

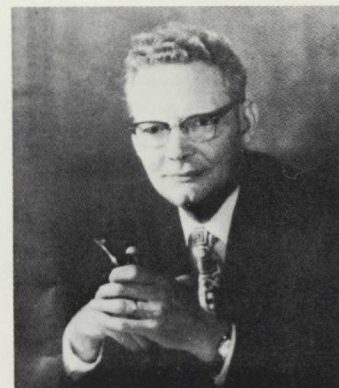
March 1985

MAINE LINE

A Quarterly Publication for the Employees and Friends of the Bangor and Aroostook Railroad



Talking It Over



To My Fellow Employees,

In a 1984 issue of MAINE LINE, one of our 40-year employees, John Willinski, made the observation that the railroad has been changing "since the first tracks were laid." The comment reflects John's perceptivity. When you think about it, the only aspect of our lives that remains predictable and constant is that we will all experience change.

I don't know anyone who really likes change. The human aspiration is to try to make life predictable, thus comfortable. Change taxes our ability to adapt, our comfortable routine, our practiced responses. Yet, the really successful individuals most of us know are those who adapt well to the changes that are inevitable in their lives. The same generality may be applied to animals that have survived the ages. Or plants. Or companies.

We've talked a great deal about the sweeping changes that have taken place in our industry since the Staggers Act of 1980. There's a tendency, I think, to block out the reality in our minds that these changes also affect Bangor and Aroostook. But, of course, they do. Contract rates, boxcar deregulation, the ability to cancel joint rates pose opportunities and obstacles that can determine whether we remain a small, independent railroad providing a livelihood for our 500 employees, a branch line on a larger railroad or just a memory of a company that burned briefly and sputtered out.

1985 brings its own realities and the only choice we have is to resist the present or to accept it and quickly use our strengths to adapt to it. Resisting change is as fruitless as trying to hold back the tide; it's a waste of our creative effort. Even large institutions can't resist change for long and such attempts often destroy them. Small institutions like ours have the advantage of being able to adapt quickly.

If we are to survive as a healthy, small railroad, as I think we will, we will be doing things much differently six years from now when we reach our 100th birthday. Admittedly, small railroads are an endangered species, but I believe ours has some enduring strengths and the best of these is the tenacity and ingenuity of our people. There were many who predicted that we would never survive the loss of the potato business, but we did.

It was accomplished by using our strengths to adapt to sudden change. If we can be as open-minded and creative in adapting to the new climate of increased competition and less government regulation as we have been in the past 15 years, we will emerge a stronger, healthier railroad better able to provide for our people, our customers and our owners.

It will mean re-thinking some cherished ways of working and doing business. But, as John Willinski said, the railroad has been changing since the first track was laid and what was sound a decade ago may not be now.

All of us . . . employees, railroad customers and the people who have invested their money in the railroad . . . look for strengths and security. And the best job security has always been to do what you do better than anyone else.

I think we can do that. Our traffic hit an all-time low in 1983 and started to climb in 1984. With willingness to adapt to new conditions, I believe we can continue that trend and reach the 100-year mark very much alive and well. It will take a lot of mutual trust and sweat, but I believe we can do it without taking away from our people the financial gain they have achieved.

Sincerely,

Walter E. Travis

In this issue

Articles

Sears Island:
Symbol in a long debate 4
Giant Railroads and
Hungry Truckers 7
President's Safety Awards 10
BAR's EAP 12
Working: Bob LaBonte 14

Departments

Mileposts 17
Moving Up 17
In The Family 18
Facts and Figures 23

Address all communications to

RICHARD W. SPRAGUE
VICE PRESIDENT-PERSONNEL AND
PUBLIC RELATIONS

Assistant Editor

DALTON R. BUDGE

Associate Editors

HENRY G. WHITE
MARGARET PATTERSON
JOAN H. BUTLER
GARRETT J. LOVETT
FLORA I. POWELL
FAYE ALBERT



About the Cover . . .

Photographer Roger Keim made the dramatic photo of the Bangor and Aroostook plow train on the front cover.

News Briefs

“White Sale” a success

BAR, along with other New England roads, held a big mid-winter “white sale” for transportation of lumber in February and at the end of the month, BAR marketing people called it a success. Lumber shippers were offered the regular incentive rate on anything over 59,000 board feet in the first car and about 65% of that rate on anything in excess of that. The entire second car moved at the 65% rate. Savings amounted to as much as \$500 for two cars. The sale was held because February is traditionally a slow month for lumber. Traffic officials said the marketing effort taught the railroad something new about the rate structure and some changes will be made to hold the increased level of business.

Looking at '84

The railroad didn't complete 1984 with a bang, but it didn't end with a whimper either. Traffic for the year was 14.7% (7,784 cars) more than 1983, or 60,682 compared to 52,898 for 1983.

By commodity, the log movement showed the most dramatic increase with 112.9%. Paper, the big ticket item, showed an 8.5% increase; woodchips, 22.1%; and lumber a healthy 56.1%. BAR moved 1,022,167 tons of paper, an 11.2% increase in *tonnage* over 1983. Since 1969, BAR has moved less paper in seven years and more in six years.

Beating the competition

Since WW II, the trend in transportation has been for trucks to take more of the transportation market. Since deregulation, the competition has been even more fierce. So it makes news of the man-bites-dog type when railroads take back a piece of business that has “belonged” to the trucks. But that's what happened on a move involving a million gallons of heating oil to Aroostook County. With the help of Maine Central Railroad, which participates in the move, BAR put together a rate that was attractive and got the business. It's a trial movement and Hugh Goodness, vice president-traffic, warns that unless we perform we won't hold it.

A bigger tax bite

The Railroad Retirement Tax increased with the new year. That's because the tax is now assessed on every dollar earned until the maximum for the year has been reached. It was previously spread equally over 12 months. The rate has also been increased from 6.7% on Tier I and from 2.75% to 3.5% on Tier II.

Scholarship winners

Carman Richard A. Martin, chairman of the BAR Labor Chairmen's Group, has announced the winners of the 1984-85 scholarship grants by the labor leaders. The drawing was held Feb. 12 at Millinocket with Carman Gangleader Leo R. Bustard drawing by lottery. Winners of the \$200 grants are: Shauna L. Lyons, daughter of Mr. and Mrs. Jon Lyons, Masardis; Michael A. Fournier, son of Leo C. Fournier, Veazie; Tracy M. Snow, daughter of Mr. and Mrs. Ansel Snow, Ashland; and Cynthia A. Brooks, daughter of Mr. and Mrs. Robert (Gloria) Brooks, Brewer.



Carman Gangleader Leo R. Bustard, left, draws winners for Labor Chairmen's scholarships as Millinocket. Pictured with him are General Foreman Vern Wark and Shirley R. Strout, manager of personnel.

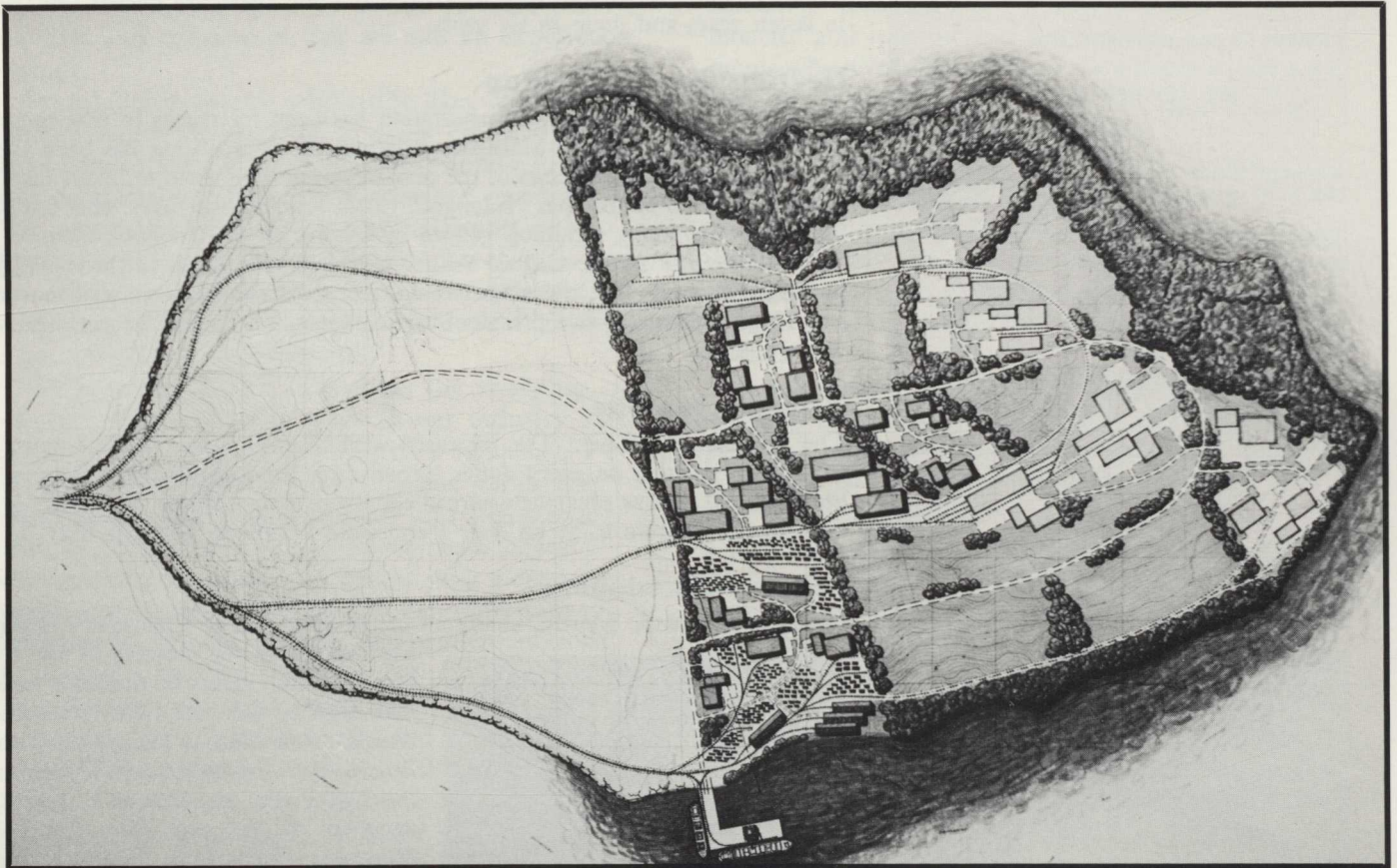
SEARS ISLAND

Symbol in a long debate

In those halcyon, end-of-the century days when life seemed a lot more simple than it would 85 years later, a railroad could disagree with a connecting carrier and find a way around that road. So it came to pass that a shrewd BAR lawyer named Henry Hart persuaded the fledgling Bangor and Aroostook to buy land at Searsport and a right-of-way to it from Lagrange. Sears Island, a 1000-acre piece of real

estate which once belonged to Washington's chief of artillery General Henry Knox, came with the deal.

Railroads were prime movers of people during the first half of this century and Bangor and Aroostook came to look on Sears Island as a tourist attraction that would enhance passenger business. The company built an amusement park . . . tame by 1985 standards . . . on the mainland and made ambitious



Artist's rendering of the land use plan for Sears Island shows the State Cargo Port (center foreground) and future development of the Island. A zone of greenery screens industrial development from water view.

plans to develop a resort on the Island. The railroad did run excursion trains to the amusement park but the project soon died a quiet death.

For the next 40 years or so the Island remained a green splotch in the Bay used only by picnickers and hunters. The BAR docks at Macks Point bustled with periodic activity over the years, notably during WWII when it handled thousands of tons of

war material. A stable level of traffic... mostly tapioca, oil, paper and lumber... have kept the facilities viable over the years. But, as railroad officials are quick to point out, the facility is of wooden construction, is expensive to maintain and too small for large ships.

After 40 years of remaining dormant Sears Island became the focus of development attention in 1969. Tepco wanted to build an aluminum smelter, a venture that quickly went nowhere. A year later Maine Clean Fuels launched a campaign to build an oil refinery; that was shouted down by almost everyone. Central Maine Power chose Sears Island as the site for a new nuclear generating plant in 1974. That project became a casualty of the "anti-nuke" movement in 1977. In 1978, Gov. James Longley ordered a Cargo Port Study that recommended development of a cargo port on Sears Island. It is the only project that survives. A 1981 CMP scheme for a coal gasification plant on the Island is on indefinite hold.

Maine voters passed bond issues in 1981 and 1983 totalling \$17.5 million and the State has been trying to get the necessary permits to build the port since.

In the fall of 1984 it began to look hopeful that work could begin before inflation ate away the project's finances or before the backers just plain became discouraged with the process. But the Sierra Club, a national conservation group, moved to block the project in Federal Court on the grounds that a proper environmental impact study had not been made.

The first court decisions have been generally favorable for the State and the Court allowed land to be cleared for a right-of-way. Other court decisions have cleared the way for road construction to begin to highwater mark on the Island and on the mainland. Dredging of a million cubic yards will start soon.

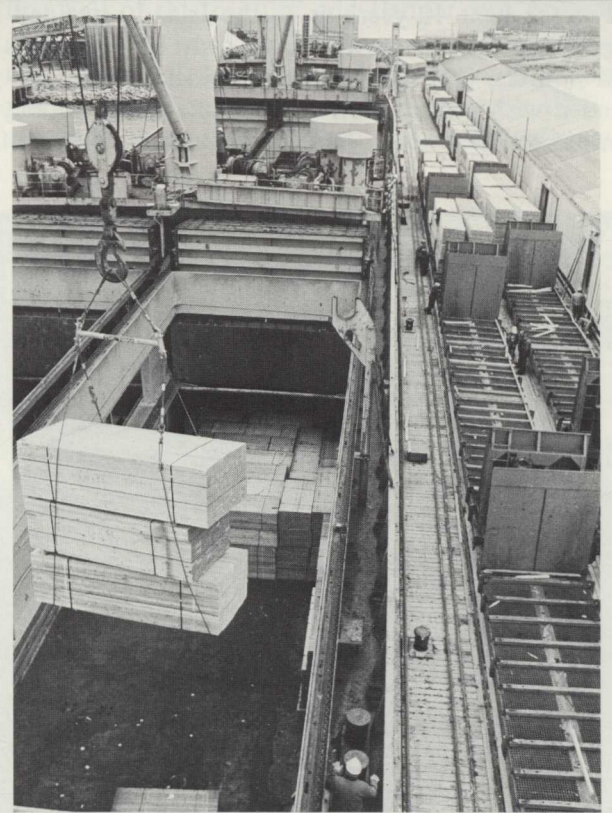
The Sierra Club has apparently decided to circle the wagons and make their stand on the issue of the causeway and the environmental impact of building a road across the tidal bar. The apparent strategy is to delay the construction of the port until it



A Bangor and Aroostook engine shunts loaded lumber cars onto the dock for loading on ship for European markets. The present railroad dock was built at Mack's Point in 1926 and has handled diverse products ranging from war material during WW II to potatoes, lumber, starch, paper and oil.



The causeway that connects Sears Island (at right) with the mainland appears to be the focus of Sierra Club efforts to block the State from constructing a cargo port at Sears Island. The new port would replace Bangor and Aroostook's wooden pier at Mack's Point, pictured center foreground.



Maine lumber is loaded onto a ship for overseas export. The State Cargo Port on Sears Island will provide deeper water and accommodations for larger ships than BAR's facility at Mack's Point.

either becomes too expensive or the proponents are simply ground down by the process.

But with good luck and a high wind, the critical points could be settled in the spring of 1985. It's encouraging that the State has enough confidence to go ahead with the partial road building and the dredging while the matter is still in the courts.

It would be difficult to conceive any major project with as little consequence for changing the earth as the cargo project. It is, after all, not a manufacturing industry with by-products to dispose of. Ports and shipping have been part of Maine's heritage for the past 200 years, as evidenced by the sailor on the Great Seal.

It would be interesting to measure, if it were possible, the dollars and manhours spent on studying the environmental impacts of various projects on Sears Island. It could well be the best-studied piece of real estate in Maine. Certainly 16 years seems an adequate time to devote to it.

Sears Island has a lot of potential for Bangor and Aroostook and its employees. The State envisions it as a major east coast port that will handle large, modern ships. Yearly traffic could be as much as 500,000 tons of bulk cargo, including lumber, paper, pulp and woodchips.

Translated into revenues for the railroad and jobs for its people, the cargo port program would have a sizeable and positive impact. While no one in authority, either on the State level or in the railroad, is willing to express unqualified optimism

that the port will actually be built, the fact that work has actually begun is a strong indication of confidence.

Sears Island development, after all, doesn't mean an oil refinery, or a nuclear power plant. Just a dock, really, and that's something Maine people know a lot about. It would be sad in this enlightened year of 1985, if preservationists were able to kill a venture with so much potential for Maine and so little potential to damage the environment.

THE NEW WORLD OF GIANT RAILROADS AND HUNGRY TRUCKERS

Hugh Goodness is known among his peers in railroad pricing circles as one of the canniest bargainers in the business and one of the most knowledgeable. Goodness cut his professional teeth in the hallowed ground of traditional railroad ratemaking and all the patient learning the discipline implies.

But the rules have all changed in four short years.

Staggers is the magic word and it refers to the name of the act of Congress that pretty much deregulated the railroads in 1980. Since then the railroad business has changed from an Alice-In-Wonderland environment, where things weren't what they seemed, to one where things are more real than some might wish.

What happens when the way we price our service changes from through-the-looking-glass rules that everyone in the business faithfully learned and followed to new rules that created competition that makes the Texas chainsaw massacre look like a tea party?

The answer is that some railroads have slipped through the cracks the way some trucking companies have. Those that survive are tough and smart.

Or big.



The basic strengths of railroads in surface transportation haven't changed under deregulation but in order to take advantage of those strengths, the way we do business must change, he believes. A string of rail executives wait assignment after receiving...

The New World of GIANT RAILROADS and HUNGRY TRUCKERS

One of Goodness' greatest concerns four years into deregulation is that the giant railroads of the industry can wipe out roads like Bangor and Aroostook with the stroke of a pen. Take the cancellation of joint and through rates. Under Staggers, a carrier may cancel joint rates unilaterally. Or put a surcharge on the rates or hold the cars of another railroad and not pay for them.

"These are the negative aspects of Staggers," Hugh Goodness says, "and I have great concern that small regional carriers like Bangor and Aroostook could be crushed between the megarailroads if they were to maximize their own profits without regard to the consequences to smaller carriers."

Goodness explains that the controversial ICC order allowing the cancellation of joint and through rates and the car hire provisions are now under challenge in the courts.

"The Grand Trunk Western and the Pittsburgh and Lake Erie have taken Conrail to court on the rate and car hire issue," he says. "The encouraging development we see is that the District of Columbia Circuit Court of Appeals has ordered the Interstate Commerce Commission to rescind the joint rate and car hire order. The ICC has appealed to the Supreme Court. Until that Court rules in the case or refuses to hear it, the ICC order remains in effect."

But if this shrewd veteran of the railroad pricing business has concerns about the threat of deregulation from large carriers, his face breaks into a broad smile when he talks about the other side of the coin.

"The real plus in Staggers is the ability to make contract rates," he emphasizes. "In Maine, where we are completely deregulated, we can make a rate in one day and even make it retroactive. A contract rate essentially makes a cheaper rate for big shippers. You might call it a rebate. It certainly discriminates in favor of the large shipper. Before Staggers, a rebate would have landed you in jail as a violation of the Elkins Act. Now it's legal and it's profitable. Except that the ICC calls it an 'allowance'."



BAR's Vice President-Traffic Hugh Goodness is known among his peers in railroad pricing as one of the canniest bargainers in the business. In the past four years, since deregulation became a fact of life in the industry, he's seen the rules by which railroads priced their services turned upside down. There are some plusses, he thinks, and some negatives. Small regional carriers may have become an endangered species as a result.

The ratemaking process has been speeded up somewhat, too. Interstate rates must still be filed with the Interstate Commerce Commission. But, says Goodness, his staff can usually have those rates in place within 15 days compared to the 30 days formerly required.

In the good old days...or the bad old days, depending on one's perspective...there were rate committees and railroad traffic people met and fixed prices. The rationale was that since the government was looking over their shoulders, the railroads couldn't gouge the public by fixing prices. It worked, too. And the system finally brought the entire industry to the brink of disaster.

But, with deregulation, the railroads lost their anti-trust immunity and now they can't fix prices anymore. That's made the whole business of establishing a new rate more complicated.

"What's happened," says Goodness, "is that a big

shipper may have contract rates with several large railroads. He'll come to you with a request for a new rate and will specify the route. This means that we, as originating carrier, have pretty much lost any influence we may have had with other carriers since the shipper, not the originating carrier, is specifying the route. Then we handle the negotiations separately with each carrier by Western Union. It's a very different world."

Another great change that deregulation has brought about, he says, is that it has brought the whole transportation industry into the real world in terms of competition and market forces.

"Competition sets the rate level," he says. "There's almost nothing that we can consider 'railroad' traffic anymore. It's all up for grabs and there are a lot of hungry truckers out there scrabbling along with us for every crumb."

But, he adds, because of the ability to make contract rates for volume shippers, Bangor and Aroostook has been able to improve its traffic level. That's the good news. But the revenue per car is down because, in order to get the business, you have to give up more of the pie.

"There's no shipper we do business with who doesn't have his hand out for rate reductions," Goodness says. "It includes local traffic as well as the long-distance business. Truck deregulation has intensified the competition and there isn't any traffic that isn't competitively priced."

Goodness points out that railroad costs have risen because of labor agreements (60 cents of each BAR revenue dollar goes for labor costs) and energy. But, he adds, the trucking industry has been able to get concessions from its unions or set up separate commodity divisions which have lowered their costs

and enabled them to charge their own customers less.

"We're going to have to change our whole approach. If we're to continue to be competitive we simply must reduce our costs. In the highly-competitive transportation climate there's just no way we're going to be able to pass cost increases along to our shippers.

"Historically, if our labor costs went up 30% over the life of a three-year contract, we passed it along to our shippers. That meant we had to raise our rates 15% to break even. We can't do that now and keep even the reduced level of business we have."

Goodness believes that the railroad could greatly increase its productivity by using two-man crews on some trains and become more competitive.

"Other carriers are doing that with sprint trains and dedicated piggyback trains and generating a lot of business," he says. "Our potential for new business is pretty much limited to the truck traffic that's now moving out of our territory. The only way to get that business is to make rail rates more attractive. And the only way we can lower our rates is to reduce our costs."

But, even with the threats to Bangor and Aroostook posed by the power of Conrail and other megarailroads, Goodness believes that BAR could again become an 80,000-car railroad.

"I think our structure is such that we can compete with the highway carriers. I believe we can get our costs down. After all, it's possible in this new world of transportation for a railroad to fail and disappear. That couldn't happen prior to 1980 when a court would simply appoint trustees to run the bankrupt company. Now we all have a powerful incentive in this new world to be the best and lowest cost carrier around."



"Competition sets the rate level," says Goodness. "There's almost nothing that we can consider 'railroad' traffic anymore. It's all up for grabs and there are a lot of hungry truckers out there scrabbling along with us for every crumb." Some of that hungry competition service their trucks at a Maine truck stop. (Photograph courtesy of the Bangor DAILY NEWS.



Patrol Foreman Jeb Therriault, Presque Isle, won first prize in the 1984 safety award drawing. He chose a 25-inch color television.

President's Safety Awards



Locomotive Engineer Gary Percival, Millinocket, second prize winner, is pictured with the Mercury outboard motor he chose.



Carman Ray Eldridge, Northern Maine Junction, holds the video cassette recorder he picked as third prize.



Dispatcher John Rowe won the fourth prize, his and her Seiko wrist watches.

Four Win President's Awards

For the third consecutive year Bangor and Aroostook employees have achieved safety goals set by departmental safety officers and have participated in the President's Safety Awards program. Four winners are drawn from names of all employees whose departments met their goals and who have not had an FRA reportable accident during the year.

Winners in the 1984 drawing were Patrol Foreman Gerald E. Therriault, Presque Isle; Locomotive Engineer Gary Percival, Millinocket; Carman Ray Eldridge, Northern Maine Junction; and Dispatcher John Rowe, Northern Maine Junction.

Therriault, a 31-year veteran in the Engineering Department, won the top prize and chose a 25-inch color television. Percival, the second prize winner, chose a 3.5 HP Mercury outboard motor which he plans to give to his father. Eldridge took a GE video cassette recorder because it was a reward he could share with his family. John Rowe, a 37-year veteran, chose a man's and woman's Seiko watch for him and his wife.

"The safety awards aren't a bribe for not getting hurt," Senior Vice President Linwood Littlefield emphasizes. "It's a way of recognizing good performance. The real reward, of course, is working safely."

The goal of the program, he adds, is to increase safety awareness. And because everyone likes to win something, it adds a little spice to the everyday task of safety.

The awards have not been made every year since the program began in 1979. To hold the drawing, an overall safety goal must be reached and for a department to be eligible it must have met its individual goal. Departments qualifying for the 1984 drawing included Engineering, Mechanical, Transportation and the miscellaneous group.

For those who didn't have an accident in 1984, there will be a special baseball cap as a reminder of a job well done.



**What if
nobody
cared...**

BAR's EAP

quietly helps people.

If you were told that something like 50 of your fellow workers had been treated for a devastating illness over the past four years... say, cancer... and were recovering, you'd probably regard this as an extraordinary piece of good news. Well, about that number have gone through the railroad's EAP program and now consider themselves recovering from a disease that is just as deadly as the Big C... alcoholism. As any recovering alcoholic will tell you, there's no cure for the disease. And even with many years of sobriety, the patient considers himself or herself a *recovering* alcoholic.

Not all of the people who have gone through the program have made it. But the number of those who have is heartening.

Shirley R. Strout, coordinator of the railroad's employee assistance program, says that 10 people are currently undergoing treatment or counseling. Not all of them, she adds, are involved in substance abuse therapy. Some have experienced personal trauma that has been too much for them to cope with. Others have had emotional problems that needed the attention of a professional counselor.

All of the problems, from substance abuse to emotional stress, had reached the point where it was affecting the lives of the employees involved and their productivity as employees.

"We care about our people," Strout says. "But that's not the only reason we spend money on an

employee assistance program. If an employee is drinking to the point where it affects his life, he's a hazard on the job and the railroad doesn't have the benefit of a full-time person. The same holds true for the employee who's emotionally disturbed or the one who's carrying such a heavy burden it overwhelms him. The competition in the transportation industry is so intense we can't afford to lose any of the work we're paying for."

"The biggest challenge in an on-going EAP is to encourage those who need help to ask for it," Strout says. Admitting that one has a problem is the decisive step; there's a whole network of professionals who can help once the first step is taken."

Railroad personnel do no counseling or treatment; that's the function of professionals. What the EAP coordinator can do is place employees who need help in touch with treatment programs or professionals. Most cases are covered by company-paid insurance.

Bangor and Aroostook's EAP has been considered innovative in the industry since its beginning four years ago.

"That doesn't mean you have one free on-the-job drunk," Supt. of Transportation Leigh S. Milton emphasizes. "If you're found drinking on the job, you're going to be fired. Period. What we can do is offer the employee a chance to go through treatment. If it takes, we take the employee back after a suitable probationary period. It's not a free ride for the

abuser because Rule G violation is very serious business. It means loss of income and, possibly, loss of job. But it seems like a humane approach to helping people find their way back to a healthy life."

Confidentiality is the key to making the program work. The stigma of the disease is so great that people only seek help after their lives become unmanageable. And sometimes that's too late. Admission to any kind of facility or program through the EAP, says Strout, will be handled with utmost discretion.

"We wouldn't hold a lesser opinion of a fellow worker who had diabetes," Strout says. "But we consider the alcoholic an outcast. That's wrong because alcoholism is a disease and we can treat it even if we can't cure it."

As Bangor and Aroostook's Employee Assistance Program enters its fifth year, there's a good deal of national attention directed toward alcohol and drug abuse among railroad workers. The plan that appears to be favored by the Federal Railway Administration is much like what Bangor and Aroostook has discovered and adopted over the past four years.

Shirley Strout is convinced that a lot of Bangor and Aroostook people are now leading healthy and productive lives as a result of the Employee Assistance Program. And keeping them productive, she says, has been only part of the reward.

**If you have, or someone you know has a problem... call...
there is help.**

WOODRIDGE

Conductor Bob LaBonte thinks he's a very lucky man. After 40 years in train service on the Bangor and Aroostook, he still looks forward to going to work in the morning.

When you think about it, that quality of enthusiasm makes the youthful-appearing LaBonte somewhat unusual. Thoreau wrote about "the mass of men who lead lives of quiet desperation". But he wasn't writing about the Bob LaBontes of the world, nor about a lot of railroad people who seem to draw a



After 40 years in BAR train service, Conductor Bob LaBonte says he still looks forward to coming to work in the morning. Each day is different, he says, and provides diversity and contrast in his life.

kind of nourishment from the diversity and challenge of their work.

At 58, Bob LaBonte says that each day is so different that he still looks forward to it as he makes the 47-mile commute from his home in Caribou to Madawaska where he works on the Madawaska Extra. On a typical day, he'll be at Madawaska station at least a half hour before his crew reports looking at switching lists, anticipating what problems he and his crew may encounter during their shift...or sometimes just getting the feel of a new day. He calls it smelling the flowers.

The role of LaBonte and his crew is vital to the

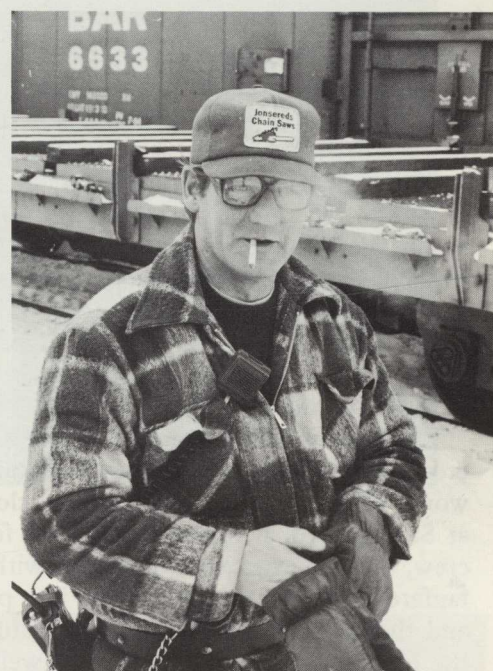
smooth functioning of the bustling Fraser Paper facility at Madawaska. With paper rolling off the huge paper machines at the rate measured in tons per hour, the placement of rail cars assumes considerable importance.

Their first task of the day is to perform the switching for the day shift, work that can eat up as many as five hours in the sprawling yard. As a warm-weather chore, it's a pleasant enough occupation. But the St. John Valley in January can only

moving to Canada. The railroad movement of pulpwood in Van Buren has also added to the activity on the 25-mile branch. So on those days when the crew of the Madawaska Extra makes the trip to Van Buren, it's a very long day. Sometimes the work is so extensive that the conductor must be careful not to exceed the 12-hour rule. Engineers and trainmen call it the hog law. When LaBonte started railroading, it was 16 hours and it refers to the maximum tour of duty before a rest period is



Making up a train and switching the busy tracks at Fraser Paper is a job that calls for a lot of teamwork. LaBonte and Brakeman Ronald Gagnon confer in the midst of a move at Madawaska Yard.



Brakeman Dale Chapman is often a swing man in the crew of the Madawaska Extra.

charitably be described as inhospitable. At it's worst, the climate is hard on men and machinery.

But the railroad crews in the Valley pretty much ignore the weather. When it's too much to ignore, they simply adapt to it. LaBonte says that dressing for the cold weather makes it endurable and the long woolen underwear and insulated clothing is the order of the day from December to April.

Three days a week LaBonte and his crew take a train to Van Buren where it's turned over to the Canadian National at St. Leonard, N.B. The traffic through that gateway has increased sharply in the past couple of years with paper and woodchips

required. Part of LaBonte's responsibility is to plan his work so that he and his crew can get back to Madawaska within the time limit. Superintendent of Transportation Leigh Milton says his track record is excellent.

One might not think that a freight conductor's job requires great skill in dealing with people, but Milton says it does. Working with the loading foreman at Fraser and other mill representatives, LaBonte admits, involves a lot of give and take. But it's a part of his work that he thoroughly enjoys.

"Fraser is good business for the B. and A.," he says, "and that means a paycheck for the crew and



The crew of the Extra take advantage of a break to get out of the wind and sub zero cold at Madawaska Station. They are, Engineer Barney Nadeau, Fireman Ken Chaney, Brakeman Ray Violette, Brakeman Ron Gagnon and Conductor Bob LaBonte.

me. We always try to go the extra mile to be sure they get what they want.”

But a good part of the effectiveness of the Extra’s crew involves working together as a team and that’s the way LaBonte looks at it.

“We’re like members of a baseball team,” he says. “I don’t need to tell a trainman or an engineman how to do his job. He knows it. We each know how the other thinks and we can anticipate each other’s needs. My job is to be there to help when I’m needed. A conductor in a switching crew isn’t doing much good in the buggy or in the station. He has to be with his men.”

The people who work with Bob LaBonte and his crew think of him as a person who can make things work. When the Canadian National closed its station at St. Leonard, it meant more work for the Extra’s crew, but the extra work got done without any great fanfare. LaBonte thinks of it as just part of the job and that attitude has won him a lot of respect from the Fraser people he deals with as well as his fellow workers.

LaBonte learned his craft under men like Waldo Milbury, Joe Quimby, Ruel Kinney, Jack Timony and others who created their own folklore during the golden age of railroading in northern Maine.

“They were some tough men and a fine breed of people,” he says, pleased by the memory. “Most of those people took care of the B and A just like it was their own. I guess I grew up thinking the same way.”

LaBonte also thinks that wives play as important a part in the railroad as the employee, particularly in train service.

“Sometimes, I think my family grew up while I was spending my life in a buggy,” he says. “There have been a lot of days when I’d be leaving home at two in the morning. Then when the children would come home, I’d be in bed. I’ve missed a lot of birth-

day parties and holidays. That’s hard on a family. It’s hard on a marriage, too, and it takes commitment to make it work. I’ve been lucky because I had a lot of help from my wife. Even when I was studying to qualify for conductor, my wife read me the rules so many times she knew them as well as I did.”

There’s a kind of brotherhood among train crews that comes from shared experiences, often far from home, that binds these employees into a tight little group. It creates its own values and standards and it’s passed from one generation to the next. Many of the men who shaped Bob LaBonte’s philosophy and ethics came from the age of steam locomotives and iron men who could shovel five tons of coal into the boiler of a panting locomotive and hardly sweat.

In the operating crafts, particularly in train service, it’s like the tightness and sense of identity that the medieval guilds created and passed along from generation to generation. One might argue that there’s no place for these kinds of loyalties in a world of assembly lines and plastic parts, but you’ll never convince Bob LaBonte, Barney Nadeau, Ron Gagnon, Ray Violette or Ken Chaney that what they do and how they do it isn’t unique and important.

When the temperature hovers at 10 below zero and the wind is howling down the St. John, making an unearthly moaning in the girders of the International Bridge, the crew of the Madawaska Extra will pause to warm themselves with Agent Herman Roy and Herc Roy or Delsey Charette in the station. There will be an easy banter among the crew and the station employees. But under the good humor and the fellowship, it’s evident that these people take what they do very seriously and that they do it very well indeed.

It takes a few years to be admitted to full membership to this select group. You have to earn it.

Moving Up

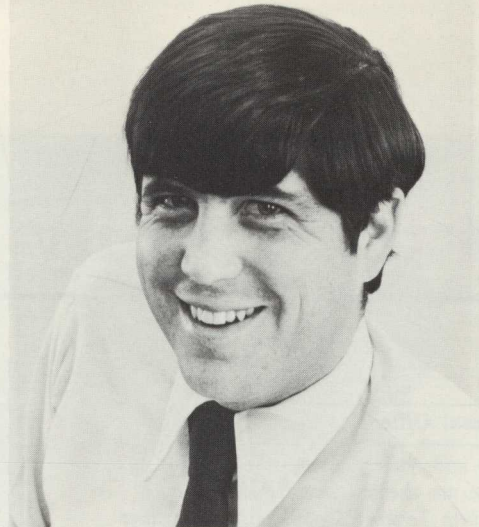
Keith B. Ashton, formerly manager internal audit/systems development, has been named manager financial information services.

He entered railroad service in 1965 as secretary in the Car Service Department and has held positions as assistant traveling car service inspector, assistant traveling car service auditor, traveling car service auditor and agent, and supervisor internal audit.

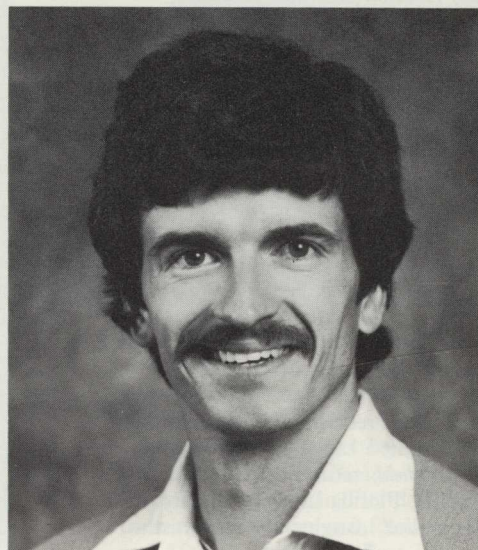
Ashton was educated in Bar Harbor and Brewer schools. He is married to the former Linda Speed and has one son, Keith, a stepdaughter, Lianie Speed and a stepson, James Speed.

Thomas N. Tardif, a native of Presque Isle, has been named administrative assistant in financial information services. He began his railroad service in the BAR extra gang crews and was later a clerk in Transportation and disbursements clerk. He comes to Bangor and Aroostook from the Aroostook Valley Railroad.

Tardif was educated in Presque Isle schools and received his degree from the University of Maine at Presque Isle. He has also studied at the Northern Maine Vocational Technical Institute.



Keith B. Ashton



Thomas N. Tardif

Mileposts

35 YEARS

Ronald T. Clark, Jr.
Leroy E. Hersey
Clyde C. Johnston, Jr.
Donald J. Morton

30 YEARS

Vernon A. Cunningham
John W. Dow
John A. Grass, Jr.
Charles E. Johnston
John T. Lent
Richard E. Thompson
*David L. Grant

25 YEARS

Lawrence H. Wade

20 YEARS

Chester J. Bragg, Jr.
J. Walter DeLong
M. Wayne Goodwin
George A. Hodge

15 YEARS

Shady Blackwell
John W. Doore, Jr.

Robert M. Ellison
Arthur L. Richards
Richard L. Simpson

10 YEARS

Richard D. Wilmot

**We missed Dave Grant's 30th and rectify the oversight with apologies.*

In the Family

General Offices

Holly and Andrew Mooers of Houlton, Maine are the parents of a daughter, Elizabeth Jordan Mooers, born December 12, 1984. The grandparents are Vice President and General Counsel and Mrs. William Houston and Mr. and Mrs. John Mooers.

Mrs. and Mrs. Murray S. Varney and daughter Terri-Leigh of Fort Ord, CA were home for three weeks in January. Mrs. Varney (Karen) is the daughter of Mr. and Mrs. Charles Fetha of Glenburn. Murray is the son of Timekeeper and Mrs. Mickey Varney and the grandson of former BAR employee Clayton McCue and his wife Faye.

Rebecca Budge, daughter of Administrative Secretary Dave Budge, graduated from Mansfield Beauty Academy on January 25 and passed the Maine State Board of Cosmetology examination in February.

Senior Vice President and Mrs. Linwood Littlefield visited Linwood's brother, Lloyd Littlefield, retired car foreman, in Zephyrhills, Florida in early January.

Molly Powell, daughter of Administra-



tive Secretary Flora Powell, is studying in Paris, France during the spring semester under Yale University's junior year abroad program.

Savings Bonds Rate Changes.

The market-base rate for Savings Bonds changes each May and November. The new rate, effective for Series EE Bonds issued between November 1, 1984 and April 30, 1985 is 10.94 percent. This is the fifth rate to take effect since the market-based variable rate Bonds were introduced on November 1, 1982, and represents an increase from the May-October rate of 9.95 percent.

Mary M. Noyes, 84, wife of Garth A. Noyes, retired BAR staff assistant, died August 31, 1984 at a Bangor convalescent home. She was born October 7, 1899 in North Anson, daughter of William and Carrie (Cutts) McLean. She was a 1922 graduate of the University of Maine and later taught high school for five years. She was a member of the Glenburn Evangelical Covenant Church, the Nature Club of Bangor, Brewer Garden Club and Fidelity Chapter O.E.S. of Houlton. She was a former member of the A.A.U.W., the Audubon Society and the Grange of Bangor and was Past President of the Houlton Garden Club. Surviving besides her husband are two sons, Harold H. Noyes of Lee and Larry M. Noyes of Brewer; one sister, Mrs. Alice M. Tibbetts of Tulsa, OK; six grandchildren and three great-grandchildren.

Supervisory Agent H. Frederick Armstrong, Millinocket, has been honored for 40 years service with the railroad. He is a native of Passadumkeag and attended Lagrange schools, entering railroad service in 1944 as a telegrapher. Mr. Armstrong is married to the former Janet Brackett. They have three children: Hale, Mark and Peggy.

Supt. Transportation and Mrs. Leigh Milton traveled to Pennsylvania in January on a buying trip for Vi's Square Dance Shop. While shopping at Dealers Market for Western Wear located in King of Prussia, PA, they stayed with Leigh's sister and her husband, Sammie and Sam Reed, in Hershey, PA. They traveled by Amtrak train into Philadelphia where they participated in a square dance weekend featuring several of the outstanding callers in the country.

Traffic & Marketing

Airman 1st Class Stephen M. Lovett, son of Manager of Pricing and Mrs. Garrett Lovett, has completed basic training at Lackland AFB, Texas. He is now attending technical school at Kessler AFB in Mississippi. Stephen is a 1980 graduate of Hermon High School and attended



Stephen M. Lovett

Bangor Community College prior to entering the Air Force.

Assistant Manager Pricing and Divisions and Mrs. George E. Deshane spent the Christmas holidays in Florida visiting their two daughters and families: Terry and Massoud Nazar in West Palm Beach and Joan and Nick Meszaros and daughter Nicole in Vero Beach.

Accounting Department

John Fessenden, son of Lead Clerk and Mrs. David Fessenden, and his partner Ron Banks, won the Eastern Maine Championship in candlepin bowling, intermediate division. John and Ron bowled a combined total pin fall of 1,070. They will be bowling for the State Championship in May.

Cheri Fessenden, daughter of Lead Clerk and Mrs. David Fessenden, and her partner Wendy Conners, won the Eastern Maine Championship in candlepin bowling, senior division. Cheri and Wendy bowled a combined total pin fall of 1,013. They will be bowling for the State Championship in May.

Keith Patterson II, son of Adm. Secretary Margaret and Keith Patterson, represented the University of Maine-Orono at the New England Intercollegiate Billiards Championship held on February 16-17 at the University of New Hampshire.



Locomotive Engineer William S. Adams, Houlton, left, retired Nov. 29 after 33 years with the railroad. He is a native of New Limerick and attended Houlton schools and Ricker College. During WW II Mr. Adams served in the U. S. Navy. He is married to the former Lois Guy. They have six children: William, Deborah Brewer, Gerald, Larry, Nancy Toner and Terrance. Pictured with him is Supt. of Transportation L. S. Milton.



Railroad employees in Aroostook County contributed \$3500 to the United Way of Aroostook during the last campaign. Pictured with United Way Vice President Patricia Lyons and Executive Director Patty LeBlanc are Supervisor Sales/Service Yvon Levesque, Roadmaster Herman Wright and Pulpwood Loading Inspector John Lajoie who worked in the campaign. David Peterson, right, was general campaign chairman.

Transportation Department

Retired Conductor *Delmont E. (Sparky) Cummings*, 60, died Feb. 6 at a Houlton hospital. He was born in Houlton, Oct. 3, 1924, the son of *Frank* and *Opal (Foster) Cummings*. He was a World War II veteran serving with the 1st Marine Division until his honorable discharge in 1944. He received a citation from the President of the United States in February 1943. He retired after 25 years from the Bangor and Aroostook Railroad in train service and was a member of the U.T.U. He enjoyed hunting, fishing and scuba diving. A World War II scuba



Conductor *John E. Plant, Jr.*, right, has retired after 38 years of service. He was born in Lake Edward, N.B. and educated in Fort Fairfield schools. During WW II he served in the U. S. Army. Mr. Plant is married to the former *Margaret Gamblin*. They have two daughters. Pictured with him is Superintendent of Transportation *L. S. Milton*.

diver, he also worked with the Aroostook County Sheriff's Department and the R.C.M.P. in recovering drowning victims. He was a Maine woodsman and guide, a member of Monument Lodge No. 96 AF&AM, Aroostook Royal Arch Chapter No. 20, St. Aldemar Commandery No. 17, Anah Temple Shrine and Fidelity Chapter No. 32 O.E.S. He participated in the Anah Oriental Band. He served with Aroostook County Sheriff's Department, was a member of their honor guard and a member of the Houlton Police Department Auxiliary.

He is survived by his wife *Betty (Smith) Cummings* of Houlton; one son, *Randie Cummings* of Bellows Falls, VT; one foster son, *Joseph Raymond* of Houlton; three daughters, *Mrs. Robert (Sherry) Cates* of Oakland, *Mrs. David (Debbie) Powell* of Naples, Italy, and *Mrs. Edward (Paula) Peyton* of Amarillo, Texas; four brothers, *Woodrow* of Presque Isle, *Earl, Herschel* and *Raymond* of Houlton; one sister, *Mrs. Patrick (Marie) Michaud* of Port Richey, Fla; nine grandchildren, one great grandchild, several nieces, nephews and cousins. Masonic memorial services and funeral services were held at the Dunn Funeral Home in Houlton with the Rev. *Robert Mitchell* officiating. Interment in Evergreen Cemetery, Houlton.



Pulpwood Loading Inspector John Lajoie, Van Buren, has been honored by the American Legion Post in Van Buren for long service as chaplain.

Mechanical & Stores

Clerk & Mrs. *Beecher Rowell* of Levant were honored recently at a surprise open house in observance of their 35th wedding anniversary. Beecher and Sylvia were married on December 31, 1949 and have three children, *Florance Reynolds* of Hermon, *Barbara Charters* of Stetson, and *Beecher Rowell, Jr.* of Levant.

The party, given by their children, was held at the home of their daughter, *Florance*, with many friends and family in attendance.

Beecher has worked for the railroad since 1948 and is a clerk in the Mechanical Department.

Our sympathy to the family of retired Machinist *Arthur C. Strout*, 76, who died Feb. 6. He was born in Brownville Jan. 4, 1909. Mr. Strout retired from the railroad January 3, 1974 after 37 years of service. He was a professional baseball player, having trained with the Boston Braves, and was a pitcher for the Cape Breton League of Nova Scotia, Canada, and the Pine Tree League in Norway.

Mr. Strout is survived by his wife, *Phyllis (Seavey) Strout* of Brownville; a son, *Larry* of Milo; a daughter, *Gladys Lundin* of Brownville; and a brother, *Donald Strout* of Orono, in addition to several grandchildren and great-grandchildren.

Congratulations to Mechanical Engineer and Mrs. *Steven Holt* of Orrington on the birth of a daughter, *Meredith Austin Holt* on January 23. Meredith was born at home and weighed in at 9 lbs, 4 ozs. She has a sister, *Brie Megan*, age 6.



Locomotive Engineer Sandy C. St. Peter, left, of Caribou has retired after 36 years with the railroad. He was born in Caswell and was educated in local schools, entering the U. S. Navy in 1943. Mr. St. Peter entered service as a fireman. He is married to the former Evelyn Michaud. They have five children: Theresa and Carol of Danielson, Conn.; Kim of Lake Charles, LA; Sandy of Florida and Craig of Caribou. Pictured with him is L. S. Milton, superintendent of transportation.

We were sorry to learn of the death of retired Car Repairer *Edwin H. Beane* of Brownville Jct. who died January 1 at the age of 71. He retired from the railroad April 11, 1978.

Mr. Beane was born in Caratunk March 28, 1913, the son of *Earl* and *Annie (Martin) Beane*. He is survived by one sister, *Pearl Welch* of Wilton.

Our sympathy is extended to the family of *Ethel W. Perry* of Milo, who died February 2 at the age of 78. Mrs. Perry was the widow of Machinist *Rodney A. Perry, Sr.* who died March 22, 1965 while still in service with the railroad. In addition to her son, Machinist *Rodney A. Perry, Jr.* of Hampden, she is survived by three daughters, Mrs. *Frances Chamberlain* of Derby, Vermont; Mrs. *Charlene Pender* of Milo; and Mrs. *Betty Martin* of Wichita, Kansas; one brother, *Percy Wallace* of Brownville; and several grandchildren, great-grandchildren, nieces and nephews.

Retired Painter *J. Charles LaRouche*, a resident of Milo for 60 years, celebrated his 100th birthday December 23 at the Hibbard Nursing Home in Dover Foxcroft, where he has lived for the past three years. The nursing home held an open house for the occasion which was attended by Milo Town Manager *William*

Brockman; his parish priest, *Rev. James Martel*, in addition to his family and many friends. State Rep. *John Masterman* also was on hand for the occasion and presented LaRouche with an award on behalf of the State. Congratulatory messages were received from President *Ronald Reagan* and Sen. *William Cohen*.

Mr. LaRouche was born in Cacouna, Quebec on Dec. 23, 1884, the son of *John* and *Sarah (Sirois) LaRouche*. On May 20, 1906 he married *Leontine St. Peter* and the couple lived in Old Town until 1921 when they moved to Milo, making their home there until Mrs. LaRouche's death in 1976.

The couple had six children. Their only daughter died young. The remaining five sons are *J. Roland* of West Old Town, a retired electrical engineer; *Virgil* of Milo, a retired Milo merchant; *Edward* of Holyoke, Mass., a retired chef; and twins *Oliver* of West Old Town, a retired electrical engineer, and *Renaldo* of Italy Cross, Nova Scotia, a retired Marine Corps colonel for legal affairs. LaRouche has eight grandchildren, 11 great-grandchildren, and two great-great-grandchildren.

Mr. LaRouche entered service with the railroad on July 12, 1922 as a painter, retiring December 22, 1949 after 27 years of service.



Charles LaRouche's
100th Birthday

Engineering Department

Retired Roadmaster *Emmett (Don) Ross, Sr.*, Caribou, died November 26 after a long illness. He was born in Caribou April 15, 1907, the son of *Henry B.* and *Nancy A. (Russell) Ross*. Ross was employed with the BAR for over 40 years, retiring July 15, 1971. He was a member of Gray Memorial United Methodist Church of Caribou.

He is survived by his wife *Geneva (Mosher) Ross* of Caribou, one son, *Emmett D. Ross, Jr.* of Caribou; four daughters, Mrs. *Fred (Jean) Page* of North Chelmsford, Mass., Mrs. *Carroll (Waneta) Moir* of Millinocket, Mrs. *James (Sandra Penny) Falgout* of Morgan City, La., and Mrs. *Harold (Nancy) Daigle* of Troy; one brother, *Cleo Ross* of Florida; one sister, Mrs. *Ruth Grass* of Fort Fairfield; 16 grandchildren and 11 great-grandchildren.

Weldon W. Simpson, Mapleton, died January 1 at a Presque Isle hospital after a long illness. He was born June 19, 1923, at Ashland, the son of *Alton* and *Mildred (Rafford) Simpson*. Simpson started his career with the BAR in 1945 and due to ill health retired in 1978 as an extra gang foreman. He comes from a railroad family with his father, *Alton*, and brother *Wayne* both retiring after long careers with the BAR.



Trackman Harold Robinson, left, retired Nov. 9 after 37 years with the railroad. He was born in Ashland and attended local schools, later serving in the U. S. Army during WW II. During his career he was variously weed spray foreman, liner foreman, section foreman, surfacing crew foreman, flangerman and equipment operator. Mr. Robinson is married to the former *Alice E. Snow*. They have two daughters, *Carolyn McKee* and *Joan Whipple*, both of Masardis. Pictured with him is Chief Engineer *V. J. Welch*.

He is survived by his wife, *Freda (McPherson) Simpson* of Mapleton; his mother, *Mildred R. Simpson* of Mapleton; four sons, *Dean* of Enfield, Conn., *Mark, Kendel* and *Tracy*, all of Mapleton; three daughters, *Brenda Smith* of Fairfax, Vt., *Tami Bowman* of Hampton, Va, and *Cindy Dickinson* of Presque Isle; one brother, *Wayne*, of Presque Isle; one sister, *Arlene Johnson* of Castle Hill; 11 grandchildren, two great-grandchildren, several nieces and nephews. He was predeceased by two daughters, *Lanie* and *Bonnie*.

Mechanic *John Vincent* writes from Houlton that he believes the class of 1943 of Milo High School may hold the record for numbers of their class employed by the railroad at one time and in years of service. The eight have BAR service totaling 279 years with an average length of service of 35 years. The eight are: John Willinski, Herb Dunham, Walter Campbell, Earl Rhoda, John Vincent, Gordon Sinclair, Stan Hall (Ret.) and Mildred McDonald (Ret.).



Equipment Operator Frederick C. Cain, Masardis, has retired after 36 years with the railroad. He was born in Masardis and attended local schools, entering service as a trackman. He is married to the former Sharon Bell. They have four sons: Richard, Dow, Terrance and Gary. Pictured with him is Chief Engineer Vinal J. Welch.

Facts and Figures

	Twelve Months Ended December 31,	
	<u>1984</u>	<u>1983</u>
We received from –		
Hauling freight	\$ 25,080,724	\$ 22,835,461
Carrying passengers & express on our buses	18,469*	534,523
Earnings from our cars moving on other carriers	8,375,628	8,457,327
Other operating revenues	2,112,165	4,724,983
Other income projects connected with operating our business	686,480	385,209
A total of	<u>36,273,466</u>	<u>36,937,503</u>
We paid out or provided for –		
Wages and benefits to our employees	18,697,299	18,874,602
Materials to keep our equipment running and our roadbed and structures in repair	4,205,576	6,016,377
Lease of cars and costs for foreign cars on line	4,386,972	4,196,955
Outside services contracted from others	1,478,164	1,827,925
Telephone, heat, lights, rent and other utility costs in occupying our buildings	904,328	884,093
Depreciation	2,594,385	2,351,752
Other services and charges in operating our business	1,170,562	982,602
State and local taxes	363,154	366,064
Interest on borrowed money	930,531	588,146
A total of	<u>34,725,971</u>	<u>36,088,516</u>
Resulting in a pre-tax income (loss) of	<u>\$ 1,547,495</u>	<u>\$ 848,987</u>

* Bus service discontinued effective January 21, 1984

Restated for Depreciation Accounting Adopted in 1983.

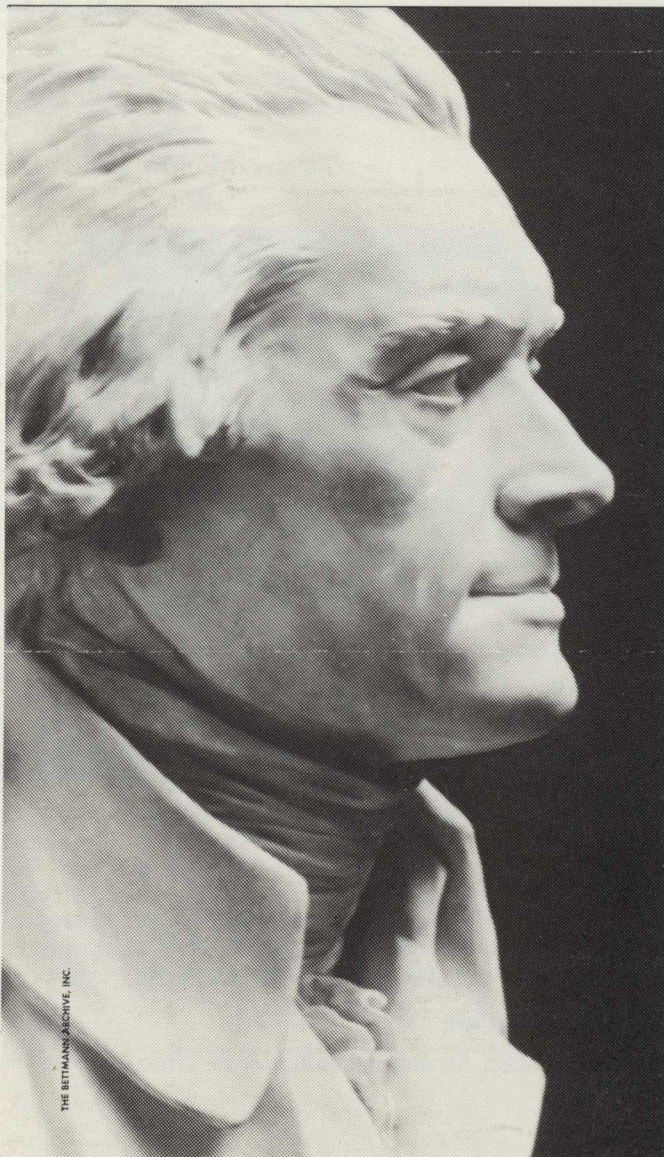
Bangor and Aroostook Railroad
Northern Maine Junction Park, RR2
Bangor, Maine / 04401

Address Correction Requested

BULK RATE
U.S. POSTAGE
PAID
Bangor, Maine
Permit No. 466

“The merchants will
manage commerce the better,
the more they are left free
to manage for themselves.”

Thomas Jefferson, 1800



THE BETTMANN ARCHIVE, INC.

The free enterprise system that Jefferson championed has served American business very well. However, until 1980 our nation's freight railroads were not allowed to share in the benefits of a free market. A noose of federal regulations choked the railroads for nearly 100 years. The effect of this government stranglehold was predictable: During the 1970's, railroads filed for bankruptcy at an alarming rate, affecting 22% of the nation's rail mileage. In 1980 the Staggers Rail Act loosened the regulatory collar allowing Freight Railroads to operate more efficiently and competitively.

Since the passage of Staggers, railroads have made a remarkable recovery. Huge investments in new equipment and track repair have made them more efficient. Stiff competition has controlled rates far more effectively than regulation did. According to a recent study, 87% of freight shippers surveyed feel that railroads should continue to participate in a free, competitive market. A strong majority believe that deregulation has benefited rail customers and America's consumers.

Still, there are those who would "fine tune" Staggers, those who would again tighten the regulatory noose. America deserves better. For more information, write: Association of American Railroads



Free Enterprise, Dept. 503
1920 L Street, N.W.
Washington, DC 20036.

ASSOCIATION OF
AMERICAN RAILROADS