

# Transitions

New York City Transit Authority

Car Equipment Department

Fall 1987

## WORK EQUIPMENT: HOW WOULD WE WORK WITHOUT IT?

Often overlooked because most of their work is done behind the scenes, the Work Equipment team is in charge of the muscle equipment that keeps the passenger system running. Located primarily in the Bronx Westchester Yard, the Work Equipment team handles the overhaul and maintenance of 67 locomotives and more than 400 non-revenue cars and associated equipment. Consequently, its staff of 64 employees needs to be expert at almost everything from flat cars to tunnel wash cars. "They are doing a fine job," says **Chuck Stanford**, Chief Engineer, Track and Structures. "Between **Frank Westfall's** New Car Design and Development Unit, **Ed Brennan's** operation, plus our own Special Equipment staff, we now have a well thought out fleet management program that is being followed."

### Power Off!

When work needs to be done quickly and safely, it's electrical power off, and that's when the diesel locomotives show their muscle. Whether it is pulling flat cars laden with construction equipment, hydraulic lift cars or any other type of project equipment, the self-



Locomotive with flat car ready to pull out of the Pelham Diesel Shop.

powered locomotives enable Track and Structures, and Engineering and Construction to complete their work quickly and efficiently. The more reliable the work equipment, the more productive the work!

Right now 37 of these locomotives are being upgraded and overhauled to R77 standards. This includes installing catalytic converters to control exhaust emissions. Previously, the exhaust was handled by a water system. A large water tank was located at the front of the locomotive and a water scrubber at the back. Not only was this system inefficient but at a cost of \$10,000 it was also expensive. The new catalytic converter system costs only \$3,000, takes up half the space and has eliminated many maintenance problems.

## We're Yellow — We Go Everywhere

After most of the passengers and employees have retired for the day, the very visible yellow and black work equipment goes into action. Handling the BMT line and the South Division's IND line, the 36th Street yard sends out its equipment, while Pelham sends out the remainder in the North. These cars and trains consist of such machinery as the tunnel washing car that removes steel dust and grit from the tunnel walls and the two eight car CWR (Continuous Welded Rail) trains which drop 390 foot sections of pre-welded rail. These trains were built by the 207th Street Overhaul Shop using designs developed in conjunction with the

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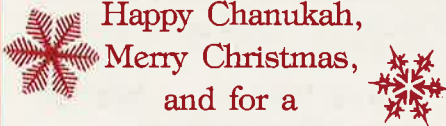
Track and Structures Department. This cooperative effort between the two departments made it possible for Track and Structures to meet its pre-welded rail laying commitment for 1986 and they estimate the same success for 1987.

Displaying the same yellow and black markings and dispatched from various maintenance shops throughout the system, refuse collection cars pick up full dumpsters at stations and replace them with empty ones, while the revenue collection cars pick up money and tokens. **Carol Meltzer**, Chief Station Officer, stated that there has been a great improvement in the revenue collection service and that "it has

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### HAPPY HOLIDAYS

To You and Your Family,  
Every Best Wish for a  
Happy Chanukah,  
Merry Christmas,  
and for a  
Healthy and Prosperous  
New Year.



### Celebrate at the Transit Exhibit

The **Transit Exhibit** invites all TA employees and their families to its OPEN HOUSE:

December 12, 1987 - 11:00 AM to 3:00 PM

Corner of Boerum Place and Schermerhorn Street, Brooklyn

\* Free refreshments \* Puppets  
\* Jazz Trio \* 30% Discount on Gifts (except books)

For further information call:  
718-330-3063.

When **Bob Guinta** saw all the space left by the old water tanks on the locomotives he said to himself, "That's good for something!" So he gutted a salvaged water tank and designed and built a rack that would fit inside of the tank to consoli-



date all the pneumatic components and resistors. This consolidation makes it much easier to perform maintenance operations, not only in the field but also at the shop. Shown above installing a valve on the rack, Bob is the shop's INVENTOR. Not only is he responsible for the design and manufacture of these racks and many tools, he also designed and built the shop's lunchroom and most of the suspended offices. When he's not coming up with new ideas at the shop, Bob pursues his hobby collecting and repairing guns. Definitely a talented and responsible worker, the Diesel Shop is glad to have him as one of their team members.



### At a visit to the 207th Street Overhaul Shop

on September 17, 1987, **David L. Gunn**, President, New York City Transit Authority (far right) observes **Octavio Felicie**, CMF; (left) and **John Simone**, CMF (second from left) replacing the tread brake unit on an R44 truck. Observing also (second from right) is **Henry White, Jr.**, Deputy Commissioner, New York City Department of Transportation, Bureau of Transit Operations. **CTA**

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helped us tremendously in our own operation." A good part of this improvement is due to overhaul work being done on these cars at the 207th Street Overhaul Shop. When completed, 20 revenue collection and locker cars will have been converted to R62 standards. Future plans for the work equipment involve the coordination of efforts with Track and Structures and Rapid Transit Operations in using a new Wang "Car Locator" computer application that will aid the work equipment operation to reach its goal of 90% to 95% equipment utilization. **CED**

### HRS? — ATS? WHAT'S IT ALL ABOUT?

Efficiency, that's it. Everyone in the Transit Authority is well aware, both professionally and personally, of how technology has made our lives much easier — Automatic Teller Machines — speed dialing telephones — VCRs. Well, now it's time to make our personnel, payroll and timekeeping system just as efficient.

The overall payroll/personnel system is made up of two separate systems that interact. The primary system is HRS, the Human Resource System. It is designed to replace the Transit Authority's present payroll/personnel system and eventually it will calculate and process the paychecks for some 52,000 employees and 20,000 retirees throughout the Transit Authority. It will include a single, uniform data base. That means that only one set of information will be contained in one place for each employee and that each authorized user will have immediate access to the information. For example, if an employee changes his address, the authorized user at the employee's location will be able to key in that information to



Even work equipment can be considered "clean cars". Rochester Edwards, Cleaner at the Pelham Diesel Shop, removes the remnants of last night's dirty work.

the computer, which will verify the change and then replace the old information with the new information. In this way, the employee's address will always be current and mail will no longer be lost.

HRS receives its information in two ways. For bi-weekly employees it receives its data from an Optical Character Reader (OCR) machine which actually reads each time sheet. For hourly employees, the Automated Timekeeping System (ATS) is used to collect the information. To ensure the integrity of this information, it is the responsibility of every shop supervisor to see that the time and leave events for each employee are accurately recorded. The supervisor or a shop employee actually inputs this data into a terminal right at the shop. ATS immediately updates the employee's leave balances and then transmits it to HRS for further processing. Once all the processing is completed, the information can be accessed through HRS by the authorized shop employee to answer some typical day-to-day questions. In addition, both ATS and HRS will generate informative and timely reports.

### CED The Rapid Transit Pilot

The Car Equipment Department was chosen as a pilot department for the new program and we expect to have some 1400 bi-weekly employees in the HRS pilot before the end of the year. Then by mid-1988 all biweekly and hourly employees are expected to be paid through HRS.

As a result of implementing of this new system, many employee benefits will be available, such as: an individual quarterly leave statement, quicker payment of overtime and meal allowances, and a more detailed pay stub. **CED**

### "Transitions" Input

If you have any questions, comments, ideas or a HOT STORY — call **Arlene Grauer** at 718-330-3192.

## OPEN DOOR ON AFFIRMATIVE ACTION

Taking advantage of Dick Goodlatte's Open Door policy, three supervisors, **Lloyd Farris**, **George Lewis** and **Gerald Skinner** came in to speak with **Dick Goodlatte** on March 30, 1987 concerning their feelings about minority representation and selection for MSII and managerial positions. Although CED has made a concerted effort to be sensitive to affirmative action issues during the past three years, there has been no official plan in place. As a result of Mr. Goodlatte's meeting with the supervisors, an official CED policy was developed and implemented on September 25, 1987. This policy contains such actions as:

- Implementing an affirmative interviewing plan
- Monitoring hiring and promotional activity and reporting the results
- Listing open positions with minority sources and women's professional organizations.

So, when a job is posted it should be seen as a real opportunity to all eligible employees. **CED**

## CED'S FLEET FEET

Congratulations to **Doug Olney** and **Charley Stark**, Administration and Budget analysts, who ran in the New York City Marathon held on November 1, 1987. They both completed the grueling 26.2 mile course in less than 3 hours and finished in the top 5%. Their respective finishing times were 2:57:02 and 2:59:50. Nice going guys! **CED**



Shown above at their October 2nd follow-up meeting are (left to right) Lloyd Farris, MS II; George Lewis, MS II; Gerald Skinner, MS II; Dick Goodlatte, CMO; Patricia Davis, Manager, CED Personnel and Silvio Paguaga, Director, CED Human Resources.

## TRAINING, TRANSPORTATION AND TECHNOLOGY CHEMICAL SAVVY WITH THREE T's:

Realizing the importance of providing all TA employees with chemical safety information in the fastest and easiest way, the Technical Training Division of the Employee Development Department combined these three elements to produce the **Chemical Safety Training Program**.

### Training

All TA personnel will receive this training and it will be tailored to contain instructions specific to the particular chemicals that each individual person would encounter in the course of a work day, the effects of those chemicals and the best way to handle them.

### Transportation

If the trainee can't come to the training, the training will come to the trainee. The classes are held at three stationary sites (207th Street in Manhattan, P.S. 248 in Brooklyn, and Walnut Depot in the Bronx) as well as in three mobile units. By removing the passenger seats,

hanging some curtains and installing computers, three buses were converted to classrooms. These mobile units travel around the TA to bring the training classes as close to the students as possible, making it easily available to shops at all locations.

### Technology

The training is done individually at a computer workstation. This type of instruction is ideal for anyone who likes to work at his or her own pace; it enables the student to go as fast as he or she wishes. Sitting at the computer the student interacts with it by touching the screen. Then when the student needs assistance, an instructor will be there to personally guide the trainee. This training has proven so successful that CED plans to adapt the interactive training technique to maintenance training programs in 1988.

Any inquiries about the Chemical Safety Training Program can be addressed to **Ray Figueroa** at 212-942-0075 (North) or 718-449-0974 (South). **CED**