: Yes, I believe it can.

Q: Since joining the Milwaukee Road you have traveled over most of the system. What are your initial impressions?

A: I was pleased to find a solid core of dedicated and highly motivated people. The high level of morale was impressive. On the other hand, the physical condition of the railroad is not satisfactory. With the poor track and all of the situations which arise because of it, I would not have been surprised to find morale at a low level. Two years ago in the Northeast, the physical condition of the railroads there was deplorable -- so much so that many people had simply given up hope of recovery. That's not the case on the Milwaukee Road.

Q: You have mentioned dedication and morale, but what about ability and talent?

A: We are fortunate to have people who are hard working, dedicated and real innovators. In the future, I would like to see an even greater degree of creative thinking and planning. One of my main efforts will be to stimulate this process.

Q: How do you propose to do this?

A: By challenging people to ask themselves the right questions and come up with the best answers possible. The right questions have not always been asked. One of the things we're trying to do now is to find out what the right questions are.

Q: What are some of the questions people should ask themselves?

A: Why do we run a train from here to there? How do we run it? Why are we upgrading a particular piece of track? Why are we maintaining a box car in this location and not at another? What do our customers want and expect? What kind of quality control do we have? How good is our service? How do we know? These are basically management questions, but everyone should be aware that how we plan, manage and control the results is vital to our success.

Q: On the basis of what you've seen to date, what do you consider to be the Milwaukee Road's strong points?

A: The mechanical department is particularly strong. I feel, however, that this department has benefited at the expense of other equally vital departments. My general impression is that engines are better maintained than track and that shop conditions are better than track conditions. Other strengths are our customers and our markets. There are some market areas that are exceptionally significant and viable. However, there are some markets I think we shouldn't be in at all.

Q: For example?

A: I hesitate to answer as this is really a marketing question. Obviously there are some branch lines that are so light in density that they are non-productive and non-contributive.

A main consideration in this regard, of course, is that the operating department produce a product which is responsive to the needs in our various markets.

Q: President Smith often talks about the need to improve the quality of the product. In your opinion, what major improvements are needed?

A: Basically, our product is service. The service we're most interested in providing is that which will earn the best return on our investment. One of the most obvious areas is between the Pacific Northwest and Chicago. What we want there is consistent movement of a car regardless of which day it was shipped. Another area is the development of a quality control system. We must know that our service is at an acceptable level at any given location at any given time. The way to do so is to develop a system of standards, measures and controls.

Q: Given the resources of the Milwaukee Road, what are your specific priorities?

A: Of course, our major problem is that we don't have a large enough budget to do everything that needs to be done. There's no question that track has to be improved. It seems incongruous to have good engines and cars but poor track to run them on. Our first priority is to upgrade the track. We must eliminate all slow orders -- and keep them off.

Q: How do you plan to do that?

A: The logical answer is to upgrade the track. And we had planned to do that by transferring money from the mechanical department's budget to the engineering department. This money was to have been spent on ties and surfacing in the areas where we have the greatest tonnage and the worst conditions. Unfortunately, we had to cancel the program because of a reduction in earnings. However, some placement of additional ties was carried out at various division points before the program was cancelled.

Q: Presently the Milwaukee Road operates some 800 locomotives and approximately 32,000 freight cars. Do you think our fleet is adequate and is it made up of the right kind of equipment?

A: We're conducting a study now to determine if we're utilizing engines as effectively as possible. Based on what I have seen on my travels around the system, I don't think the engines are being properly utilized. A study is also planned for the car fleet. It should tell us such things as how cars are classified, how they are repaired and how they are moved. Again, emphasis will be on utilization. The name of the game in this business is highest possible use of assets regardless of whether it is track, engines or cars. What types of cars to own becomes primarily a marketing question.

Q: One of the first things you did when you came to the Milwaukee Road was to implement the reorganization of your department to include the operating, engineering and mechanical functions. Why were these changes made?

A: As a matter of fact, this is the only railroad that did not already have the three functions under one roof. Because the functions have been separate for so long, it's going to be difficult at first for many to accept the change. The basic intent of restructuring is to have decision-making more concentrated in the field. Basically, what we have done is bring day-to-day implementation of policy down to a level where one person can be responsible for our product in a particular geographical area.

Q: This concept calls for highly competent field managers, doesn't it?

A: Yes it does. It's very important to have people in the field you can count on, especially in the railroad business. It makes good sense when you operate over such a wide geographic area to give your field managers a high degree of authority and responsibility. It's really almost impossible to effectively run the railroad from Chicago. Of course, we must understand what's happening in the field and establish the company and department policies, but it's the people out there who will have to implement the policies. And we have good people.

Q: Won't this new approach to field operations require a certain degree of training?

A: That is certainly right. We have to do a better job of training our people. My hope is that as we bring new, young people into the management training process they will be given a broader look at railroading -- some will tend to become generalists and others specialists. One of my goals is to build a more effective training program for managers in the operating department -- both existing managers and new managers.





Q: Do you have any specific ideas about such a program?

A: For one thing, I think we need people who are equally at home in one discipline as another. We need to strike a balance between all the various technical fields, tying all together with a generalist management planning approach. I believe a number of our problems have stemmed from the fact that people have never crossed fields. For example, I know of no mechanical person who has progressed into the track department and ended his career as a division superintendent. And there's no reason why we shouldn't have that kind of movement.

Q: Recently, groups of individuals within the operating and engineering departments have been given specific assignments as planners. Do you plan the establishment of parallel assignments on the division level?

A: Each division will have an assistant division manager - administration who will be responsible for planning and budgeting. Planning is the nucleus of management. I like to use the words planning and controlling together. Planning is merely the process by which one decides where to go, how to proceed and when to get there. Once there, a planner must analyze the whole process to determine if we ended up really accomplishing what was planned. And that's where controlling completes the management process.

Q: What do you feel is the greatest challenge facing not only the Milwaukee Road but all railroads?

A: The real challenge is to help the Milwaukee and the railroad industry to survive under private enterprise. My first concern is whether the industry and the Milwaukee are viable. And if not, can they be made viable? What we must do now is to fully understand our multitude of problems and attack them with every means available to us. We must accept the fact that change is vital to our survival. I am confident that we not only can survive but that we can prosper.

ON LINE AND UPCOMING

Robert G. Sackerson, assistant vice president and general manager of Milwaukee Land Company, Seattle, retired May 31.

His career with the company started in 1927 as a compassman, camp cook and back packer for timber cruising and land surveying parties during his summer vacations. After several full-time positions with the Land Company, Mr. Sackerson was promoted to general manager in 1946, with the responsibility for management of the timber operations in the states of Washington, Idaho and Montana. In 1970, he was appointed assistant vice president and general manager. He also served as western development

officer of the Milwaukee Road from 1946 until his retirement.

Mr. Sackerson is well known among forest industry managers in the Pacific Northwest and has been active in affairs of the industry. He has served as an officer and director of the Washington Forest Protection Association, Puget Sound Log Scaling and Grading Bureau and as a director of the Western Forestry and Conservation Association and Keep Washington Green Association.

Mr. Sackerson and his wife have a new retirement home on Lake Mayfield near Mossyrock, Washington.



Eleven-year-old Paul Cooney of Arlington Heights, Illinois, recently sent to President Worthington L. Smith an elaborate drawing which shows details on the Milwaukee's train operation between Chicago and LaCrosse. "Chicago" portrays the young man's interpretation of multi-hued trains and the metropolitan skyline.



Robin L. Hall has been appointed assistant labor relations officer in Chicago effective June 16. She is the first woman to hold such a position.

Robin is not a newcomer to the Milwaukee Road. She started as a steno-clerk at Bensenville in March 1967. There Robin's versatility was a great asset. She was a steno who also handled the personnel records of all Chicago division third district operating employees. On occasion she became involved in car tracing which included some public relations work. In July 1975 Robin became part of the Corporate Management Training Program. During her one-year training program she traveled over the system learning the "nuts-and-bolts" aspects as well as the paperwork side of the railroad.

Robin is handling the claims of both the operating and non-operating crafts in her present position and she will also be the training coordinator for personnel and labor relations.

How do you like talking on the phone? Ask this question of almost anyone and chances are that they have never even thought about it. Ask this question of Robert Knutson, Milwaukee Road agent at Eau Claire, and his response will probably be, "I don't." Mr. Knutson is one of the last Morse telegraph operators to work for the Milwaukee Road. He has held that position for 34 years and has known the Morse code since he was 12 years old.

On June 15 American Telephone and Telegraph disconnected the last direct current Morse line on the circuit between Eau Claire, Wisconsin; Durand, Wisconsin; and Wabasha, Minnesota. Telephone communication is now being used.

Mr. Knutson has always enjoyed being a telegrapher and plans on continuing to be an amateur radio operator in his spare time.



Product knowledge

Training program sharpens skills of sales force

Training coordinators study new product knowledge units on sales forecasting. Shown (left to right) are Don Crittenden, assistant district manager-sales, Milwaukee; Jim Silbernagle, sales representative, San Francisco; Sid Monroe, administrative assistant, New York. Other training coordinators attending the three-day clinic were Doug Martin, sales representative, Atlanta; Jim Novak, sales representative, Minneapolis; Bob Ratcliffe, sales representative, Kansas City; Bill Herrick, sales representative, Seattle; Bill Dickerson, sales representative, Spokane.



Sales people have to know their product in order to sell it. This sounds simple enough, but gaining knowledge is rarely a simple process.

For the past two years the sales and service department has conducted a training program that is designed to give the members of the field sales force a thorough knowledge of the Milwaukee Road's product -- a full range of transportation services. In the program, a small group of highly experienced veteran field sales representatives called training coordinators instruct other sales people in product knowledge.

Recently all eight training coordinators met in Chicago for the third annual Training Coordinators Clinic. They came from home offices throughout the three sales zones

that make up the railroad's service territory. Nearly all have served as training coordinators since the program was inaugurated in 1974.

Steve Lupe, general manager-sales administration, says the purpose of the annual clinic is twofold. "The first is to review and re-enforce teaching and training skills, and the second is to introduce new product knowledge training units for the coordinators to teach sales personnel."

During the three day clinic, equal emphasis was given to teaching skills and to new product knowledge units. Ed Kowalczyk, a training and management consultant, and Bob Sellards, formerly the railroad's assistant director-education and training but now a private consultant, jointly conducted the sessions on teaching skills. Areas discussed were the learning process, review of teaching and communications skills, and motivation and the adult learner.

"Training the coordinators to be good teachers is an essential part of our program," say Lupe. "Ed and Bob are professional teachers and we rely on their skill and knowledge of the behavioral sciences to help the training coordinators become first-rate instructors."

Other clinic sessions included a review of product knowledge units and the introduction of new units dealing with sales forecasting. Lupe and Ken Butterly, sales planner, conducted these sessions.

Don Wiseman, vice president-sales and service, rates the product knowledge training program a success. "The program helps keep the sales force well informed about our basic product -- transportation service. We need to educate newer members of the sales force and re-enforce the knowledge of seasoned sales representatives. The training program is filling this need."

Maximizing available resources is a cardinal rule in any enterprise. The product knowledge training program has followed this rule to the letter. Each training coordinator was chosen because of proven skill as a sales representative, knowledge of the railroad's product, and the ability to teach others.

Nearly 50 product knowledge units have already been developed through the program. The subject matter of most of the units is determined by the training coordinators based on their familiarity with the need for product knowledge within the sales force. The units are arranged into major categories such as intermodal (piggyback) services, terminal operations, equipment, international trade, rates, and forecasting. Lupe notes that new units are constantly being developed and existing units are revised and updated to reflect recent developments and trends in transportation service.

Quick Thinking Conductor saves man's life

It started out as a routine work day for Conductor Don Taylor. As usual, he greeted the many regular riders boarding his morning commuter train at Chicago Union Station. But when Anthony Naleway boarded, Don noticed that he looked a little pale. Concerned, Don asked about his health. Naleway replied that he was having a bout with the flu. "Well, if you need anything just call," Don said.

As the train left the first stop Naleway called out, "Conductor, I can't breathe-- I'm going out," and fell back in his seat. Thinking quickly Don told a brakeman to get some wet paper towels and apply them to Naleway's face. He then rushed forward to the locomotive cab where he used the two-way radio to call Control Tower A5 to request that an ambulance be waiting at the next stop.

Don returned to check on the stricken passenger. Two women, one a military nurse, had applied the moist towels to Naleway's face and had managed to revive him.

A medical team was waiting when the train arrived at the next station. Naleway was able to walk to the ambulance with Don's assistance. At first Naleway said he was all right and did not want to go to the hospital. But Don insisted, and it was a good thing that he did. At the hospital Naleway learned he had suffered a mild stroke.



When Naleway recovered he sent the following letter to Illinois Division Superintendent F. A. Barton who forwarded it to Don:

Never had occasion to do this, till now, but I would very much wish to commend the kindness and attention given me, by one of your train crew.

Conductor Don Taylor, took over, very professionally and kindly, a part of my life, when I blacked out on the train a few weeks ago. It was a mild stroke but my first, and I hope, last. It's amazing to feel helpless and unable to cope with one's own body. He and two nurses pulled me out, to live again.

Don, who has been with the railroad for ten years and a suburban service conductor since 1972, was happy to receive the letter. He was even happier a few weeks later when Naleway boarded his train again.

ABOUT PEOPLE

Tacoma

The second annual Huntsman-Wosinski memorial golf tournament was held on May 22, at Snoqualmie Falls Golf Course. Some of the winners of the different categories were: low gross: **Ron Robydek** with a gross of 69; low net: **Bob LaHatt**, 68 (1st division) and **George Flynn**, 71 (2nd division); longest drive: **Ron Robydek** and **Bill Hayghe**; most accurate drive: **Bill Brodsky**, **Eugene Eadus**, **King Clover**, and **Jack Wise**; closest to pin: **Steve Hicks** and **Len Kirchoff**.

Zenas Smith's wife presented him with a baby boy, **Sean Anthony**, born May 5. Zenas is a chauffeur in the material division, Tacoma.

Michael Taylor and **Elizabeth Patton** (now **Elizabeth Taylor**) were married on May 15. Michael is a storehelper in the Tacoma material division. The couple will make their home in Auburn, Washington.

Conductor **Cliff Horr** retired on April 30 after more than 40 years of service.

Switchman **Don Neuens**, Tacoma yard, retired with 39 years of service on April 30.

Conductor **Bob Howard** retired on May 31 with 34 years of service.

Martha Jean Petersen, daughter of Chief Dispatcher **Don Petersen**, graduated at the top of her class from Stadium High School, Tacoma.

Locomotive Engineer **Lee Blakeslee** and his wife **Barbara** have a new daughter, **Heidi**, born June 16.

John C. Morton, clerk in the Tacoma freight office, died on June 2 while convalescing from an earlier heart attack which he suffered on March 26. John was 53 years old at the time of his death.

Jim Goebel has been promoted to Assistant Chief Carpenter of the Illinois division, with office at Galewood. Jim will be missed as Crew B foreman on the Washington division. His coworkers from the bridge & building department held a picnic in Jim's honor at Point Defiance Park on June 19.

Jeff Jewett and his wife **Pam** are the parents of a son, **Matthew John**, born on July 8. Jeff is an assistant signalman in signal crew #8.

L. J. "Lenny" Spiesman is the new foreman of Crew B in the Washington division bridge & building department.

George K. Gordon, 70, retired chief yard clerk at Tacoma yard, died on June 20.

Kim Melby is the first of the brave Washington division steno-clerks to try her hand at a new switchman/brakeman career. Kim left her job as the superintendent's secretary to enter the May 25 training class. At last report her bruises were healing, her tan was deepening and she seemed to be enjoying her new work very much.

M. F. "Shorty" Shuler, crane operator, retired on June 30 with 25 years of service. Shorty had been headquartered at Cle Elum, where a retirement party was held in his honor.

Assistant Field Engineer, **Paul Froode** and his wife **Jody** welcomed a new addition to their family on July 22. Their new baby girl, **Shane Elizabeth**, was welcomed home by the Froode's four-year-old daughter **Tara**.

Bob Gilly has been recently promoted to field engineer in the Tacoma division engineer's office.

Welcome back to Tacoma, **Harold Hurst**. Formerly engineering assistant to the general manager at Seattle, Harold is now the engineer - public works, headquartered at Tacoma.

Tom Drager is a new assistant field engineer in the division engineer's office. Tom comes from the Milwaukee area, where he had been a summer aide during his vacations from school. Tom graduated from college this year, got married and he and his bride **Suzanne** came to Tacoma on June 16.

Judi Sawyer is the new secretary to Superintendent **John Stuckey**. Judi comes from Seattle, where she was secretary to the assistant vice president, sales.



Roadmaster and Mrs. Charles Springer, Jr., of Perry, Iowa, were honored at an open house on April 25 for their 25th wedding anniversary.



Sales Representative Jim Buskirk, an active member in the Cleveland Transportation Club, has been elected secretary of that club for the 1976-1977 year. He is also chairman of the board of governors and chairman of the summer clambake outing.



Richard Keller (left of cake) of the Tacoma division engineer's office left for his new job in Milwaukee on May 15. Although his coworkers are very happy Richard was promoted from field engineer to assistant division engineer, his wit and quick smile will be missed. A cake and coffee hour was held for Richard where he was presented with some tools for tuning up car engines. He promised that he would return to tune up everyone's car at Tacoma at his earliest opportunity.



Class #10 graduated on June 25 from the Milwaukee Road Signal and Training School, Milwaukee. Pictured are (left to right) Donald Wylie, assistant chief engineer signals and communications, Chicago; Robert Mathews, Chicago; Ronald Evans, McLaughlin, South Dakota; M. S. Cutler, Northbrook, Illinois; Mark Holmes, Hastings, Minnesota; Kim Thiede, Milwaukee; Robert Schultz, Chicago; Dale Woodard, Kendall, Wisconsin; Dave Bunk, Kendall; Tim Lyon, Milwaukee; Tom Hanlon, supervisor signals and communications, Milwaukee. The school has graduated 84 employees since its start in October 1970.



R. W. Love (center) received a three-year machinist apprenticeship diploma recently. Making the presentation are General Foreman, G. A. Wendt (right) and Manager of Personnel T. Tanin. Mr. Love will be working in the passenger air brake shop.

Deer Lodge

William J. Craig, 79, died July 16. Mr. Craig was a locomotive engineer until his retirement in 1966.

Edward H. Mielke retired July 4 after more than 39 years of service. Ed was the Harlowton roundhouse foreman at the time of his retirement.

Harlowton Cashier **Robert E. Steinhauser** retired after 40 years of service on July 9.

V. W. "Tige" Sedgwick retired July 1 after 35 years of service. Tige started work as a fireman and was an engineer since 1943. The Sedgwicks will continue to make their home in Harlowton.

Guy W. Lovely died February 22 at the age of 89. Mr. Lovely retired as an engineer in 1957 after 50 years of service.

Aberdeen

Locomotive Engineers **J. W. Byington** and **L. A. Fisher** of Mobridge, South Dakota were presented with safety award pins recently, a 25-year and 35-year pin respectively.

Marion

Engineer and Mrs. **B. B. Wood** of Marion enjoyed a vacation in the southwest. While in Arizona, they visited retired Conductor and Mrs. **Elmer Fisher** who have just moved to a new home at Lakeside. They also visited with **Mrs. Tom Danaher**, widow of retired brakeman.

Conductor and Mrs. **Alan Seymour** of Dubuque attended an Eagle Scout Court of Honor for their son Richard who entered the scouting program in 1971 and attained the rank of Eagle Scout in 1976.

Dennis Straubinger, son of Chief Operator **George Straubinger, Sr.**, of Perry, received a Doctor of Osteopathy degree on June 3.

Conductor and Mrs. **Kirk D. Slater** of Marion are the parents of a baby Dustin Charles born June 26. Grandparents are Engineer and Mrs. **Paul C. Slater** of Coggon.

St. Paul

Retired Conductor **Norman "Barbwire Bill" Mahler** died May 7. He was a Milwaukee Road employee for 54 years when he retired as passenger conductor on the Morning Hiawatha. He is survived by his widow and two grandchildren.



Getting in the spirit of America's 200th birthday, the Western Avenue forces on April 16 had flag-raising ceremonies, supervised by R. P. Lawrence, assistant master mechanic and W. E. Dunn, district safety engineer. The flag, sponsored by the safety department, is displayed by Ron Lawrence, (right) and H. D. Smith, general foreman (left). Also pictured are the mechanical and track department forces at Western Avenue. On April 18 the flag was stolen but that didn't destroy the spirit of the employees. A collection was made and a new bicentennial flag was raised once again.



On June 4 a birthday party was held for Ed Carlson -- his 90th birthday. A group of five retirees and three employees took Ed to lunch and discussed old times. Pictured are: (left to right) G. E. Stickler, 70; E. J. Carlson, 90; W. W. Franz, assistant manager property accounting; M. Helander, 79; C. J. Winandy, 81; C. E. Lee, manager property accounting; W. J. Cusack, 76; and A. J. Wallander, 85. Not pictured is J. G. Kirchen, manager, joint facility accounting.

Former Assistant District Material Manager **Norris Groth** spent a few weeks in the hospital after his retirement from the material division in St. Paul.

There are a couple of new faces in the St. Paul material division. **R. H. Miller** is the new district material manager replacing **K. J. Kulk** who was transferred to Milwaukee. **Ron Brandt** is the new assistant district material manager replacing **Norris Groth** who retired recently.

Sympathy was extended to Roadmaster and Assistant Superintendent **John Kiley** on the death of his brother.

July 2 was the last day of service for Minneapolis Car Foreman **Bob Carlson** after 40 years with the railroad. Bob and his wife will continue to make their home in Minneapolis.

Carman **Lawrence Berg**, Minneapolis, retired in June after many years of service, Lawrence and wife plan to continue living in Minneapolis.

Austin

On May 31 a bicentennial parade was held in Austin in which the Milwaukee Road sponsored a float. People who rode on the float or were instrumental in its preparation and exhibit in the parade were: retired Division Engineer **Fred Hornig**, Agent **Ed Applebury**, retired Agent **Ed Full**, retired Conductor **Roy Kelly** and Roy's granddaughter Colleen Nepp. Roy, 84, wore his old passenger conductor's uniform, which he had donated to the Mower County Historical Society.

LaCrosse

Don Kramer retired July 2 with more than 39 years of service. A surprise party was held at the roundhouse for Don by more than 40 employees.

Green Bay

Switchman **Melvin Way** and wife Jacqueline became parents of a baby, Cindy Lou, born January 30. Cindy joins one sister and two brothers at home.

Congratulations to Switchman **Ward Erdmann** and his wife Pat on the birth of a baby girl **Michell Lynn** born January 29. Michell joins one sister Keri Lee.

Cheryl Gezella married **Randall Schoen** on February 6. Randy is employed with the maintenance-of-way department in Green Bay.

Congratulations to Switchman **John Wielgus** who married Sharon Kay Conrad on April 10 at St. John the Baptist Church, Green Bay.

Harold Lehman, 79, Menominee, Michigan died April 26. Mr. Lehman had been employed by the Milwaukee for 40 years when he retired in 1960.

Mrs. Mary B. Feak, 81, Channing, Michigan died February 19. She was a member of the Milwaukee Road Women's Club. Survivors include her son **Richard** who is an engineer at Green Bay.

Milwaukee

Richard Hohl, son of Assistant Foreman **Robert E. Hohl**, Forge Shop, recently became an Eagle Scout.

Retirements occurring during the months of June and July were: **Ed Burke**, carman welder in the passenger shop, 39 years service. **Chester Markowski**, carman in the passenger shop, 39 years service. **Lloyd Kilgren**, carman welder in the freight shop, 39 years service. **Al Roesler**, carman welder in the freight shop, 39 years service. **Tom Jakubowski**, carman welder in the freight shop, 30 years service.

The 33rd Milwaukee Road Bowling Tournament was held on April 23, 24 and

25. Over \$2,600 was paid out in prize money and trophies and some of the winners were: The Hookers 5 from St. Paul, captained by **Pat McDermott**, with a total of 3003 pins. For the doubles event the first place winners were **J. Rodriguez** and **M. Dragistic**. **L. Hodan** of Watertown, Wisconsin took the singles event with a total of 697 pins. **G. Kauth** of Milwaukee won the All Events category with 1909 pins.

Chicago

On June 11 Assistant Bookkeeper **Angie Tauber** retired with 49 years service.

Wedding bells will be ringing for **Ed Werbachowski**, assistant bureau head of the foreign car record bureau, and **Carol Smith**, tracing clerk in the manager-interline freight accounting office.

Jay Carpenter, clerk in the foreign car record bureau left the Milwaukee to pursue an education at Abilene Christian University, Texas, on July 23.

A dinner party was given in honor of **Harold E. Schrab** of Galewood who retired on April 30. He had worked for the Milwaukee for 39 years and was chief carpenter of the Illinois division at the time of his retirement.

Welcome to the new clerks in the manager disbursement accounting office: **Jim Schoen**, **Madonna Vorderer**, **Sandy Galuhn**.

This was the year for vacation cruises for employees of the disbursement accounting office: **Peggy Jacobsen**, **Frani Field**, **Marilyn Bottigliero** and **Shirley Center**.

Marie Peterson of disbursement accounting vacationed in Russia recently.

Welcome back to **Gertrude Walsh** of the general stats bureau who was on sick leave.

Sympathy was extended to **Mary Warfield** on the death of her sister and mother.

Else Daszkiewicz's brother-in-law and sister-in-law are visitors from Poland.

Congratulations and best wishes to **W. J. Bowe**, manager joint facility accounting on his retirement.

Emmett Moran, Jr., son of Bureau Head **Emmett Moran**, has successfully completed his six years as a Navy pilot.

The disbursement accounting office had two unexpected visitors recently: a sparrow and a baby mouse.



While his wife and friends look on, **John Burke** (right), manager-pricing, in the chemicals, fuels and metal products profit center examines one of the gifts he received at a retirement party marking the end of his 49-year career with the Milwaukee Road. John was also honored at a Freight Traffic Club picnic which was attended by some 30 members of his family and by many friends from the Milwaukee and other business associates.



General Car Foreman **E. F. Buchholtz** (right) congratulates three men who retired from the Western Avenue coach yard on June 30: (left to right) **A. P. Watrobinski**, air conditioning and electrician foreman, **F. Sposato**, electrician, and General Chairman **IBEW Stephen Haugh** (former electrician). A party was also held to honor these men on June 16.

RETIREMENTS . . .

Louis K. Amos...Pipe Fitter...St. Paul...1/10/75
 Martin K. Bachelor...Painter...Bensenville...7/22/76
 Alonzo H. Baek...Telegrapher/Operator...Portage...6/15/76
 Alois P. Bagrowski...Store Helper...Milwaukee...3/14/76
 Clifford K. Bartol...Section Foreman...Fairfield, Montana...1/27/75
 Albert A. Begalka...Sub-Station Operator...Kittitas, Washington...5/15/76
 W. J. Beutelspacher...Switchman...St. Paul...7/9/76
 George F. Bird...Cashier...Great Falls...6/30/76
 William J. Bowe...Manager-Joint Facility Accounting...Chicago...6/30/76
 Edward H. Braun...Yard Conductor...Milwaukee...7/6/76
 Edward J. Burke...Welder...Milwaukee...6/1/76
 Edward P. Carey...Locomotive Engineer...Fox Lake, Illinois...7/24/76
 Robert H. Catlin...Locomotive Engineer...Milwaukee...6/1/76
 R. E. Chalifoux...Terminal Agent...Milwaukee...1/2/76
 Floyd E. Christensen...Section Foreman...Lake Preston, South Dakota...3/31/75
 L. M. Colby...Electrician...Harlowton...5/28/76
 Harold B. Cole...Conductor...Alberston...6/4/76
 Raymond E. Cox...Car Foreman...Davenport...6/30/76
 Alex J. Crivello...General Foreman...Milwaukee...6/4/76
 Bruce E. Daniels...Assistant to Vice President-Chief Engineer...Chicago...5/31/76
 Leo B. DeByl...Car Foreman...Green Bay...5/31/76
 George R. Decker...Conductor...Ottumwa...6/28/76
 Howard W. Dierking...Car Inspector...Chicago...7/2/76
 Joseph M. Donahue...Switchman...Dubuque...1/15/76
 R. F. Duehr...Switchman...Dubuque...5/28/76
 Ernest C. Edberg...Hostler...St. Paul...6/1/76
 Clarence W. Eleason...Section Foreman...Appleton, Minnesota...6/30/76
 Ralph L. Everett...Carman...Othello...6/1/76
 Gordon A. Falk...Section Foreman...Green Bay...6/30/76
 George A. Faulhaber...Machinist...Milwaukee...6/1/76
 Kenneth C. Friesner...Assistant Foreman...Milwaukee...6/30/76
 L. A. Gamell...Conductor...Lewistown...6/18/76
 Gordon E. Ganske...Conductor...St. Paul...7/1/76
 Waldemar O. Grosnick...Train Clerk...Bensenville...6/30/76
 Harry J. Gust...Engineer...Milwaukee...6/1/76
 Bernard A. Halverson...Office Clerk...Chicago...7/14/76
 Bessie F. Halverson...Assistant Cashier...Chicago...5/28/76
 A. F. Harvey...Traffic Operator...Chicago...6/11/76
 Scott T. Hazelberg...Chief Clerk...Green Bay...5/21/76
 A. E. Hoist...Laborer...Delmar, Iowa...4/8/76
 Edward P. Hora...Manager-Rate Quotation...Chicago...6/30/76
 K. E. Hornung...Assistant Chief Engineer-Structures...Chicago...6/30/76
 Robert S. Howard...Conductor...Tacoma...5/30/76
 Isaac F. Hoyt...Carman Cutter...Milwaukee...1/16/76
 J. A. Hurley...Section Laborer...Charles City, Iowa...12/31/74
 Thomas P. Jakubowski...Carman...Milwaukee...7/6/76
 Walter R. Janz...Clerk...Chicago...7/15/76
 Henry G. Johansen...Machinist...St. Paul...5/28/76
 Clarence Johnson...Car Inspector...St. Paul...7/1/76
 A. T. Karlstad...Yardmaster...Minneapolis...5/31/76
 James C. Keester...Section Foreman...Scenic, South Dakota...5/28/76
 Rudolph J. Kemp...Assistant to Vice President...Chicago...5/31/76
 Lloyd Kilgren...Welder...Milwaukee...6/4/76
 Edward L. Kittleson...Conductor...Chehalis, Washington...4/25/76
 A. S. Kosiba...Freight Car Inspector...Chicago...7/2/76
 Edward Koster...Machinist...Bensenville...2/21/75
 Donald G. Kramer...Truck Driver...La Crosse...7/2/76
 John A. Krause...Yard Conductor...Milwaukee...6/25/76
 Steve F. Kulig...Carpenter...Chicago...6/30/76
 Richard L. Leeth...Office Manager...Milwaukee...5/31/76
 William F. Liedkie...Conductor...Malden, Washington...1/21/75
 Oscar J. Lintner...Machinist...Milwaukee...7/9/76
 Walter E. Maj...Carman Helper...Chicago...6/30/76
 Chester J. Markowski...Passenger Carman...Milwaukee...6/7/76
 Willard K. Marquardt...Switchman...St. Paul...6/25/76
 A. O. Marsh, Jr...Carman...Janesville...6/30/76
 Joseph D. Maturo...Clerk...Chicago...5/31/76
 D. B. McAllister...Laborer...Savanna...12/12/75
 William E. McConkey...Trolley Foreman...Deer Lodge...6/15/76
 Leonard D. McCrocklin...Yardmaster...Jasonville, Indiana...5/30/74
 Dallas R. McWhirter...Clerk...Tacoma...5/28/76
 Edward H. Mielke...Roundhouse Foreman...Harlowton...7/4/76
 Harold E. Miller...Conductor...Deer Lodge...5/13/76
 Herman B. Murch...Yardmaster...Harlowton...6/12/76
 Lee F. Murphy...Yardmaster...Chicago...5/28/76
 L. F. Nelson...Engineer...Mitchell, South Dakota...5/31/76
 Robert O. Nelson...Yard Conductor...St. Paul...7/6/76
 William B. Nicolay...Freight Conductor...Bellingham...5/31/76
 Ralph J. Nilles...Chief Clerk...Merrill, Wisconsin...5/28/76
 B. F. Nowakowski...Welder...Milwaukee...7/9/76
 Cleo C. Orey...Conductor...Kansas City...5/18/76
 Edward J. Pekalek...Machinist...Milwaukee...6/1/76
 Harold W. Peppers...Locomotive Engineer...Ottumwa, Iowa...5/27/76
 William E. Peterson...Agent...Stoughton, Wisconsin...5/28/76
 John R. Phillips...Carman Cutter...Tacoma...6/30/76
 Joseph W. Podgarski...Special Representative...St. Paul...7/15/76
 Francis P. Rainer...Clerk...Milwaukee...7/6/76
 Roy A. Ramer...Chauffer...Milwaukee...6/2/76
 Clarence W. Rasmussen...Section Foreman...Beverly, Washington...6/30/76
 Joseph Robinson...Claim Adjuster...Chicago...3/5/76
 Alfred C. Roesler...Carman Welder...Milwaukee...7/6/76
 Marion S. Russell...Section Foreman...Highwood, Montana...5/21/76
 Grant A. Salter...Chauffer...Milwaukee...7/6/76
 Harry Schaffer...Bridge & Building Foreman...Austin...5/28/76
 Clement J. Schmitz...Switchman...St. Paul...7/2/76
 George W. Scholten...Yard Conductor...Milwaukee...6/28/76
 Fred A. Schroeder...Section Laborer...Algon, Iowa...6/2/76
 M. F. Schuler...Machinist Operator...Everett, Washington...6/30/76
 Arthur E. Schultz...Boilermaker...Milwaukee...6/2/76
 Charles A. Schultz...Pipefitter...Milwaukee...5/28/76
 Robert Scorza...Accountant...Chicago...6/30/76
 V. W. Sedgwick...Engineer...Harlowton...7/1/76
 Glen Shoemaker...Section Foreman...Cheneyville, Illinois...6/30/76
 Carl K. Sinn...Yard Clerk...St. Paul...6/24/76
 Kenneth J. Slater...Yardmaster...Ottumwa...7/6/76
 J. S. Smith...Conductor...Madison, Wisconsin...6/30/76
 Isadore Snyder...Welder...Milwaukee...7/9/76
 Marvin E. Sopoci...Section Laborer...Sioux City...1/27/76
 Gerald V. Stanton...Field Engineer...Chicago...6/30/76
 Robert E. Steinhauser...Cashier...Harlowton...7/9/76
 E. J. Stitz...Section Foreman...Madison, South Dakota...7/26/75
 Raymond G. Stordeur...Laborer...Green Bay...6/30/76
 Harold C. Sutherland...Conductor...Miles City...6/29/76
 Howard E. Swanson...Engineer...Minneapolis...5/30/76
 Howard J. Sweeney...Car Foreman...Miles City...6/29/76
 Angeline E. Tauber...Assistant Bookkeeper...Chicago...6/30/76
 Virgil C. Taylor...Warehouse Foreman...Council Bluffs...6/4/76
 Roland T. Thorn...Car Distributor...St. Paul...6/7/76
 Fred R. Timmermann...Yard Janitor...Milwaukee...7/10/76
 Tryon Tell, Jr...Switchman...Terre Haute...7/15/76
 James N. Valiquette...Conductor...La Crosse...6/30/76
 Earl A. Vieth...Track Inspector...Chicago...6/8/76
 Edward F. Volkman...Special Assistant to Vice President-Corporate Services...
 Milwaukee...5/31/76
 R. D. Volkman...Operator...Marmarth, North Dakota...7/4/76
 Lee C. Walker...Leadman...Harlowton...5/17/75
 A. P. Watrobinski...Electrical Foreman...Chicago...6/30/76
 Cora M. Webster...Cashier...Seattle...5/30/75
 William Welch...Yard Clerk...Minneapolis...5/28/76
 Francis A. Wiskie...Carman Welder...Janesville...6/30/76
 Robert E. Wright...Machinist Helper...Milwaukee...5/28/76
 Ewalt B. Zastrow...Machinist...Milwaukee...6/4/76
 H. L. Ziemer...Warehouse Foreman...Tacoma...5/31/76

MORE SWITCHES AND SIGNALS

The **Amtrak News**, a newsletter for Amtrak employees, is now available to all railroad people. If you would like to receive the publication, send your name, address, including ZIP code number and company affiliation to: Editor, Amtrak News, 955 L'Enfant Plaza, SW, Washington, D. C., 20024.

Rate Cut Aids Drought Areas

The Milwaukee Road has come to the aid of livestock growers in drought-stricken counties in South Dakota and Minnesota by substantially reducing rates for the transportation of hay.

Responding to requests from farm and political leaders and from the U. S. Department of Agriculture, the railroad late in July reduced its rates from 30 to 50 percent on hay moving from Montana origins to the drought areas.

Savings to livestock growers will vary depending on distance. Hay from eastern Montana will be carried at a reduction of about 50 percent, and that loaded in western Montana will move to the drought regions at a savings of approximately 30 percent.

APPOINTMENTS

Glenn W. Berg has been promoted to the newly created position of manager-budget reporting, operations and maintenance department effective June 16. The title of supervisor of expenditures is abolished.

William B. Braheny has been appointed administrative assistant to vice president-operations effective June 16.

Michael W. Buchholz has been appointed assistant manager property accounting effective July 1.

Donald G. Buckley, Jr. has been promoted to the position of market analyst in the chemicals, fuels and metal products profit center effective August 1.

Linda J. Burns has been appointed marketing analyst, Chicago, effective June 16.

Dean W. Cooksy has been appointed area manager-sales, Chicago, effective July 16. Mr. Cooksy will still maintain the responsibility of coordinating Alaskan projects.

Freeman P. Drew has been appointed assistant chief engineer-structures, Chicago, effective July 1.

Walter W. Franz was appointed assistant manager property accounting effective July 1.

John Greene has been appointed administrator operations training with headquarters at Chicago. The title of assistant to director operating department training programs is abolished.

Robin L. Hall has been appointed assistant labor relations officer effective June 15.

Joseph G. Kirchen has been appointed manager joint facility accounting effective July 1.

Carl E. Lee was appointed manager property accounting effective July 1.

Robert L. Marth has been promoted administrative assistant in the office of director of passenger services effective July 1.

Richard V. Nugent, Jr., was elected vice president-finance and administration of Chicago Milwaukee Corporation effective July 19. Mr. Nugent will continue to hold the title of assistant to chairman of the board of the railroad.

Dennis W. Preuter has been appointed to the newly created position of manager NRPC contract and administrative services effective July 1.

Jack L. Ridings has been appointed area personnel coordinator covering the territory on the Wisconsin division with headquarters at Milwaukee effective June 1.

James A. Schwinkendorf has been promoted to the newly created position of director-budgeting and planning, operations and maintenance department, effective June 16.

Charles R. Shinn was appointed acting superintendent transportation, Chicago, effective July 1.

Ronald J. Skalski has been appointed to the position of contract assistant with headquarters at Chicago effective July 16.

Richard N. Superson has been appointed assistant manager joint facility accounting effective July 1.

Robert L. Tisdall has been promoted to the newly created position of director-administration, operations and maintenance department, effective June 16.

Lon C. Van Gemert has been appointed sales representative, Milwaukee, effective July 1.

Gilbert H. Vernon has been appointed labor relations officer effective June 16.

Darrell E. Ward has been appointed to the position of area personnel coordinator covering territory on the Minnesota and Dakota divisions with headquarters at Minneapolis effective June 1.

Alfred J. Wood has been appointed bridge engineer with headquarters at Chicago effective July 1.

Wilbur J. Yohn has been promoted to the newly created position of manager-pricing-metal products in the chemicals, fuels and metal products profit center effective August 1.

Andrews Youhanaie has been appointed assistant bridge engineer with headquarters at Chicago effective July 1.

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Mr. Michael Sol
4611 North Ave. W.
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Construction was completed recently on two new commuter depots, one located in Bensenville and the other in Morton Grove, Illinois. Funded by two suburban mass transit districts, the combined cost of the depots is over \$175,000.

