

Stockholders Meet March 14

Northern Pacific stockholders will meet in St. Paul March 14 to again express their views on unification of the "Northern Lines" into a new company named Great Northern Pacific & Burlington Lines, Inc., as approved by the Interstate Commerce Commission.

In 1961, stockholders approved unification, but in the interim, the ICC in April of

1966 rejected the merger proposal by a 6 to 5 vote and application was then made to the Commission for reconsideration.

In the petition for reconsideration, the merging lines agreed to a number of conditions, subject to stockholders' approval, to meet objections made by merger opponents.

The Commission reopened the

proceedings on January 4, 1967, conducted further hearings, and on November 30, 1967, approved the merger on a vote of 8 to 2, with one abstention. The Commission has 11 members.

The March 14 Special Meeting of Stockholders was called to permit stockholders to consider consummation of the merger as approved by the ICC.

ALONG NORTHERN PACIFIC RAILWAY'S

Mainstreet

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NO. 9



SPECIAL NEWS FEATURE on WCCO TV in the Twin Cities recently was about rail passenger business. Here a WCCO newsman interviews Leonard Holmstrom, right, Northern Pacific's new passenger traffic manager. Holmstrom noted that a continuing shift of traffic to private cars as freeways increase and to air travel has placed the nation's rail passenger business in a very difficult position.

ICC Denies Milwaukee Road Petition, Favors NP on Wahluke Branch Line

The Interstate Commerce Commission in an order served on Feb. 20 denied a petition made by the Milwaukee Road to the Commission for reconsideration of its decision authorizing the Northern Pacific to construct a branch line from Mesa to Mattawa, Wash.

The ICC has set March 11 as the effective date of its previous order authorizing the Northern Pacific to construct the 55 mile branch line to serve the Wahluke Slope area in Grant County, Wash.

The area to be served by Northern Pacific includes 41,000 acres now under irrigation in the Basin City area, 75,000 acres to be provided irrigation by the end of this year and 49,000 acres to be provided irrigation between 1969 and 1975.

Completion of track construction will enable the Northern Pacific to provide direct rail service to and from the rapidly developing agricultural area within the Columbia Basin Project.

At the time the ICC first au-

thorized Northern Pacific construction of a branch line to serve the Wahluke Slope, Kenneth L. Cook, director of agricultural development, said the area to be served is potentially one of the richest agricultural producing areas in the Pacific Northwest.

For Hard-Core Unemployed

Menk Joins U.S. Job Effort

Louis W. Menk, Northern Pacific president, is among 60 of the nation's top business leaders who have joined a special program at the call of President Lyndon B. Johnson to help find jobs for the hard-core unemployed in slum areas across the U.S.

Menk joined other business leaders in Washington, D.C., Feb. 23 to help set up the program.

Henry Ford II, chairman of the board of the Ford Motor Company, and two other business leaders went to the LBJ Ranch in Austin, Tex., on Feb. 24 to report on progress of the job-finding effort and to join the President in announcing participation of the business leaders in the effort.

Ford, who is chairman of the National Alliance of Businessmen, told reporters after his session with the President that he wasn't hopeful that finding jobs for persons in slum areas would be enough to stop riots like those which rocked many of the nation's cities last year.

He said that a study has shown that last year most of the rioters in his home city of Detroit, Mich., had been unemployed.

The National Alliance of Businessmen is conducting an inten-

sive program called Job Opportunities in the Business Sector (JOBS).

On announcing participation of the businessmen in the effort to find jobs for the unemployed, President Johnson said he wanted other business leaders throughout the nation to follow their lead.

The objectives of the program were outlined by the President in his January message to Congress on manpower. The aim is to train and employ 100,000 hard-core unemployed persons in private industry by June of next year, and a total of 500,000 by mid-1971. Congress has been asked to authorize \$350 million to subsidize training of the workers.

On returning to St. Paul,

Hearings Conducted On NP Mainstreeter

Hearings on Northern Pacific's proposed discontinuance of Trains No. 1 and No. 2, the Mainstreeter, between Fargo, N.D., and Seattle-Tacoma, Wash. began Feb. 13 at Fargo and continued at locations along the railway through March 1.

The present date set for discontinuing the Mainstreeter between Fargo and Seattle is May 1, pending outcome of the hearings.

Menk reaffirmed statements made to Northern Pacific officers at a January staff meeting urging employees to accept greater social responsibility.

"Our nation is faced with increasingly complex problems in hard-core unemployment," he said, "at a time when our great technological achievements are calling for thousands upon thousands of people to fill jobs which require new skills."

"The President has called upon businesses and industries across the nation to help bridge this job-skill gap. The importance of this task cannot be overstressed. We either meet the objectives of this program or pay a far greater price in social unrest, rioting, looting and burning of our cities."

As chairman of the program for the St. Paul area, Menk has appointed Frank G. Lingenbrink, assistant to the vice president-traffic, as coordinator of efforts to carry the program to all businesses in St. Paul and to head up Northern Pacific participation.

Donald C. Dayton, chairman of the Dayton Corp., Minneapolis, and a Northern Pacific director, is chairman of the program for Minneapolis.

Although the job-finding ef-

(Continued on Page 6)



CONTAINER STUDY TEAM'S leader, Keisuke Ohyama, right, views Northern Pacific container loading operations at Seattle with F. L. Steinbright, vice president-executive department. Ohyama and 15 other shipping dignitaries from Japan were guests of the Northern Pacific and the Port of Seattle during their Seattle visit. Ohyama is president of the Japan Maritime Daily.



NORTHERN PACIFIC'S NORTHWEST and its opportunities for industrial development dramatically unfolds in a brochure just released by the properties and industrial development department. Four-color photography and crisp, inviting copy encourages industries to locate or expand in Northern Pacific's Northwest. The capturing mountain

scene above greets the reader across the full 33 inches of a fold-out cover and the first inside page . . . following this opening remark—"We'd like to show you around our spread." The brochure was produced by Batten, Barton, Durstine & Osborn. It has been sent to industry leaders across the nation.

Mainstreet

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EDITOR—James A. Hagle

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We Are Involved . . .

Our country has been warned by the National Advisory Commission on Civil Disorders that it faces the immediate possibility of riots and racial strife which could erupt into a veritable civil war.

The Commission's warning is soundly based on a thorough study of disorders which erupted last summer, particularly in Detroit, Mich., and Newark, N.J., and on penetrating investigation of the historical development of conditions that have created in American society vast economic differences between the White and Black races and equally vast differences in the opportunity for social advancement.

Some of us might be inclined to believe that in spite of the Commission's urgent appeal for drastic and immediate action, that any impending battles on this front would not affect us, and thus dismiss the thought of any personal involvement.

Certainly, larger cities are more likely to reach a flash-point first, for it is here that the less-privileged members of our society have been forced by their economic plight to concentrate in large numbers in the sub-standard accommodations of ghettos and slums.

This fact does not confine the possibility of strife to urban areas alone. Every corner of every state in the nation has cause for concern. The oppressed seek social justice on a nationwide scale. Their cause and their grievances reach out to all of us. Whether we ask to be or not, we are involved.

Ponder the situation for a moment, then consider our history in times of national and international crises. Victory has prevailed where our cause has been just, and it has required a **united** effort on the part of **all** Americans.

This crisis is no different, in dimension or in the need for united effort. Whatever our feeling, our color, our creed or our social standing, we must each voluntarily and unselfishly do whatever we can, not just to ease racial tension, but to set in motion the means whereby true social justice prevails.

For a starter, we might all agree to thoroughly study the situation, its causes and its possible consequences with the hope of gaining insight and understanding that will lead to realistic solutions.

If you think
seat belts are
uncomfortable...

...try a stretcher,
sometime.



W. D. SMITH, right, reviews office management procedures with Robert Anderson, assistant manager—disbursements accounting, and Sally Eilers, accountant—machine bureau.

For Clerical Mountain

WOFAC Gives Managers New Tools

Ask the average fellow outside the transportation industry for his impressions on what is involved in providing rail transportation service and he may come back with this simple answer:

"It is getting products or people into freight or passenger cars, moving the cars by rail, and then unloading the products or people at their appropriate destinations."

His answer covers some of the basics, but he has missed all the mechanical details involved in operating the trains, keeping tracks in order, keeping trains and cars in good operating condition, acquiring, training and keeping good personnel, encouraging customers to use rail service and keeping account of all the trains and individual car movements, to name just a few more of the basics.

And, he has also missed that less-obvious mountain of office work essential to each of the basic functions of running a railroad.

Transportation is a complex business. As the demand for transportation increases, it becomes even more complex. Fulfilling each basic function becomes more and more involved, and the mountain of office work grows higher and higher.

At the same time, transportation customers want and need timely, efficient service.

This is the kind of demand-situation Northern Pacific faces as it continues to grow. If it is to meet the challenge, it must improve its efficiency at all levels and in all departments.

Two terms coming into increasing use on the Northern Pacific are WOFAC and VeFAC. They stand for a concept that

will make a lasting contribution to running an efficient, progressive and profitable railroad.

The objective of this concept is the development of a comprehensive management system for clerical supervisors. It is part of an over-all effort to provide more training in office management for these supervisors and to give them specific tools for continued use in efficient and effective management.

Among goals of the program are more satisfying jobs for all employees and more profitable business—profitable for stockholders and profitable for Northern Pacific employees by virtue of the greater job security inherent in working for a soundly managed company and by virtue of improved company financial status for meeting payroll costs.

The WOFAC Corporation of Morristown, New Jersey, is a well-known management consulting firm which is particularly noted for its work in planning and controlling costs. VeFAC stands for Variable Factor Programming, a technique developed by WOFAC for organizing, planning and controlling office work.

In May of 1967, WOFAC conducted a survey of Northern Pacific operations, and after measuring the mountain came up with recommendations on how to keep it from erupting into an uncontrolled volcano.

WOFAC was retained for the job and since June of last year has been hard by its task at company headquarters in St. Paul.

The WOFAC group's efforts thus far have been concentrated in departments which have the greatest volumes of office work. Members of the team work with individual employees, analyzing all factors involved in each task comprising the individual's job function.

This system of analysis identifies areas which need corrective action to achieve greater efficiency by leveling out the peaks and valleys in work flow and better distribution of the total work load, which is achieved through better office management.

W. D. (Pete) Smith, Northern

(Continued on Page 5)

MAINSTREET MAIL

Dear Editor:

At my home station and in my travels over the system I have encountered considerable discussion as to the exact location of the picture which appears on the 1968 calendar. No one seems to be sure of that location.

Because there seems to be interest in this, may I suggest that you publish this information in an issue of the MAINSTREET.

R. R. Cooke
General Car Inspector
Auburn, Wash.

Ron Nixon, Northern Pacific wire chief at Missoula, Mont., whose excellent photo graces our 1968 calendar, reports that the scene is about four miles west of Missoula near Milepost 123.

Ed.

Dear Editor:

I wish to offer the following facts recently published by the National Institute of Mental Health from a report issued by the Center on Alcohol Studies at Rutgers University—

"Alcoholics are seven times more likely to be victims of fatal accidents than non-alcoholics.

"Those with the drinking problem are 4.5 times as likely to meet death as a result of a motor vehicle accident than non-alcoholics and three times as likely to meet death from other accidents.

"Safety frequently requires effort and willingness to refrain from unsafe activities. In other words, refrain from activities which are dangerous."

Employees who are burdened with a drinking problem are ones whose reflexes are numbed, alertness is hampered and are apt to develop poor and unsafe work habits.

The above mentioned report also states that these people "are ten times as likely to die as a result of influenza and pneumonia and are more likely to fall victims of tuberculosis, vascular lesions and heart disease than are those who do not have the drinking problem."

According to the National Council on Alcoholism one out of every 14 social drinkers will become alcoholics. Alcoholism is not contagious, but its effects are.

J. B. Crump
General Yardmaster
Yardley, Wash.

RETIREMENTS

Name	Occupation	Location	Years
Edgar G. Allison	Supervisor of Boarding Camps	Billings, Mont.	47
Albert G. Anderson	General Agent	Omaha, Nebr.	50
Myron J. Angeletti	Assistant Freight Claim Agent	St. Paul, Minn.	51
Irene C. Barron	Stenographer-Store Department	St. Paul, Minn.	26
Oscar R. Borgstrom	Yard Clerk	Minneapolis, Minn.	25
Charles J. Bridgeman	Switchman	Minneapolis, Minn.	50
James M. Brown	Section Laborer	Sauk Centre, Minn.	20
Wallace R. Carney	Chef, Dining Car Department	Seattle, Wash.	48
Arthur R. Caughey	Secretary to General Manager	Seattle, Wash.	22
Thomas J. Deasy	Carman	Parkwater, Wash.	45
Dean H. Eastman	Vice President and Western Counsel	Seattle, Wash.	32
Ethel H. Evans	Car Service Clerk	Tacoma, Wash.	23
Stanley F. Fitzpatrick	General Agent	Denver, Colo.	47
Lucia R. Fox	Matron-General Office Building	St. Paul, Minn.	20
Thorwald C. Hansen	Coach Shop Foreman	St. Paul, Minn.	49
Walter W. Hart	Roundhouse Foreman	Mandan, N.D.	27
John E. Hoving	Assistant Chief Engineer	Seattle, Wash.	31
Bess C. Jellison	Stenographer-Traffic Dept.	Billings, Mont.	27
Ernest W. F. Johnson	Assistant Treasurer	St. Paul, Minn.	49
Fred E. Johnson	Conductor	Pasco, Wash.	21
Rodney E. Johnston	Secretary to General Frt. Traffic Manager-Rates	St. Paul, Minn.	43
Ernest C. Kindberg	Chauffeur-Store Department	Duluth, Minn.	50
Henry S. Kinsey	Water Service Mechanic	Missoula, Mont.	44
Ober A. Kobs	Western Freight Traffic Manager	Seattle, Wash.	48
Joseph M. Koval	Car Foreman	Parkwater, Wash.	45
Harold S. Latham	Treasurer	St. Paul, Minn.	44
Lawton G. Lewis	Conductor	Seattle, Wash.	26
Robert J. Madden	Commercial Agent	Minneapolis, Minn.	42
Martin R. Martin	Stockyard Foreman	Laurel, Mont.	24
John A. Marshall	General Southeastern Agent	Atlanta, Ga.	39
George H. McDonald	B & B Truckdriver	Parkwater, Wash.	26
Carl W. Meckstroth	General Agent	Lewiston, Idaho	49
Clarence E. Miller	Locomotive Machinist	Glendive, Mont.	42
William F. Paar	Superintendent Dining Car Department	St. Paul, Minn.	55
Andrew R. Payne	Brakeman	Livingston, Mont.	25
Mike Procaccio	Section Foreman	Seattle, Wash.	50
Charles E. Rice	Car Foreman	Billings, Mont.	45
Joseph J. Samek	Yard Clerk	Minneapolis, Minn.	50
Albert W. Sattley	Conductor	Tacoma, Wash.	23
Cramer W. Schultz	Signal Supervisor	Glendive, Mont.	46
Forest G. Scott	Passenger Traffic Manager	St. Paul, Minn.	47
Harold C. Stenberg	Chief Clerk-Traffic Department	Duluth, Minn.	49
Charles A. Thompson	Locomotive Engineer	Minneapolis, Minn.	52
Frank O. Thompson	Section Foreman	Dayton, Wash.	25
Kenneth C. Thompson	Assistant General Storekeeper	St. Paul, Minn.	48
Kilby K. Vinson	Clerk	Pasco, Wash.	22
Herman D. Wagenius	Treating Engineer	Paradise, Mont.	30
Cecil F. Walters	Car Repairer	Laurel, Mont.	32
Roy E. Williams	Mechanical Assistant and Master Welder	Livingston, Mont.	45
Harold W. Wilson	Air Brake Repairman	Laurel, Mont.	48
Clement G. Zarembinski	Machine Shop Foreman	St. Paul, Minn.	48



STILL GOING STRONG and meeting regularly in St. Paul every three months is a great group of guys whose lives came together in the St. Paul District Accountants office. Oldest of the group is G. H. Lemke, the first district accountant. Also in the group are W. J. Drannen, who succeeded Lemke and J. K. Ryan, who succeeded Drannen. Around the key-shaped table, left to right, are O. W. Johnson, Lemke, James Forseth, O. H. Cox, Ryan, R. G. Jenkins, C. E. Linn, W. A. Erickson, A. H. Ohm, H. Steinbach, Harold Hughes, Drannen, Roy Johnson Roy Bergeson, and David Ramsey

Vets Association Sets Convention For June 7, 8 & 9

The Veterans Association of Northern Pacific Railway will hold its annual convention June 7, 8 and 9 at Missoula, Mont.

Frank J. Sailer, secretary-treasurer of the Veterans' Association said plans are moving ahead for the program on the three days in June and reminds Veterans that to avail themselves of the activities and privileges of convention participation they must show their 1968 membership cards. Annual association dues were payable, effective January 1.

Other officers of the association include Charles E. Love, Missoula, president; Ernest J. Wies, Duluth, Minn., vice president; Joseph Miller, St. Paul, assistant secretary; and three directors, Ober A. Kobs, Seattle, John C. Austin, Hamilton, Mont., and Frank R. Koch, St. Paul.

Sailer reports that the Veterans' Association executive committee has met with company officials and has received assurances that transportation to and from the convention site will be available. Some concern had been expressed on this matter because of company plans to discontinue operation of the Mainstreeter between Fargo, N. D., and Seattle.

S. Tacoma, Rocky Mountain Units Lead Safety Program

Safety leaders for 1967 along the Northern Pacific were the South Tacoma Shop and the Rocky Mountain Division. Both units boasted no reportable injuries in 1967 and achieved that enviable 00.00 frequency ratio of injuries per million man hours.

R. C. Lindquist, superintendent of rules, safety and fire prevention, said the South Tacoma Shop and the Rocky Mountain Division are to be heartily congratulated upon winning the

1967 President's Safety Award, and that employees in these units will receive personal gifts.

This is the fourth year in succession that the Rocky Mountain Division has been a winner of the President's Safety Award. The South Tacoma Shop has also won top honors in past years.

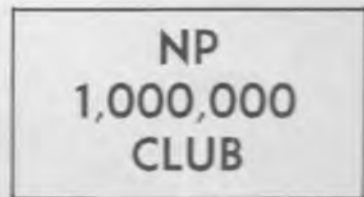
"The spirit of safety and competition seems to prevail in all departments on the Rocky Mountain Division," Lindquist said, "so we are sure they will respond in kind to our new method of determining the winner of the President's division safety award."

"In 1968," he said, "the winner of this award will be the division with the most improved safety record over their previous year's record. This will allow all divisions to compete against themselves. There will be no change in shop competition."

Wives of Three NP Men Join Mining Auxiliary

Members of a newly-formed Twin Cities chapter of the Auxiliary to the American Institute of Mining and Metallurgical Engineers include Mrs. G. R. Powe, Mrs. Ernest E. Thurlow and Mrs. L. C. Binon, wives of three of the top officers in the properties and industrial development department.

Chairman of the chapter is Mrs. Thurlow, whose husband is manager of mineral development and eastern lands. Mrs. Powe, whose husband is general manager of properties and industrial development, is Chapter Secretary.



E. G. ALLISON recently retired as supervisor of boarding camps at Billings, Mont. He started with the company in 1920 as a bill clerk at Red Lodge, Mont., and worked in various clerical jobs, including chief clerk to D. A. Thomson, assistant superintendent at Billings during World War II. Allison, left, (top left photo) is presented gift from fellow employees by W. D. Gray, center, assistant superintendent. With them is Mrs. Allison, right.



R. E. Williams retired recently as mechanical assistant and master welder at Livingston. Williams and his wife (top right photo) were guests of honor at a retirement party hosted by fellow employees at the Livingston Elks Club.



M. C. TOPP was honored a few weeks ago at a special retirement dinner held at the Moose Lodge in Pasco, Wash., to mark his retirement from the communications department. Topp (top right photo) receives a service pin and congratulations from D. C. Hill, right, superintendent of Communications on completion of 45 years of service. Gifts included a check for a dog Topp wants to help him in his hobby of hunting.



L. L. LANDY recently retired as general air brake inspector at St. Paul. He started as a section worker in the Yellowstone Division in 1919, became fireman, engineer and then assistant general air brake inspector before being promoted to the position from which he retired. W. R. Shannon, left, (top left photo) presents Landy with a plaque containing an air brake handle.

Under NP Advisors

Seattle JA Unit Enters Marketing

The representatives of Mar-Con, a Junior Achievement company of Greater Seattle advised by Northern Pacific employees, recently completed preparation of an exhaustive marketing research study on the buying habits of Seattle area teenagers.

The twelve members of Mar-Con, headed by President Mike Shannon, a Ballard High junior, and Dave Kocharhook, an O'Dea High junior who serves as marketing vice-president, first began the project by meeting with a Seattle marketing consultant firm. A sophisticated survey form was drawn up and the young business executives conducted the survey among more than 600 of the area's teenagers.

Utilizing the 1401 IBM computer services of a sympathetic Seattle business firm, Mar-Con produced some very surprising results in the detailed research report. The full report is now being made available to various retail clothing firms which can program the study results into their buying, selling and advertising practices.

Because the results reflect local teenage buying habits and because the study was conducted by teenagers professionally trained in market research, the study is expected to be financially well received.

The concept was first presented to the members of Mar-Con by NP advisors A. L. Anderson, local freight agent; J. W. Darby, special assistant to the general manager; G. W. Landis, tax agent; R. S. Norman, assistant tax agent; and Gary L. Sund, public relations and ad-

vertising assistant manager. The Junior Achievers are making it work.

Mar-Con also handles advertising and publicity chores for some of the other Greater Seattle JA companies, collecting a retainer fee of \$15.00 per year for services rendered.

Both the marketing and advertising services have been applauded by Junior Achievement officials. Since Mar-Con's entire operating concept is a brash new experiment in the national JA organization's overall structure, it is being observed with a watchful eye.



MAR-CON JUNIOR ACHIEVERS Dave Kocharhook, right, Peggy Moore and President Mike Shannon tabulate the results of their recent market research study answered by 600 Seattle teenagers. The young executives will now sell the results of the professional survey, reflecting the clothing buying habits of Seattle teenagers, to interested retail clothing merchants.



NEW 608 SWITCHBOARD in the St. Paul general office is checked out above by D. C. Hill, superintendent of communications. The board, with back-up equipment being inspected by Hill at left, is a 600 line unit which can be expanded to 700 lines. It handles incoming commercial calls, calls for inter-connection with the NP dial system, and outgoing commercial calls. The system was set up on second floor in February to make room for expansion of the NP dial facilities. Operators at the board are Mrs. Helen Cormier, left, and Ina Bergstrom.

To Cheer Patients

NPBA Reports Hospital Gifts

T. O. Peterson, president of the Northern Pacific Beneficial Association and NPBA Hospitals, Inc., has announced the recent contribution of several gifts to the NPBA.

Mrs. Marcella Goetz, Winter Haven, Fla., has given \$10 to the St. Paul hospital in memory of her late brother, Joseph Rose, a former machinist.

E. A. Robey, Auburn, Wash., has given \$30 to the Tacoma hospital in memory of R. E. Robey, former telegrapher, which was used to buy a new patients' directory board.

T. G. Thorson, Little Falls, Minn., retired locomotive engineer, and LeRoy Fugere, carman at Moorhead, Minn., have each given \$5 to the St. Paul hospital.

John Koch, a freight revenue clerk at St. Paul, has given a

portable television set for use of patients in the St. Paul hospital.

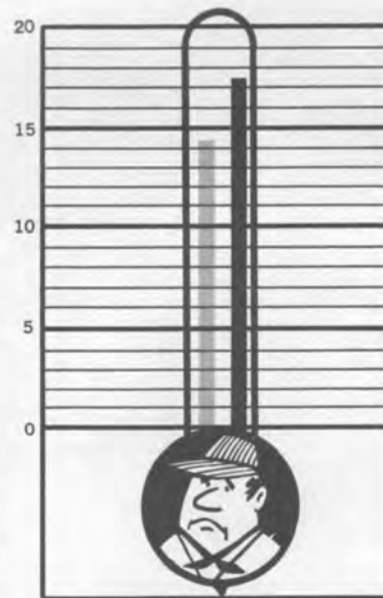
Peterson also acknowledged a recent gift from the Duluth Veterans' and Social Club reported in an earlier issue of MAINSTREET.

SAFETY SCOREBOARD

Year 1968 compared to same period 1967

RANK	REPORTABLE CASUALTIES	RATIO PER MILLION MAN HOURS		
		1968	1967	
	44	37	17.58	14.49
	Standing by District			
1.	13	15	15.72	17.22
2.	26	18	29.62	20.01
	Standing by Division			
1.	0	2	.00	7.23
2.	1	3	6.58	19.71
3.	6	7	22.46	24.55
4.	5	2	22.99	9.24
5.				
6.	12	10	29.17	23.03
	15	9	38.16	22.61
	Standing by Main Shops			
1.	0	0	.00	.00
2.	0	0	.00	.00
3.	0	0	.00	.00
4.	0	1	.00	24.26
	Standing by Class of Employee			
1.	0	2	.00	24.87
2.	1	1	5.17	4.87
3.	1	2	5.46	10.33
4.	3	2	6.68	4.50
5.	5	3	13.82	9.01
6.	6	3	34.30	21.16
7.	11	1	65.96	33.43
8.	14	12	85.98	73.59
	Miscellaneous Departments			
1.	0	0	.00	.00
2.	0	0	.00	.00
3.	0	0	.00	.00
4.	0	0	.00	.00
5.	0	0	.00	.00
6.	1	2	17.76	28.78
7.	1	0	25.35	.00
8.	1	1	31.14	27.10
9.	2	0	37.58	.00

SAFETY RATIO THERMOMETER



JAN. Ratio
 1967 1968
 The object is to keep NP's Safety Signalman smiling by keeping his temperature down. No smiles for January. This new feature will accompany the Safety Scoreboard in each issue of MAINSTREET.

Northwest Shippers To Hear O. W. Cobb

More than 300 representatives of commerce, industry and transportation are expected for the 45th annual and 148th regular meeting of the Northwest Shippers Advisory Board March 27 and 28 at the Dyckman Hotel in Minneapolis.

O. W. Cobb, Jr., general freight traffic manager for Northern Pacific at St. Paul, will join J. R. Scoggin, vice president—traffic for the F. H. Peavey Company, Minneapolis, in presenting one of the programs scheduled for the two-day meeting. Their topic is "Deregulation"—Bonanza or Boom-erang?

The meeting includes eleven other speakers or programs, including a panel discussion on terminal delays. The general session and luncheon are open to the general public.

NP Savings Bond Final Report Filed

A final report on the 1967 Northern Pacific Railway Employees' U.S. Savings Bonds and Freedom Share Notes Campaign was released just after the last issue of MAINSTREET went to press.

Before the campaign, 6,098 employees were purchasing savings bonds through payroll deduction. The campaign added 214 new subscribers to payroll savings for "E" Bonds and 310 new subscribers for the combination Savings Bond and Freedom Share program. The additions brought company-wide participation to 54.0 per cent—6,622 of 12,254 employees participating.

Highest divisions were Idaho Division with 89.2 per cent participation; the Head of the Lakes area (former Lake Superior Division) 75.1 per cent participation; St. Paul division 60.3 per cent; Yellowstone Division with 55.1 per cent; and the Fargo Division with 54.5 per cent. Each of these divisions is eligible for service stars to add to the present U.S. Treasury Minuteman flags.



CHANGE-OVER CREW for the personnel department's new filing system for individual employee records includes, left to right, behind table, Julia Mead, Jackie Strobel, Joe Miller, Mrs. E. E. Thurlow, and Mrs. Rose Sanden. In front of table are Michael Zanoya, left, and Floyd E. West, chief clerk.

Personnel Office Changes System For Filing Your Records

You're no longer a number in the personnel filing system of the Northern Pacific.

By mid-February, a complete change-over was made in filing of records on personnel so they are arranged in alphabetical order by the name of each individual employee.

Previously, a number was given each employee as he or she joined the company. An alphabetical card file was kept in which the numbers could be found to locate an individual's file. The new system helps speed up the search for personnel records by eliminating the intermediate step.

Floyd E. West, chief clerk in the personnel office, said the complete change-over involved handling of some 85,000 individual files.

The first step was to take out some 16,000 files on active employees — those now employed on a full or part-time basis — and place these in alphabetical order. The inactive files were then retired to storage areas in the general office building.

The personnel department's entire office force worked two Saturday's to start the job. A crew of five extras was then

brought in and worked 10 days to complete the job.

While the change-over was in process, the entire department was moved to its new location on the first floor of the general office building. Part of the area formerly occupied will be used in construction of a modern entrance and reception area for the general office.

Managers Get New Tools from WOFAC

(Continued from Page 2)

Pacific's manager of production control and scheduling, has pointed out many ways in which the WOFAC program will benefit supervisors and their entire staffs.

"No matter how hard each of us works," he says, "much of our effort is diminished by conditions we cannot control. There are frequent interruptions, rush jobs that push other things aside, delays while we wait for other operations to be completed, lack of information, inaccurate estimates of the time needed to do some tasks, and sometimes not enough contact

with supervisors when problems arise."

VeFAC programming of work rapidly improves these conditions, and gives supervisors new tools to help carry out basic job assignments.

Among tools which VeFAC provides are these:

1. Determination of the most effective group sizes.
2. Reduction of ineffective time awaiting assignments.
3. Smoothing of the work flow to each person.
4. Programmed contact between persons and their supervisors.

Smith also points out that there are many permanent advantages in applying improved methods of managing office work. There is better control of costs associated with the flow and processing of work. Supervisors are equipped with modern management techniques. There is a uniformly fair means of evaluating each employee's potential and personal development, and a means of balancing each department's staff so there is not an excess of persons where the work load is light and not too few people where more are needed.

Menk Named to Board By St. Paul Chamber

L. W. Menk, Northern Pacific president, is one of four St. Paul businessmen elected in February as officers of the St. Paul Area Chamber of Commerce.

Menk will serve as vice president of the Chamber's economic and business development division. He will also serve on the Chamber's executive board for a one-year term.

Seven new directors have been elected to serve on the board of directors of the Northern Pacific Beneficial Association. Their names and groups they represent were announced in mid-February by T. O. Peterson, NPBA president.

Each of the men elected will serve during the next four years.

Emil R. Anderson, process engineer at St. Paul, will represent office employees.

He joined the company in 1940 in the engineering department at Spokane, Wash., has a degree in civil engineering, and served as a Navy officer from

1942 to 1946. He returned to work with the company in 1950 and has since worked in Tacoma, Wash., Bemidji, Minn., and St. Paul.

Frank O. Fischer, a fireman at Missoula, Mont., is now central district director. He started with the company in 1945 after four years in the Air Force. He is a member of the International Brotherhood of Firemen and Oilers and has served as local chairman.

Carl J. Knutson, section foreman at Glendive, has been elected to represent trackmen.



Anderson



Fischer



Knutson

C. J. (Dusty) Knoll, conductor at Mandan, N. D., is the new NPBA Yellowstone District director. He started as a brakeman in 1941 at Glendive, Mont., and Dickinson, N. D., and has been active in his brotherhood.

Knoll has served as chairman of the North Dakota Joint Legislative Board of Railroad Brotherhoods, chairman of the Mandan Railway Employees' Association, local chairman of the Order of Railway Conductors and Brakemen, and Secretary of the Northern Pacific ORC&B

General Committee of Adjustment. He has also been a member of the Governor's Advisory Committee on Veteran Affairs, a director of the Mandan Community Hospital and a member of the Citizens' Committee on Local Law Enforcement Problems.

Kenneth W. Leavens, locomotive engineer at Tacoma, represents the Brotherhood of Locomotive Engineers on the board of directors. He started with the company in 1940 at Tacoma, has served as secretary-treasurer for his division of the Brotherhood and is a past commander of the Ivanhoe Commandery Knights Templar of Washington and past chairman of the board of trustees of his church.



Knoll



Leavens

George L. Pappas, St. Paul passenger carman, is the new Eastern District Director. He started with the company in 1942 and has been active in his brotherhood in the positions of Local Chairman and Recording Secretary.

Anton T. Schumacher, telegrapher at Steele, N. D., represents his fellow employees on the board. His service dates back to 1954, when he started as an agent-telegrapher at Robinson and at Tappen, N. D.

Schumacher has an associate of arts degree from Dickinson State College, is a member of the Transportation and Communication Employees' Union and a member of the Elks and the Driscoll Wildlife Club, Driscoll, N. D.



Pappas



Schumacher

All of the new directors are married and have among them a total of 23 children. Each of the men has been outstanding in his contribution to the activities of his home community.

The annual meeting of the NPBA board of directors will be held at St. Paul in May.

St. Paul Trap League Invites New Members

All general office building employees at St. Paul interested in trap shooting have been invited to join Northern Pacific league shooters on Tuesday evenings at Castle Greens Gun Club in North St. Paul.

Registration should be made before March 30 with the league's president, Jack Thayer, on the 8th floor of the general office building.



AN ADDED HIGHLIGHT to the St. Paul Winter Carnival around the general office building was a visit by King Boreas XXIII and his entire entourage to confer the title of Chief Train Brain upon Northern Pacific President Louis W. Menk. Participating in the knighting are, left to right, Donald J. Valento, Winter Carnival Prime Minister, Joan McKinney, NP Princess, Barbara Strobush, Queen of Snows, and Emil F. Jandric, Boreas Rex XXXII.

NP Promotions Announced

Among recent promotions and changes announced by the Northern Pacific have been the following:

Raymond E. McCourtney has been promoted to freight traffic manager for the company's Central-Eastern region to succeed L. S. Kiser, who was recently named western traffic manager at Seattle, Wash.

McCourtney will headquarter at St. Paul. His region includes agencies in 21 states and company offices in nine principal cities—Denver, Omaha, Kansas City, Mo., St. Louis, Cincinnati, Detroit, Chicago, Milwaukee and Dallas.

He started as an office boy in the general freight department at St. Paul in 1929, held various clerical positions until 1941, when he became city freight agent, and then held increasingly important positions in the traffic department at St. Paul, Fargo, N.D., and Butte, Mont. In 1956, McCourtney became assistant general freight agent in the St. Paul commercial office. He was promoted to assistant general freight agent at Minneapolis in 1966.

K. A. Knutson has been promoted to general freight agent at Minneapolis. He succeeds McCourtney in assuming responsibility for traffic sales in the Minneapolis region and will in addition be responsible for traffic sales in the entire metropolitan area, including the St. Paul region.

Knutson started as an extra agent-telegrapher in the St. Paul Division in 1941, became a relief agent-telegrapher at Lake Park, Minn., in 1946 after returning from military service and was later a telegrapher at Crookston, Minn. He joined the traffic department as livestock agent at West Fargo, N.D., in 1954.

Knutson served in traffic positions at Miles City, Mont., Worden, Wash., and Butte, Mont., before promotion to assistant general freight agent in the St. Paul commercial office in 1966.

James C. Moore has been promoted to the new position of general agent at St. Paul. He started as a clerk in the freight claim department at St. Paul in 1939, and after leave for military service from 1942 through 1945, became an investigator. He joined the traffic department in 1950 as a stenographer, two years later became chief clerk at Cincinnati, Ohio, and has since served as city freight agent, St. Paul, traveling freight and passenger agent, Cleveland, Ohio, and St. Paul, and, since 1962, commercial agent, St. Paul.

George W. Thompson has been appointed director-operating data systems at St. Paul, in the management services department. In this newly created position, he will be project manager for long range data processing projects.

Thompson joined the company as an operating apprentice in the Tacoma Division in 1956, became assistant trainmaster at Spokane, Wash. in 1958, trainmaster in the Idaho Division and then the Tacoma Division in 1960, and was promoted to assistant superintendent at Spokane in 1964. In February of 1966, he was made superintendent of the Idaho Division at Spokane.

Donald G. Brostrom has been appointed assistant manager cost and economic research at St. Paul, under the management services department.

Brostrom joined the company as a special accountant in the comptroller's office at St. Paul in 1959, worked in taxes and then as assistant statistician and then general bookkeeper until May of 1967 when he was promoted to general statistician.

James S. Craig has been appointed senior cost analyst in the management services department at St. Paul.

Craig joined the Northern Pacific in 1965 as a special accountant, became assistant cost analyst in June of 1966, and last year was promoted to cost analyst.

J. G. Heimsjo has been appointed superintendent of the Idaho Division to succeed Thompson.

Heimsjo joined the company as a brakeman on the Lake Superior Division in 1936, became a conductor at Duluth, Minn. in 1946 and in 1954 was named acting trainmaster at Duluth. He has since served as trainmaster at Butte, Mont., and at Spokane, Wash., was appointed assistant superintendent of the St. Paul Division in 1962, and became superintendent of the St. Paul Division last year.

R. O. Hammerstrom has been named to succeed Heimsjo.

He started as a switchman at St. Paul in 1946, became general yardmaster at St. Paul in 1956, and was made trainmaster at St. Paul in 1960. He has since served as assistant superintendent at Billings, Mont., Pasco, Wash., and Tacoma, Wash. In January of this year he was promoted to assistant to the general manager at St. Paul.

M. E. Hagen succeeds Hammerstrom at St. Paul. He started as a roundhouse laborer at Fargo, N.D., in 1948, served as a fireman, hostler, and then engineer at Fargo until 1959, when he became road foreman of engines at Duluth.

Hagen was promoted to trainmaster at Fargo in 1965 and last year became assistant superintendent at St. Paul.

R. D. Schlappy has been named to succeed Hagen at St. Paul as assistant superintendent.

Schlappy started as an operating apprentice at Glendive, Mont., in 1957, became assistant roadmaster at Minneapolis in 1959, and has since served as roadmaster at Fargo, N.D., and Tacoma, Wash., and as trainmaster in the Idaho Division at Pasco, Wash., and at St. Paul.

Bruce A. Nelson has been promoted to the position of associate industrial engineer with headquarters at Tacoma, Wash., with responsibilities in the area from Pasco, Wash., to the Pacific coast.

He joined the company in March of last year as an industrial engineer and is a graduate of Marquette University, Milwaukee, Wis., where he received his degree in mechanical engineering.

James F. Johnson has been appointed manager-administrative services, with headquarters at St. Paul.

The position has been estab-

lished to consolidate under the Management Services Department various administrative service functions so the inter-related and systemwide aspects of these services can adequately be evaluated, coordinated and controlled. Initial functions under the Manager of administrative services are: Management of the new copy machine program; development of microfilm systems, filing systems and records management programs; forms control and special procedural studies.

L. W. Menk Is Leader In National Job Effort

(Continued from Page 1)

fort is concentrating on large metropolitan areas and industrial centers, Menk said that "our responsibility on the Northern Pacific extends throughout our railway system and related enterprises. The problem of social unrest knows no bounds, and our dedication to this job-finding effort must be one to total social responsibility."



A NO-HOST DINNER and dancing party was held recently in Tacoma, Wash., at the Top of the Ocean Restaurant to mark the closing of the Western District Accountant's Office. More than 150 employees and retirees attended the event. Among them were, left to right, Jim Boyd, now a traveling auditor and acting district accountant when the office closed; Cal Wise, previous district accountant, now at St. Paul; Maurie Galbraith, retired; and H. G. Hanson, who was district accountant a few years back, now retired.



SYMBOLIC OF PENDING MERGER is this link-up at Northern Pacific's Northtown Yards in Minneapolis of freight cars owned by the Great Northern, Northern Pacific, Burlington and Spokane, Portland & Seattle railways. The cars were set out on a caboose track for photos to illustrate a merger story in one of the Twin Cities newspapers.



GIFT FOR A PRINCESS is presented to Northern Pacific's Joan McKinney, lady in waiting to the St. Paul Winter Carnival Queen of Snows, by E. E. Thurlow, manager of mineral development and eastern lands.

Gala Luncheon Honors Princess Five Knighted By Carnival Royalty

More than 300 Northern Pacific employees and St. Paul Winter Carnival dignitaries attended the 22nd Annual Testimonial Luncheon Feb. 23 honoring Joan McKinney, Northern Pacific Princess and lady in waiting to the Carnival's Queen of Snows.

L. W. Menk, Northern Pacific

president, was scheduled as ceremonial master for the gala affair, but was called to Washington, D.C., by President Johnson for a special conference. E. E. Thurlow, manager of mineral development and eastern lands, took his place.

The Minnesota Ballroom, "Great Hall of the Hilton Palace," abounded with royalty, including Boreas Rex XXXII, Emil F. Jandric, Queen of Snows Barbara Strobush, Prime Minister Donald J. Valento, the princes of the West, South and East Winds, the Prince of the Northern Lights and two other ladies in waiting.

The **knighting** of several employees by Boreas Rex and by Vulcanus Rex, whose Carnival role is to colorfully oppose Boreas, added to the fun.

E. M. Stevenson, vice president-traffic was dubbed Count de Terrific Turbulent Traffic. David T. Nicholl was conferred with the title of Mighty Maharajah of Maneuvering Methods. He is senior methods analyst—methods and planning.

Robert E. Trapp, general foreman of the St. Paul office building was named Versatile and Venerable Vicount of Variable Duties. J. A. Hagle, MAIN-STREET editor, was dubbed Prince de Peerless Producer of Proper Publicity. A similarly unwieldy title was conferred upon Howard C. Wright, supervisor of joint facility accounts, by Vulcanus Rex.