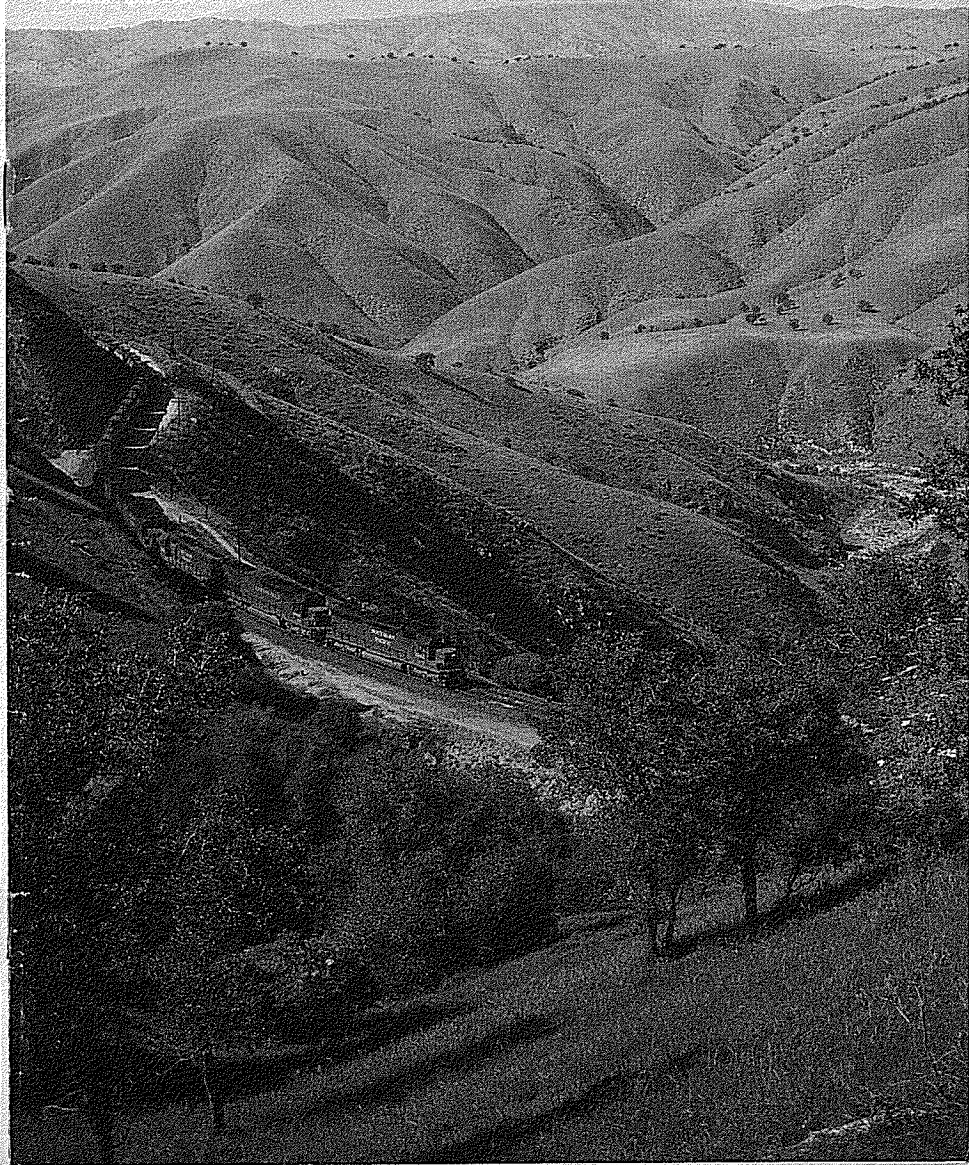


# Southern Pacific Bulletin

March-April 1967

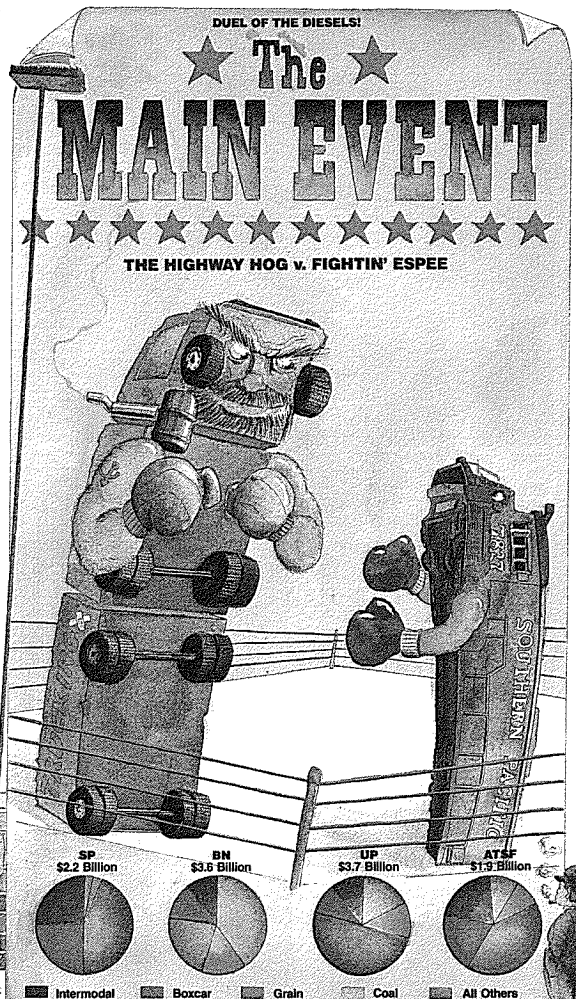


*SP's most formidable competitor doesn't ride the rails, it's on the highways.*

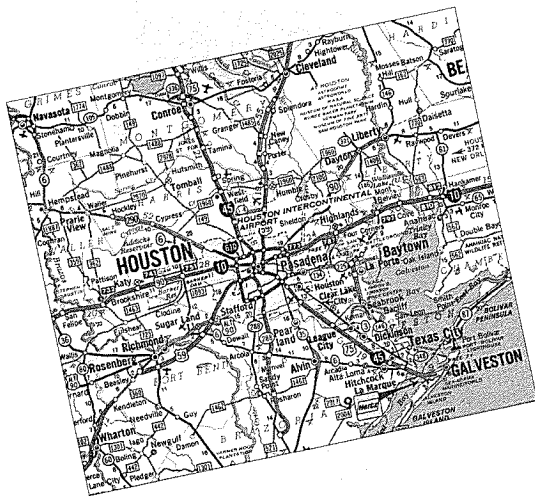
The "pie charts" at the bottom of the accompanying illustration tell a compelling story. These show how Southern Pacific's traffic mix (measured by freight revenues) compares with our railroad rivals. The red and purple segments, representing boxcar and intermodal traffic, are the most truck competitive. Boxcar and intermodal traffic make up 50 percent of SP's total—far more than either UP's 21 percent or BN's 23 percent, and even more than Santa Fe's 40 percent. By contrast, those roads all have more coal and grain traffic, natural commodities for efficient railroad hauling. BN's coal and grain traffic totals 55 percent, while SP's produces just 5 percent of its revenue.

With greater productivity, we are more competitive. In 1987, we increased carloadings 3 percent and revenue ton-miles

We have come a long way in a difficult environment. We're heading in the right direction, but we have to keep going, improving productivity and building our revenues if we are to succeed—and not merely survive—in the competitive marketplace.



SP has more truck competitive traffic than any of its main railroad rivals. The "pie charts" show that boxcar and intermodal traffic—the most truck competitive segments—make up 50 percent of Santa Fe's total. This is far more than either UP's 21 percent or BN's 23 percent, and even more than SP's 40 percent.



## CENTRALIZED OPERATIONS

*The Operating Department brings together clerical and administrative functions at Houston to save millions of dollars while improving efficiency and service on the Eastern Region.*

Kathy Welch traded the Alamo for the Astrodome when she made the move from San Antonio to Houston in January.

Bob Menard left behind his Louisiana lifestyle for new opportunities in Houston. So did J. V. Sebastian.

Other SP people, like David Samples, didn't need to move—they already called Houston home. Samples used to drive to Englewood Yard to go to work, now he heads for the Houston General Office in the heart of the city.

Last September, the Operating Department started implementing its plan to consolidate most of its clerical and administrative functions on the Eastern Region under one roof.

Crew calling, timekeeping, waybill activity, daily activity reports, bulletins, bids, and the ordering of track materials and other supplies are some of the functions that are now handled from Houston for the entire Eastern Region.

"We see centralization as the best way to work more efficiently while achieving significant savings," says Bill Lacy, vice president-Operations. "We're starting to take advantage of new technology while downsizing our workforce."

The move toward centralization—a trend within the railroad industry and other major businesses—is possible because of telecommunications, computer technology, and recently negotiated union agreements that allow adjustments in the work force.

On August 26, 1987, representatives of the Transportation Communications Union (formerly BRAC) and SP agreed on a clerical severance plan that would trim surplus positions—in addition to the normal 4 percent reduction allowed under the present union agreement—and



David Samples, monitor clerk in RASC, works closely with customers and their waybills.

to relocate necessary positions to Houston. Cotton Belt clerical workers on the Pine Bluff and Kansas City divisions are negotiating an agreement to provide additional consolidations. A voluntary separation allowance was offered and 157 Eastern Lines clerks took buyouts that averaged \$26,860. When added to 347 Western Lines clerks taking severance in 1987, the company will save an estimated \$20 million annually.

TCU General Chairmen R. B. Brackbill (Western Lines) and P. T. Trittel (Eastern Lines) recognized the need for and importance of modernization. The employees and TCU local representatives have been equal partners in making this work.

"Employees understand the need to economize and to make SP more competitive," says Lacy. "Supervisors and workers teamed up to find ways to lower costs and came up with some ingenious solutions. We've achieved far more than we expected."

Neil Faulkner, asst. superintendent, is in charge of making room for all of the centralized functions at Houston and for the \$300,000 being spent to remodel of-

fice space on three floors in the Houston General Office to accommodate centralized functions.

"We've learned to be innovative and versatile as we put this together," says Faulkner. "We're learning something new every day."

Centralization depends on computers, telecommunications and people to effectively handle 4,146 miles of core routes extending into eight states.



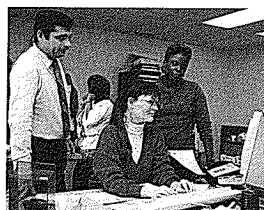
Billing clerks process about \$9 million worth of waybills each week. Left to right: Jesse Maroquin, Arthur Vega, Wendy Howell, Mike Bell, Edward Brown, Ken Castille and Gus Moncivais.



Helping with the centralized administrative work are Kathy Welch, general clerk-steno; Mike Figaro, chief clerk; Bob Menard, secretary.



General clerks Andrea Scott, Mel Motley and Georgia Kalmus work with asst. engineer J. V. Sebastian (left) on Materials Planning.



Butch Hill, manager-crew dispatching & timekeeping, and crew dispatchers Donna Barnett and Dee Childs (right).



Don Doyle, manager of cost control; Neil Faulkner, assistant superintendent; and Bobby Boudreaux, cost manager.



The Regional Agency Service Center was one of the first areas to centralize. Floyd Lopez (left) is the group's manager; Carl Highman is senior assistant manager.



Office supervisor Jerry Bush and general clerk Debbie Hokanson work on MofW seniority rosters.



Timekeepers Vicki Reichert, Michelle Moses and Maxine Morris are part of the team who process time slips for trainmen, yardmen and engineers.

sponsible for waybills that represent about \$9 million in revenues each week," says Lopez.

Lopez sees centralization as a real help to SP's customers. "Everything is here. When a question comes up, all the customer has to do is pick up the phone and call our toll-free number."

Customers were introduced to the new system in a letter sent out by Lopez. In some areas, meetings were held with customers.

"When we met with the Bayport Shippers' Association," says Lopez, "there was skepticism. They requested a followup meeting in 30 days to go over any problems that they might encounter. But things went so well, they cancelled the meeting."

The change to centralized operations went relatively smoothly and Lopez credits the employees in his group. "A number of people from out on line transferred into this office. Their experience has been invaluable," says Lopez.

Centralized crew dispatching and time-keeping, located on the second floor, are the responsibility of W. C. Hill.

A total of 31 crew callers work around the clock placing more than 2,000 calls to line up crews for about 150 trains that operate throughout the Eastern Region.

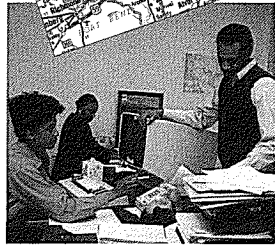
"The system that we've developed can precisely determine who is first out," says Hill. "The computer automatically goes through 18 or 19 decisions to select the correct person to be called for the train."

The computerized program, developed with the input of crew dispatchers in Houston, was introduced in February.

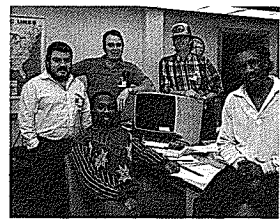
Hill is also responsible for the time-keeping for about 3,100 trainmen, yardmen and engineers on the Eastern Region. Ten timekeepers process the time-slips that arrive each day by messenger or special courier. Before this centralized system was established, all



Imelda Jimenez, George Brown (left) and Jim Symmack are demurrage clerks in RASC.



Christine Mayhorn (left), collection clerk; Brenda Bob, IMS clerk; and Asst. Agent W. C. Dixon work on billing and car movements in RASC.



Juan McMullen, Lanny Daniel, Berlin Raspberry (seated), Jessie Hollis and E. Jackson are switching clerks in RASC.

to consolidate as much as possible. "What we envision," says Chief Clerk Mike Figaro "is a core staff for each superintendent's field office consisting of a secretary and administrative assistant. The rest of the work is handled at the centralized office in Houston."

Cost Manager Bobby Boudreaux oversees a group of 23 people responsible for the Daily Activity Report—a reporting system to gather the hours worked by employees in the Maintenance of Way and Mechanical departments, along with a certain portion of the clerical staff. The Houston-Lafayette and San Antonio Divisions use the system now. Remaining divisions are expected to be phased in during the year.

"Each day, maintenance of way supervisors use a telephone to report the hours worked for each employee, the amount of materials used to do the work and other select information," says Bourdeaux. "No matter where the gang is working, as long as they are near a touch-tone phone, they can report their daily activity."

Ken Regalia, manager of special projects in the Operating Department at San Francisco, credits the touch-tone telephone as a revolutionary tool in helping to streamline information flows and to

make it easier to centralize work.

"It's a simple way to report information and it doesn't take long," says Regalia. "For the employee, it means a paycheck that accurately reflects the hours worked. For the company, it helps us gather information in a much more timely manner and make it available for many other purposes."

For Office Supervisor Jerry Bush the consolidation makes it easier for individuals in Maintenance of Way to determine which jobs—either on a district or a system gang—they are eligible to bid on. "Right now we are combining seniority rosters for Houston, Lafayette, Dallas-Austin, and San Antonio," says Bush. "We're also working on a system to transmit job bulletins and assignments by computer. This will provide quicker notification and allows the employee more time to consider his options and still act within the 10-day time period."

Another area that is consolidating is the ordering and inventory control for rail, cross-ties, other track materials and office supplies.

J. V. Sebastian, assistant engineer, says the goal is to provide tighter inventory control which in turn will reduce costs. "Each roadmaster will, in effect, act as a storehouse. He will use the computer to record track materials that are used. If he needs materials, he will go through the division material planner who determines how the item can be obtained. The material planner can see if it is in inventory in other locations or authorize its purchase."

Control is still at the division level, but Sebastian's group will expedite the processing of the requests for the entire region.

"Most employees realize that SP has to economize and do all that it can to improve its efficiency," says Lacy. "Working with employees, we have been able to plan and execute changes necessary to produce the efficiencies needed. It's been a collective effort. There was a need for change and a desire to make it work. Supervisors, labor leaders and workers teamed up to tackle the problem and find answers. The results demonstrate the ingenuity, resourcefulness and dedication of everyone involved."

## Bank on Direct Deposit

*SP offers a program that electronically transfers an active employee's pay directly into his or her account. Railroad Retirement also has its own direct deposit program for those receiving an annuity.*

The Payday Shuffle. Everyone's been doing it for years. It goes something like this: go to work, get your paycheck, then race to the bank.

Employees who are tired of doing the "shuffle" may choose a much more sensible approach—direct deposit.

Last fall, SP began offering the new system that electronically deposits an employee's pay into his or her savings or checking account. When payday rolls around, employees receive their statement of earnings and deductions—the same information contained on a paycheck stub—instead of a paycheck. Their money is already in the bank.

Direct deposit offers several advantages.

"It's impossible for your paycheck to be lost or stolen," says Paymaster Paul Ritter, who oversees the distribution of 26,000 paychecks for employees throughout the system. "If you're on vacation or ill, you don't have to worry about how you will get your paycheck. Direct deposit assures that your pay is in your account."

Employees who have not already signed up for direct deposit may do so by obtaining an authorization form from the Paycheck Bureau, Room 666, in the San Francisco General Office.

"Those who use direct deposit would never think about changing back," says Ritter. "It's just too easy and convenient."

SP retirees who receive an annuity from the Railroad Retirement Board may also enjoy the benefits of direct deposit.

Annuity holders can have their payments automatically deposited directly into their checking or savings accounts through the U.S. Treasury's Direct Deposit Program.

Here's how to sign up. Next time an annuity check from the Railroad Retirement Board arrives in the mail,

take it to your financial institution and fill out an authorization form (SF-1199A). Almost all banks, savings and loans, and credit unions participate in this program and have this form.

The financial institution will send the completed form to the Board for processing and furnish you with a copy for your own record.

Contact the nearest office of the Railroad Retirement Board if you need additional information.

## Questions & Answers About Direct Deposit

**Will I still get my paycheck stub?**  
Yes. It will be mailed to your home and should arrive the day your funds have been added to your account.

**What happens if I close my account?**  
You must inform the Paymaster at (415) 541-1212 if you plan to close your bank account.

**Can I get my pay early if I'm going on vacation just prior to payday?**  
No. Your pay will automatically be deposited to your account on payday whether you are on vacation, at work or absent due to illness.

**Can my pay be deposited at any bank, savings & loan, or credit union in the United States?**  
Almost all financial institutions accept our direct deposit for pay.

**Will I get paid on the same paydays?**  
Yes.

**Do I have to tell my bank about the change?**  
No. The company notifies your bank.

**Who do I contact if I have problems receiving my pay?**  
The Paymaster in San Francisco at (415) 541-1212.

**Is direct deposit of pay going to cost me anything?**  
No, not if you already have an account where you want your pay deposited.

# Rio Grande Submits Plan to Acquire SP

Rio Grande Industries filed its application with the Interstate Commerce Commission on February 22 to acquire Southern Pacific and combine it with the Denver & Rio Grande Western Railroad.

Once the ICC approves the sale, Rio Grande said it will ultimately sell a 20 percent interest to Morgan Stanley, New York investment bankers with a long history of service to the railroad industry.

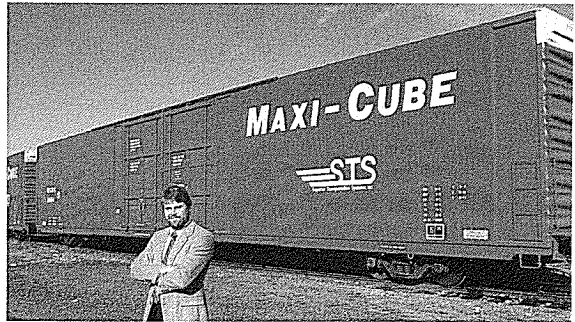
The application notes that the combination of the D&RGW and SP complies with the ICC's determination to promote competition. The two lines will be end-to-end, joining two railroads with common points at Ogden, Herrington and Kansas City, Mo.

Rio Grande said the competitive impact of the purchase will be minimal, while the ability of both railroads to compete in their respective operating corridors will be strengthened. Rio Grande estimated that an additional \$124 million in revenue will be diverted from other railroads to the combined Rio Grande-SP system each year. The Union Pacific will lose an estimated \$87 million, while the Burlington Northern will lose about \$26 million. The Santa Fe would lose about \$8 million.

Rio Grande said its proposed transaction is accompanied by a commitment to honor existing labor contracts and has unanimous support of the general chairmen of all the unions representing SP employees, the United Transportation Union and the Railway Labor Executives' Association.

In its filing, Rio Grande officials said they are "confident that attrition, coupled with voluntary severance, will achieve the employment levels desired in all instances."

In mid-February, the ICC adopted a 180-day schedule to consider the proposed sale of SP to Rio Grande Industries. □



Tim Lee, president of Superior Transportation Systems, has a fleet of 50 of these large capacity boxcars to move lightweight paper products—a segment of business that has been dominated by the trucking industry. This 86-foot-long boxcar has 10,000 cubic feet of cargo space.

## The Lightweight Contender

*The big, red railcars are the bright idea of an enterprising freight transportation broker who found a new niche for moving lightweight paper products by rail.*

Railroads used to move lots of lightweight paper products.

Then about four or five years ago, along came a recession. Businesses decided too much of their money was tied up in stockpiled inventories that were sitting in distribution centers. So they closed up these rail-served warehouses to cut costs. Customers began placing their orders directly with the manufacturers and rail transportation lost its attraction—no longer economical or fast enough to meet the needs of working with "just in time" inventories.

Trucks promised—and delivered—door-to-door service and faster schedules. With a few exceptions, the lightweight paper products business walked away from the railroads and onto trucks. It hasn't been seen from since. Until recently.

When James River Corporation, a paper manufacturer with several plants in the Pacific Northwest, established a new 570,000-square-foot distribution center in northern California, an enterprising transportation broker began examining ways to fill it up and keep it supplied.

Superior Transportation Systems, Inc., predominantly a trucking company headquartered in Wilsonville, Oregon, saw an opportunity for moving the light paper products from the manufacturing plants to the new distribution center by rail. □

For the plan to work, the price had to be right. That meant finding a piece of rail equipment big enough to handle large volumes of light paper products.

STS found what it needed in an 86-foot-long boxcar with 10,000 cubic feet of space. There's enough room to hold nearly 2,000 standard cases filled with industrial tissue or about 196,000 rolls of toilet tissue.

"That's more cases than can be carried in two standard 50-foot boxcars or twin 28-foot truck trailers," says Tim Lee, STS's president.

What STS needed now was a transportation partner—a railroad to provide the service and price package to make it work. They chose SP to be part of the team.

"We were impressed with some of SP's expedited trains that operate on the West Coast," says Lee.

Several tests runs were conducted. SP not only demonstrated its ability to expeditiously handle the business, it was able to offer a favorable rate.

"It's some nice new business for SP," says Art Chapman, director of forest products, "and it demonstrates the railroad's ability to compete in a market that many had given up as lost to trucks." In addition to the business for James River, SP and STS are handling these cars for Scott Paper, Potlatch and several other paper manufacturers. □

## 'Little House' On the Move

When a warehouse full of furniture, vintage clothing, sets and props used in the television series "Little House on the Prairie" needed to be relocated from southern California to Arizona, Michael Landon Productions decided to take the train.

Monica Lopez, senior sales representative in Los Angeles, says it was the first time the production company shipped by rail.

"The transportation coordinator for Michael Landon Productions saw an ad for SP's Track-Star train between Los Angeles and Phoenix," says Lopez. "They called to find out more about the train's reliability, service and security for handling their shipment." The train's fast, thorough service and its competitive rates were reason enough to choose rail transportation. An added bonus was the expertise of Dewitt Stacks, SP's manager of damage prevention and loading at Los Angeles.

"There were a lot of antiques, collectibles and one-of-a-kind items. I got Dewitt involved from the beginning," says Lopez. "He advised them on the proper loading techniques to minimize damage."

The contents of the warehouse were packed into three 45-foot highway trailers, moved over the road to the Los Angeles Transportation Center and then loaded onto flatcars for their trip by rail to Arizona. □



Hundreds of props used in the television series "Little House on the Prairie" were loaded into three trailers and shipped by rail from California to Arizona. SP's Dewitt Stacks and Monica Lopez show off one of the props before it was loaded into the trailer. □

## Hare Retires; Clark Named Superintendent at Kansas City

J. Earl Hare, Jr., superintendent of the Kansas City Division, retired at the end of January, closing out a railroad career spanning nearly 45 years.

Hare started with the Rock Island Railroad in 1943 as a telegraph operator. Over the years he worked as train dispatcher, agent, terminal superintendent and assistant division superintendent.

In 1970, Hare was appointed superintendent of the Rock Island's Southern Division. He then served as superintendent of the Missouri-Kansas Division and was in charge of the Illinois Division when he joined Southern Pacific in late 1978.

When SP acquired the Tucumcari-to-St. Louis portion of the former Rock Island in 1980, Hare was appointed superintendent of SP's new Kansas City Division—a territory covering nearly 1,000 miles.

James W. Clark, former assistant



Hare

Clark

superintendent of the Kansas City Division since 1985, succeeds Hare as superintendent. □

Clark began his railroad career in 1953 as an operator on the San Antonio Division. He became an agent in 1963 and later served as assistant trainmaster at Corpus Christi and Eagle Lake, Texas, and trainmaster at Sanderson, Ennis and Del Rio, Texas prior to his appointment as assistant superintendent at Kansas City in 1985. □

## Tuition Reimbursements May Be Taxable in 1988

Employees attending school under the company's tuition reimbursement program should be aware of a change in the Internal Revenue Code which may affect the taxation of reimbursement payments. Beginning January 1, 1988, tuition reimbursements for courses that are not job related are now subject to employment taxes and will be included on the employee's Form W-2.

In order for tuition reimbursement payments to be excluded from employment taxes (such as federal income tax withholding and railroad retirement tax) in 1988, the employee must be enrolled in job-related courses—either courses related to an employee's current assignment or an assignment an employee aspires to.

The change is a result of the expiration of Section 127 of the Internal Revenue Code. This section, which expired on December 31, 1987, generally excluded employer provided education assistance payments from federal income taxes.

Contact Ken Wood, assistant vice president-employee relations in San Francisco, if additional information is needed. He can be reached on Ext. 2640. □

## Employee Assistance Can Help With Personal Problems That Affect Your Work

*Drugs and alcohol are not the only things that may jeopardize a job. Marital problems, stress, and legal or financial difficulties are also high on the list.*

"I'm having a hard time keeping it together at work," said the voice on the phone.

"The problem wasn't drugs," says Cliff Melton, "and it wasn't alcohol related either. It had to do with a troubled marriage."

After meeting with this person, Melton—Southern Pacific's Oakland-based director for its Employee Assistance Program—referred the individual to an agency that offers marriage counseling.

"Most employees only think of alcohol and drug rehabilitation when the Employee Assistance Program is mentioned," says Melton. "While it's true that about 70 percent of our work is involved with substance abuse, the remaining 30 percent represents an area that is just as critical for the individuals affected."

Marital problems, mental health and legal or financial problems are areas where SP's counselors are getting an increasing number of calls.

"The Employee Assistance Program can usually help," says Melton.

SP's seven counselors are a source for

employees—or their immediate families—to turn to when they feel they may need help.

"All calls are held in strict confidence," says Melton. "After talking over the phone, we set up an appointment to meet with the individual and assess the problem and suggest steps that could help."

If professional help is needed, the employee assistance counselor will refer the individual to a doctor, psychiatrist, rehabilitation program or other source of assistance.

"We provide only short term counseling ourselves," says Melton. "Our responsibility is to know the resources and the people who are well qualified to help."

Employee assistance counselors keep in touch with the employee until the problem is resolved, or the employee no longer desires help from the counselor.

The Employee Assistance Program helps about 700 individuals each year. Counselors are on-call to assist an employee or a member of his or her immediate family. □

Cliff Melton, the program's director in Oakland, is a licensed Professional Counselor and nationally certified Employee Assistance Professional who has experiential knowledge of substance abuse and the process of recovery. Melton earned his undergraduate degree in psychology and a master's in communication with an emphasis in human relations. "I'm primarily interested in people," says Melton, who has been a counselor since 1973. "and I feel employee assistance programs are the ultimate means to motivate change in the impaired employee." Melton joined SP in 1977.

Don Walsh worked as a test engineer in the aerospace industry before he started training for a position as counselor in 1964, the year he became a recovering alcoholic. He joined SP's employee assistance program in 1977 after working as an administrator in a similar program for an aerospace company. "I like my work," says Walsh, a nationally certified Employee Assistance Professional. "It's given me a better future and I want to help others achieve the same." Walsh, headquartered in Los Angeles, stresses the importance of dealing with problems early on. "In most cases, the longer you wait, the worse the problem becomes," he says.

Murray Eyford joined SP in 1948 as a telegrapher and later worked as a train dispatcher for 25 years. In 1976, he was one of the first counselors SP designated to start its new employee assistance program. Two bouts with Rule G violations during the 1960s gives Eyford first-hand knowledge of addictions and the problems it creates. "I can share my own experiences with addiction with troubled employees," says Eyford, who covers the Sacramento Division. "I would like to see more employees referred to us before the discipline process begins. We can help them out."

Bob Taylor, headquartered in Eugene, has counseled almost 1,000 employees or family members since joining SP in 1977. "We have the finest program in the transportation industry," says Taylor. After graduating from college, Taylor spent 21 years in the business world—17 operating his own businesses. Following treatment for alcoholism in the late 1960s, Taylor undertook a mid-life career change and earned a master's degree in counseling specializing in rehabilitation, alcohol and drugs, family counseling and career development. He is a nationally certified Employee Assistance Professional.

## Qualified Counselors Lend A Hand

*Employee assistance counselors share a common concern for helping SP employees. Each brings to the job a combination of education, training and personal experience to assist employees with their problems.*



Melton



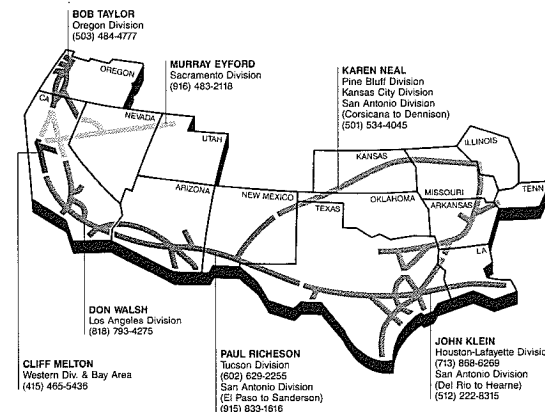
Eyford



Taylor



Neal



Walsh



Richeson



Klein

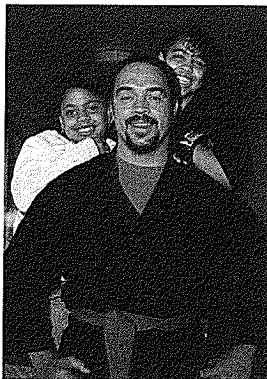
Karen Neal, located in Pine Bluff, Ark., has been with the employee assistance program since 1984. She has 20 years experience in the mental health field and substance abuse. "My early college education and other technical training was in the medical field," she says, "but because of a personal experience in recovering, this interest in substance abuse also became professional." Neal is certified by the states of Arkansas and Texas as a substance abuse counselor and has earned national certification as an Employee Assistance Professional. "SP's employee assistance counselors are well qualified to handle more than drugs and alcohol," she says. "We can help the troubled employee, too."

John Klein is a native Texan who describes himself as a "long-suffering fan of the (Houston) Oilers, Rockets and Astros." The Houston-based counselor received his master's in counseling and guidance and earned his doctorate in public health. He has been a counselor for 18 years and joined SP nine years ago. Klein is a licensed Professional Counselor and a certified Employee Assistance Professional. "It makes more sense to try to salvage an addicted employee while his or her job is at stake than to wait for a catastrophe," he says. "If an intervention is made in the early or middle stage of the disease of addiction, the chance of recovery is better than in the late stage."

Paul Richeson was the program director of an alcohol and drug abuse treatment unit for an El Paso hospital before joining SP in 1984. A recovering alcoholic for the past eight years, Richeson is a strong supporter of self-help programs as a critical part of any healthy recovery process. "The most rewarding part of my job is seeing clients getting healthy, dealing with unresolved issues, letting go of anger and 'learned helplessness,'" Richeson has a bachelor's degree in psychology and a master's in counseling psychology. He is a certified social worker, a certified alcohol and drug abuse counselor in Texas and an alcohol counselor in Arizona, and a nationally certified Employee Assistance Professional.

## The Sporting Life

Meet three SP people who are acclaimed in the fields of baseball, body building and Karate.



Chuck Herndon followed in his daughters' footsteps to become a karate champion. Crystal (left) and Tiffany proved to be an inspiration to their dad.

### Karate Kids Make Dad A Champ, Too

Chuck Herndon won the World Karate Association's championship. It's all his daughters' fault.

Chuck Herndon, a conductor on the CalTrain commute trains between San Francisco and San Jose, has been nurturing to his two daughters' interest in karate for years.

Tiffany, Herndon's 14-year-old daughter, has been studying karate for seven years and is a top-rated competitor. Ten-year-old Crystal is showing considerable promise as well.

"Tiffany has been in love with karate from the start. She would come home from her classes and practice on me," says Herndon. "She's very good. I've taken her to lots of meets over the years and watched her compete."

Nearly two years ago, when Tiffany entered the national championships, Herndon promised to take up karate if his daughter won. She did, and Herndon found himself heading for the studio to take karate lessons. Little did he know that he would become a champion himself.

Since taking up karate just over a year ago, Herndon has competed, along with his daughters, in seven tournaments. He's won all but one.

His most surprising win came in Reno

### Fame Among Baseball's Amateurs

Cotton Belt Clerk Bob Camp wins a spot in the Southeast Missouri Amateur Baseball Hall of Fame

The year was 1943. There was a war going on and all the good ball players were in the service. Bob Camp was just a kid (or so he tells it) who would do anything to get a chance to get to play ball. He was good at pitching, catching and fielding the ball and Camp would gladly play just about any position offered. It was a start in baseball; a start that would put him on a roll for the next four decades.

Camp, a Cotton Belt clerk at Illmo. Missouri since 1945, played amateur baseball through 1965. Although he was offered professional baseball contracts as a pitcher, catcher and outfielder with the old St. Louis Browns (today's Baltimore Orioles), the St. Louis Cardinals and the Boston Red Sox, Camp decided, instead, to stay with his Cotton Belt job. He felt the railroad was a more stable environment, plus it allowed him to continue playing ball. He worked midnight jobs, leaving late afternoons and evenings free for his baseball pursuits.

In 1965, Camp added coaching to his baseball credentials, handing down his experiences to younger generations. He spent summers during the next 20 years "playing every team between Jonesboro (Arkansas) and Cape Girardeau (Mis-

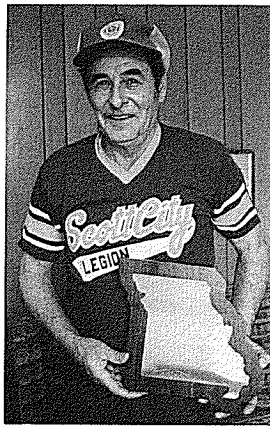
last year when he entered the qualifying competition for the world title.

He won his division—but it wasn't the one he had planned to enter.

"I thought I was entering the senior men's division for ages 35 and older," says Herndon, "but somehow I ended up competing in the beginning heavyweight division for men 17 years and older."

Herndon's win qualified him for the finals at Las Vegas in December. There he competed in the senior men's division for brown belts and below and beat out 16 other contestants. He also won the beginning heavyweight division for men 17 years and older. Tiffany captured the world title in her division, too.

Herndon studies the Ka Ju Kenbo style of karate. It combines elements of karate, jujitsu and kenbo. Karate is a method of self defense in which a person strikes



Bob Camp shows off the plaque he received at his induction into the Southeast Missouri Amateur Baseball Hall of Fame.

souri) that had a backstop" with his Little League, Babe Ruth, American Legion and semi-pro teams.

On December 5, 1987, Camp was one of six players inducted into the Southeast Missouri Amateur Baseball Hall of Fame. The Hall of Fame's board of directors agreed that Cotton Belt's Bob Camp was "a pretty good country ball player."

—Jim Johnson

sensitive areas on an attacker's body with hands, elbows, knees and feet. Jujitsu uses the strength and weight of an adversary to disable him. Kenbo refers to fist forms.

"It's hard work," says Herndon. Twice a week he takes lessons and spars under the careful eye of two instructors. "Actually, I've got four teachers," says Herndon, "my two instructors and my two daughters."

He supplements his karate lessons with weightlifting workouts twice a week and plays basketball to improve his agility.

Herndon holds a purple belt in karate, but hopes to be a black belt in three years. He will have to earn a blue belt and a brown belt before he can achieve his goal.

No doubt he and his daughters will be achieving their black belts together. □

### The Next Mr. America?

Body builder John Lopez will compete for the title in July

His name is John Lopez, but you can call him Mr. California—or any one of the other five body building titles he won in 1987.

Last year, the maintenance of way equipment operator who works out of Oakland returned to competitive body building after an eight year absence and established himself as a top contender.

In a two-month period, the 41-year-old Lopez captured five master's division titles and qualified to compete in the Mr. America competition. He finished out the year by being voted the Masters Body Builder of the Year by the Pacific Association of the Amateur Athletic Union.

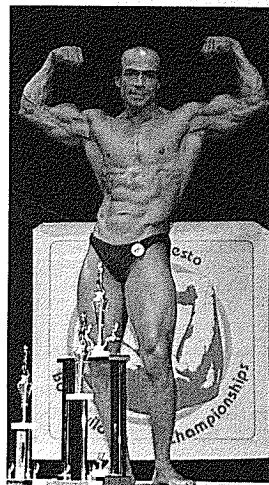
Lopez has been lifting weights for 22 years. "I started in high school," he says, "but it wasn't until 1970 that I decided I wanted to compete." He entered his first contest in 1974 but failed to place. Later that year he captured third place in the Mr. Fremont contest—a competition that has produced some of the top national and international winners in body building. By 1979 he had won the title.

Lopez gave up the rigorous demands of the competitive circuit shortly after winning the Mr. Fremont title, but continued to work out and train on his own.

He returned to competition last year when he turned 40 and could enter the master's division (ages 40 to 49). Encouraged by his first-place finish in the Mr. Northern California competition last May, he found himself entering—and winning—contests for Mr. Santa Cruz, Mr. Modesto, Mr. California and Mr. Fremont.

"A lot of sacrifice and dedication goes into each contest," Lopez says. "People assume that all you have to do is lift weights. I wish it were that easy." While still putting in an eight-hour workday, Lopez makes room for twice daily training sessions. He also follows a strict diet to shave off 25 pounds from his training weight to put him at his competitive weight of 180. He works on muscle groups—sculpting them to lean perfection.

"I've gotten tremendous support from my family," Lopez says. "My 17-year-old son got into weight lifting two years



John Lopez, shown here after winning the Mr. Modesto contest, captured five body building championships in 1987 and will compete in the Mr. America contest in July.

ago and is preparing for his first competition. We've become training partners and he gives me a lot of inspiration and encouragement."

For now, Lopez has his sights set on the Mr. America competition coming up in July. After that, he's not sure what lies ahead.

"I've devoted the last year to training for this contest," he says. "But in the future, I'd like to spend more time with my family."

He'll still find time to work out and perhaps compete every now and then.

"They've established a new division for 50-year-olds," he says, thinking aloud about the future. "As long as I can stay healthy and injury free, it's a great way for me to relax and keep in shape." □





## Sparks Put Out Fires

When SP decided to update its slide show demonstrating fire fighting techniques on railroad equipment, it turned to the Sparks (Nevada) Fire Department for their professional assistance.

Don Snow, hazardous materials control officer at Sacramento, asked the captain of the Sparks Fire Department if his firefighters would take a starring role in updating SP's 13-minute slide show. He agreed and Sparks' firefighters turned in a first-rate performance.

The new version of "Emergency Procedures for Fighting Fires on Railroad

Equipment," produced by SP's Audio Visual department, is available in both English and Spanish versions.

SP's eight Hazardous Materials Control Officers use the slide presentation, along with the dome mobile, as part of a four-hour training seminar to demonstrate proper procedures for fighting fires on railroad equipment.

Last year, more than 7,500 officers from 250 fire and police departments located along SP's lines participated in the training program. In addition, SP's hazardous materials control officers conduct-

ed training sessions for 700 employees, 25 shippers—including 400 of their employees—and another 220 representatives of state and federal agencies.

"Local fire departments are often the first to respond to fires or other emergencies on the railroad," says Wayne Peple, manager of environmental and hazardous material control at San Francisco. "It's important that they know what they should and should not do. Their knowledge and action can be invaluable to us until we can reach the scene ourselves." □

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