



# Chronicle

First Quarter 2012



## Employees meet expectations for first crude oil train

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**EMPLOYEES  
CONTRIBUTE TO  
CONTINUOUS  
IMPROVEMENT**

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Roger Matecki, conductor, begins work on the YAS111 hump job after a thorough inspection of the locomotive.

# MAJOR INFRASTRUCTURE INVESTMENTS PLANNED

A&S plans to spend nearly \$14 million this year on various capital improvements.

“It’s going to be a busy year for the Engineering Department,” said Jim Pinkerton, director-track maintenance. “It could be one of the most ambitious plans in recent years in terms of permanent structural projects.”

The capital improvements include six primary projects and at least two others. One is the extension of the existing Mitchell 5 and 6 tracks between Mitchell and Pontoon Beach, Ill. It will support new business.

A second project calls for the construction of a second main line as a connection between A&S and UP in Granite City, Ill. It will be used for the passing of trains. The improvement will facilitate velocity.

Another project in East St. Louis, Ill., will extend the existing third rail siding by 6,800 feet.

An extension of Cottonbelt Tracks

627 and 628 on their east and west ends at Valley Junction also will be completed. The improvement will facilitate the fueling and inspection of trains. It may be the first project finished.

Capital improvement plans include the installation of power switches at six crossovers which are currently lined by hand. The new power switches are for the West End Lead crossovers. By powering the switches, trim crews will be able to more efficiently switch trains, preventing potential delays.

Employees also will install power blue flag derails and switches in the departure yard. The improvement will permit yardmasters to remotely raise the blue flags and align crossovers to secure the track for inspections.

A project on the Cahokia Industrial Lead will enable the railroad to serve a new industry that could be operational in September. Plans call for the installation of a switch and 730-foot connecting track to a new barge loading facility



Working in close collaboration with other departments, Engineering employees focus on safely and efficiently completing various capital improvements in 2012.

under construction south of Cahokia, Ill. Furthermore, a new group retarder will be installed. Employees will continue regularly scheduled preventive maintenance and any track repairs when necessary as they work on new construction.

“The employees are up to the challenges that face them,” Pinkerton said. “Great communication, collaboration and teamwork with employees in other departments also will facilitate completion of the projects.”

Preliminary details required to start the projects could be prepared in April.



Jim Pinkerton, director-track maintenance

## Mechanical team grows

A&S Mechanical welcomes five co-workers to its ranks.

They include: Ross Carper, carman/toolman; Eric Franklin, machinist apprentice; Dan Lindow, carman/toolman; Jeff Mueller, machinist apprentice; and Randy Rose, carman/toolman. The new hires started in February with two weeks of classroom training.

They have studied safety rules, procedures and processes, Total Safety Culture and various other topics. The new employees also have watched and learned from experienced employees performing tasks in the car shop and roundhouse.

They all had significant work experience and training in other careers. Two of the them were auto mechanics, one a machine operator, another a truck driver and one a freight delivery supervisor.

“I had the pleasure of presenting their Total Safety Culture class, and they all indicated they’d never seen anything like it,” said Pete Hoffman Sr., safety coordinator.



From left, Ross Carper, carman/toolman; Eric Franklin, machinist apprentice; Jeff Mueller, machinist apprentice; Dan Lindow, carman/toolman; and Randy Rose, carman/toolman, study Total Safety Culture as part of their training.

“It was good to hear from them that they considered it a breath of fresh air and different from safety programs in their previous jobs. They really liked the employee ownership of TSC.”

The new employees are chomping at the bit to learn, Hoffman said.

They are eager to be hands-on and want to start work, but trainers will make sure they’re ready first, he said.

# Employees meet expectations for first crude oil train

A train crew was ready and waiting to take charge of the first BNSF crude oil train routed through A&S when it arrived in Mitchell, Ill., at 9:45 a.m., Feb. 20.

Tim Lauf, locomotive engineer, and Kenny Wilkinson, conductor, had the honor of expediting the 106-car unit train with distributed power to the A&S yard. They made the trip in 90 minutes.

Jim Augustine, laborer, cleaned the lead locomotive cab and supplied ice in minutes. A UP crew comprised of Jerome Brown, conductor, and Dave Godfrey, locomotive engineer, was called immediately. The train departed south at 11:50 a.m. for a crew change point in Dexter, Mo., headed for its final destination in Louisiana.

“It went really well,” said Steve Augustine, assistant superintendent. “It was an amazing job; well done by all involved.”

A&S was prepared, said Jeff McGuire, superintendent. When the crude oil train arrived at the interchange point, the BNSF crew stepped off, the A&S crew stepped on, the UP train was called south and its crew boarded on time.

“Everyone involved in the handling of this first train performed in an outstanding manner,” McGuire said.

The first crude oil train through A&S marks an important milestone. It not only provides additional revenue, but demonstrates a route through the A&S which can safely facilitate velocity.

Initially, plans call for one unit train of new, crude oil tankers per day each way. By the end of the year, however, there may be up to four trains each way per day. On the return trip, the crude oil train will yard at A&S, undergo a 1,500-mile inspection, receive service and be expedited to the Mitchell interchange point to be picked by a BNSF crew.

The first BNSF unit train of crude oil tankers from North Dakota routed through A&S arrives in front of the General Office Building on its way to Louisiana.

North American railroads are tapping the traffic-generating and moneymaking potential of crude-oil production in the Bakken Formation. More commonly called the Bakken Shale, the 200,000-square-mile formation covering parts of Montana, North Dakota and Saskatchewan contains large oil reserves, which only a few years ago became more economical to tap because of horizontal drilling and other modern extraction techniques. Today’s foreign oil prices also help make crude produced from a shale more competitive to produce and sell domestically.

The crude oil train that passes through A&S originates in North Dakota. The tank cars on these trains display the HazMat placards labeled “1267,” which denotes the crude oil commodity.

“We are thrilled and excited about this opportunity,” Augustine said. “We will provide the absolute safest and best service.”



Steve Augustine,  
assistant  
superintendent



Jeff McGuire,  
superintendent



Tim Lauf,  
locomotive  
engineer



Kenny  
Wilkinson,  
conductor

## Mutual assistance

Close communication and collaboration with key employees at the UP Harriman Dispatching Center helps Steve Augustine, assistant superintendent, and other employees when they need crucial information immediately.

Likewise, Augustine and other A&S employees are happy to help them whenever possible.

The assistant superintendent works most closely with Dennis Faircloth, corridor manager. He also receives assistance from Naomi Deines, director-train management, and Roger Showers, director-train movement.

The three UP employees have been particularly helpful in getting extra power to and from A&S. They also help assist with train movements that facilitate fluid traffic. The Harriman employees demonstrate dedicated teamwork with A&S.

Their services are greatly appreciated, Augustine said.



# And the nominees are ...

One A&S agreement employee and one non-agreement employee have been nominated to receive the prestigious J.C. Kenefick Safety Award.

The railroad nominated Gary Lottmann, director-security & risk management, as the non-agreement candidate. Dave Smith, chief clerk to the director-track maintenance, received the agreement employee nomination.

Named for John C. Kenefick, former UP Chairman and CEO, the Kenefick Award has recognized UP employees who have demonstrated outstanding on-the-job safety achievements

since its inception in 1986. Its recipients represent Union Pacific at the Hammond Award competition sponsored by the Association of American Railroads in May. Kenefick Award winners will be announced in April.

The Harold F. Hammond Award, also established in 1986, honors an individual railroad employee who has demonstrated outstanding safety achievement during the preceding year. It is named after the late Harold F. Hammond, former president of the Transportation Association of America, who served many years as chairman of the Harriman Awards selection committee.

## Smith always willing to help others

He's commonly referred to as "the go-to guy."

Whenever employees have a safety question to which they can't find an answer, an issue they don't know how to address, or a project that needs volunteers, they seek out Dave Smith, chief clerk to the director-track maintenance.

His expertise and skill in helping others, especially with safety, is just one of the reasons he was nominated to receive the agreement employee 2011 J.C. Kenefick Safety Award.

"I'm overwhelmed about it," Smith said. "Everyone works hard and hopes to be noticed, but when you're recognized and acknowledged for that, it's greatly appreciated."

In his usual, modest fashion, he had little to say about himself. While he agreed it's an honor, the chief clerk said he's just one of many employees who work together as a team to achieve the railroad's goals. He's sure other employees are equally deserving of the nomination.

Smith joined Baltimore & Ohio Railroad as a chief clerk in 1979. He came to A&S in 1986 as chief clerk, and took his current assignment 10 years later. The job was created to handle a vast amount of administrative work for the Engineering

Department.

Through the years, Smith's duties continued to increase. He manages the railroad's Safety Hotline log, handles Transportation administrative details, and works closely with B&B employees and Union Pacific on environmental issues. The safety-conscious employee also volunteers in Peer Support and Operation RedBlock, and assists with charitable activities in which A&S participates.

The chief clerk helps organize and works at safety luncheons, and assists with the Operation Lifesaver train. He manages the safety message board in the General Office Building and supplies safety posters for the Mechanical, Engineering and Transportation lunchrooms and reporting locations. The Kenefick Award nominee also maintains the display case in the GOB main lobby.

Smith participates in various volunteer activities off duty. He helps his church in many ways and is a member of World Changers Church International. The volunteer gives up a week of his vacation each year to work in another state to participate in home building and repair for the less fortunate.

"A lot of people come through Dave's door and ask him to help with



Dave Smith, chief clerk to the director-track maintenance and agreement employee nominee for the 2011 J.C. Kenefick Safety Award, pinpoints the location of a potential safety issue to be addressed.

anything from dealing with a safety issue to making a document copy or faxing," said Jim Pinkerton, director-track maintenance. "Dave has a big heart and will do anything he can to help anyone who has a need. I don't think the word 'no' is in his vocabulary."

**"I'm overwhelmed about it. Everyone works hard and hopes to be noticed, but when you're recognized and acknowledged for that, it's greatly appreciated."  
-Dave Smith**

# Extraordinary list of accomplishments

To say Gary Lottmann, director-security & risk management, cares about the safety of employees and others is an understatement.

Lottmann is the A&S nominee for the non-agreement employee 2011 J.C. Kenefick Safety Award. His diligence helps ensure the safety of employees and the public at work, traveling and their homes.

"I'm honored to have been selected by my fellow managers for this award," he said. "The primary responsibility of a railroad police officer is the safety and welfare of employees and the general public. We take it seriously, from conducting patrols for trespassers and thieves to safety checks for possible tripping or potential fire hazards."

Lottmann said the railroad's safety programs reflect its motivation to create a safe work environment. The programs include field safety briefings in which a police officer interviews train crews and other employees to ensure they remain focused on safety through situational awareness and other practices. Police Department employees are available to provide protection in areas that have a history of criminal activity. They conduct observation and enforcement exercises in conjunction with the Illinois State Police and local law enforcement to educate the public about the consequences of violating laws governing railroad crossings. They also help conduct an Operation Lifesaver train each year.

"This is a strong team of managers and employees," Lottmann said. "Just as the police, they all have the same attitude, 'Safety is our first priority.'"

The police chief joined Missouri Pacific Nov. 3, 1980. His career remains injury free. He held various jobs in the security & risk management areas before joining A&S March 17, 2008.

Lottmann's responsibilities include the personal safety of A&S employees,

and the safety and security of every shipment handled. He has trained and equipped the special agents to perform their duties with excellence. Upon his arrival at A&S, the railroader quickly assessed the state of preparedness of the police force and created a safety action plan.

The special agents were trained in self-defense tactics and proper use of equipment such as a pepper sprayer, baton and taser. Each officer received a body armor vest and enhanced firearms training. Agents underwent a fitness evaluation, and fitness programs were initiated. A Lotus Notes database was developed and new processes to electronically document police reports initiated.

Laptop computers were installed in police vehicles. New policies, including "Use of Force," were established. The special agents have worked injury free since May 18, 1994.

Lottmann brought UP Best Practices to A&S and has developed new initiatives. He arranged for A&S to host an Operation Lifesaver train. The dedicated employee worked with the Illinois State Police to coordinate the OL train with the Trooper on the Train event.

A past president of the Missouri-Illinois Special Agents Association, he met with community leaders and first responders in the communities A&S serves. His relationships with key leaders proactively positioned A&S for mutual support. He regularly participates and takes a leadership role in local law enforcement groups, such as the Violent Crime Task Force of the U.S. Attorney's office. His efforts were instrumental in the creation of the Metal Theft Task Force in coordination with other railroads' police forces and local law enforcement agencies.

Lottmann also developed a security implementation plan for Levels 1, 2, 3 and 4. The plan includes the railroad



Gary Lottmann, director-security & risk management

response in case of terrorist activities and raised its level of awareness.

The security director participated in annual FRA terrorist exercises. It included a response to a terrorist act involving the rail bridges in St. Louis. A&S and Terminal Railroad Association were key players in the exercise.

Lottmann conducted tabletop lessons for responses to a HazMat release from a terrorist act including a full evacuation of the facilities. He coordinated the exercises with the FBI, Illinois State Police, Region 5 emergency response personnel, St. Clair County emergency response, East St. Louis, Ill., Fire Department, East St. Louis Police Department, Centreville, Ill., Fire Department, Centreville Police Department and the Alorton, Ill., Police Department.

Under his guidance, the railroad executed a drill of its communications responsibilities and actions in case of a HazMat release in the yard.

"Gary's leadership brought safety preparedness to a new level at A&S by leading periodic emergency response drills in coordination with local responders and our employees," said Mike McCarthy, general manager. "He is indeed a deserving recipient of his nomination."

# EMPLOYEES CONTRIBUTE TO

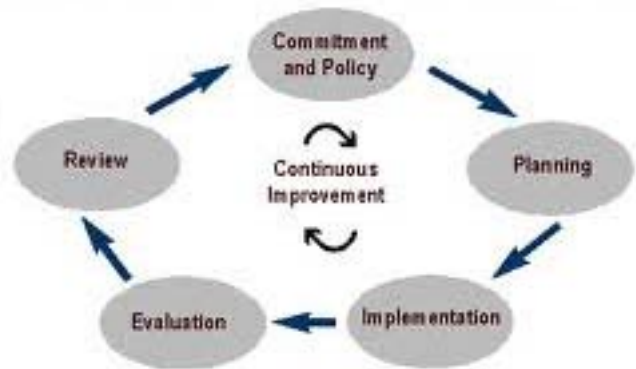
Continuous Improvement teams have made great progress in their missions to review and modify standard work processes that enable the railroad to increase productivity and efficiency.

“The employees on all of the teams have put a great deal of thought and effort into the process,” said Richard Wulff, Mechanical superintendent. “They know best where changes can be implemented in their respective departments that can reduce the time required to perform a job safely, cut costs, prevent waste or be more effective.”

The teams include employees dedicated to facilitate the carmen’s outbound process, locomotive management, trim process, crew utilization and other areas.



Richard Wulff,  
Mechanical  
superintendent



## Train set to departure time reduced

The Carmen’s Continuous Improvement Team has made significant progress in standardizing the outbound process.

With the ideas the team generated, employees reduced the time from train set to train departure by nearly an hour. They worked with employees to identify issues with vehicles and personnel.

The issues were resolved by the purchase of additional vehicles and adding two carmen per shift in the outbound yard. The Operating Department also contributed to the more efficient process by adding jobs to ensure adequate power to the trains is immediately available.

Carmen and other employees are also tackling the inbound process. Their goal is to standardize the work to reduce dwell times from car arrival to inbound inspection completion.

Employees also reorganized the storage of couplers. They continue to work on other goals such as freight car wheel handling. Employees intend to reduce the need to climb on the wheel car to remove wheels sets or reload them.

The team has met weekly to work on steps for improvement.

“We want to engage our employees in issues other than their regular work duties,” said Dan Graessle, manager-mechanical maintenance. “We have been able to use the employees’ expertise to help us improve in many areas. It’s paying some big dividends.”

In a nutshell, it’s standardizing work, Graessle said.

“Everyone does the same job the same way,” he said. “The difference between standardized work and continuous improvement is the latter includes a suggestion drop box for an improvement. Employees can come up with a better way.”

Employees formed the Continuous Improvement teams last year to address the railroad’s increasing demand for its services while facing the challenges of a finite number of tracks and other resources.

Dave Seibert, carman and Continuous Improvement team member, helps modify and standardize work processes.



## Efficient outbound consist inspections

The Locomotive Service Continuous Improvement Team has standardized the inspection and service process for locomotives.

In reviewing its procedures, the team discovered it already was doing a good job. Employees can inspect an outbound consist in an hour.

They did, however, find room for improvement. Employees determined exactly what material and tools are necessary on the vehicles used to inspect and service locomotives. The trucks were organized with the supplies for employees to safely and efficiently perform their duties.

The team also developed a trailer for dumping locomotive retention tanks in the yard instead of the roundhouse. It has reduced downtime for locomotives. The trailer has a tank, pump and hoses to empty the retention tanks.

The Locomotive Supply Team ensures locomotives are ready to pull outbound trains prior to their departure times.

# CONTINUOUS IMPROVEMENT

## It's a material world

The Mechanical Department Material Team has worked diligently to achieve its objectives.

The team's goals include ensuring necessary parts are on hand and the quantity of parts in inventory is precise. Its members also have been successful in identifying unneeded parts and shipping them to locations that can use them.

The reduction in inventory created more space that reduced the potential for various personal injuries. Air hose racks were purchased and placed in the car shop, eliminating the need to retrieve them from an overhead location.

On the locomotive side, employees began reorganizing gasket storage, electrical parts and other locomotive components.

"The bottom line for A&S is not only safety and efficiency," said Richard Wulff, Mechanical superintendent. "Through the engagement of employees, the railroad can capitalize on their expertise and make it a better place to work."

## Employees on CI Teams listed

Various employees have worked diligently on the Continuous Improvement process.

The teams and its members include:

### **Locomotive Servicing Team**

- Jim Augustine, laborer
- Andy Breier, car foreman
- Barry Grime, electrician/sheet metal worker
- Tina Rupert, yardmaster
- Casey Whaley, machinist
- Bryan Wilkins, manager-yard operations

### **Locomotive Supply Team**

- Steve Augustine, assistant superintendent
- Paul De Luca, locomotive foreman, Harriman Dispatching Center
- Jeff McGuire, superintendent
- Donna Nettleton, senior manager IT
- Richard Wulff, Mechanical superintendent

### **Mechanical Department Material Team**

- Sharon McKenzie, storeroom clerk
- Rick Pica, manager-supply operations, De Soto, Mo.
- Lee Smith, machinist
- Gary Stephens, foreman general
- Larry Wetzler, carman

## Team members lead way

While employees have contributed to the Continuous Improvement process, Car Team members have been among the most organized.

Managers and others thanked and praised the employees for their contributions. Meanwhile, other teams also work diligently toward continuous improvement.

Car Team members include:

- Allan Breier, foreman general
- Greg Ely, carman
- Tony Goodwin, car foreman
- Dan Graessle, manager-mechanical maintenance
- Bill Penberthy, senior manager-operating practices
- Joe Potwora, car foreman
- Bill Schatte, carman
- Dave Seibert, carman
- Tom Waltman, yardmaster
- Sterling Winters, manager-yard operations

## New locomotive engineers to be certified

After successful completion of Phase II training in May, A&S will add six new certified Class I locomotive engineers to its ranks.

The conductors bid on training to become engineers and recently completed Phase I. They are now receiving on-the-job training from experienced locomotive engineers.

The six employees include Chris Billmeyer, Lee Crumpton, Brent Fletcher, Michael Stewart, Dan Williams and Matt Wright.

"We're confident these safety-conscious, dedicated employees will complete their training," said Bill Penberthy, senior manager-operating practices. "It's always great to see employees advance in their careers."

Their Phase I training was thorough and extensive, Penberthy said. During on-the-job training, they will develop train handling skills and gain the experience needed to accept the responsibility of being a locomotive engineer. With completion of their Phase II training, they will have adequately familiarized themselves with all pertinent rules, regulations and operating procedures.

# Keep cholesterol levels under control

Is your cholesterol under control?

When cholesterol sneaks up on you to a high level, it can put you at risk of a heart attack, heart disease or stroke. We can't feel high cholesterol or triglycerides, the fat molecules circulating in our blood stream, but living a high-cholesterol life-style can cause your blood cholesterol levels to increase.

Making some changes in the food you buy, what you eat and the activity you do can bring undesirable levels of cholesterol down. Starting with a simple blood test screening to check your cholesterol level will help determine if you could be at risk for developing heart disease. Heart disease is the No. 1 killer of both men and women in the United States.

The body's cholesterol is used as a chemical building block in cells to make hormones, Vitamin D and it carries fat to parts of the body for energy and repairs. We only need a little cholesterol, however, for these basic metabolic functions. Most people have levels of these fat molecules that are too high. Desirable levels of

cholesterol are less than 200 mg/dL.

Too much circulating cholesterol and the fat molecules triglycerides and LDL, build up in the arteries. This is the condition called atherosclerosis, and it can slow or block the flow of blood to the heart.

Changing your diet to eat less fat is often the most effective way to lower your cholesterol to a desirable level. Many of us eat almost half our daily calories in fat and our bodies respond by making more cholesterol. Exercise, reducing food portion size, eating less saturated fats and trans fat, eating more vegetables and whole grains, lowering your stress levels and seeing a health care provider to determine if lipid lowering drugs are needed, are all ways to control your cholesterol and fatty lipids in your blood vessels. Eat less meat, butter, palm and coconut oils, and hydrogenated vegetable oils found in margarine and bakery goods. Eat more berries, apples, pears, oranges, broccoli, tomatoes, dark leafy greens, oatmeal, brown rice, nuts and fish.

Keeping active and exercising can



Barb Tucker, RN, occupational health nurse

raise the level of your good circulating cholesterol called HDL. These blood lipids act as scavengers in the blood and take bad cholesterol molecules back to the liver to be broken down.

Lowering your cholesterol levels will not only reduce your risk for heart diseases, but give you the satisfaction of keeping yourself healthy for your well-being.

For cholesterol resources go to:

- Healthways Wellness Portal –<https://up.embrace.healthways.com>. Call 1-888-767-0169.
- Occupational Health Nurse
- Other Links

Keyword search, “Healthy Resources” on the UP home page.

Sources : *Krames Communications*

## DEDICATED PATROLMAN, GREAT ARTIST

While he's an artist at heart, Gary Fiedler, patrolman, likes his job.

“I enjoy general police work, helping people and protecting employees, the public and property,” Fiedler said. “Before I went into police work, I was going to become a commercial artist.”

That plan was interrupted by military service. He served in the Marine Corps Reserve from 1968 to 1973. He was a machine gunner and achieved the rank of corporal. He worked at Lambert Air Field Marine Corps Reserve Base.

Fiedler graduated from St. Louis Police Academy in 1970. He was a patrolman in the 7th District of St. Louis Police Department four years. He also worked in the Dellwood, Mo., Police Department 11 years where he was a sergeant six years.

He joined Union Pacific in 1983 as a

Dupo, Ill., special agent. He stayed there a year and assisted A&S. He transferred to Little Rock, Ark., where he worked nearly six years. The patrolman left the railroad and worked in California in security, then returned to A&S in 1990.

“The A&S Police Department is the best one for which I've worked,” Fiedler said. “It's a pleasure to work for Police Chief Gary Lottmann.”

He has worked third shift 16 years. During that time, he learned to manage his time accordingly. It can be a little slower at times, but third shift still requires patrolling, and train crews still require protection. He also must check various railcars.

Fiedler resides in Wood River, Ill., with his wife of 18 years, Penny. He has two children and three grandchildren. Although his son, Heath, lives in New

Mexico and his daughter, Kelly, lives in Ohio, he enjoys seeing them and the grandchildren whenever possible.

Off duty, art is his passion — especially scrimshaw. This style takes the form of elaborate picture and letter engravings on the surface of bone or other appropriate surfaces, with the engraving highlighted using a pigment. His scrimshaw work includes re-enactments from the Revolutionary War on mammoth ivory and cow horn. His website is [www.scrimshawartist.com](http://www.scrimshawartist.com).

Fiedler designed the shoulder patch for the A&S Police Department. He also has designed a logo for the Maintenance of Way Total Safety Culture group, the “Y.A.R.D.D.O.G.S.”

The patrolman plans to retire in 2015.



Gary Fiedler, patrolman



# Absolutely “S”uper process

The implementation of a new process at A&S will create and maintain an organized, safe and high-performance workplace through visual controls and lean production.

Called 5S, it allows any employee to recognize normal and abnormal conditions. It lays the foundation for continuous improvement, zero defects, cost reduction and maintenance of a safe work area.

“It keeps things neat, clean and organized,” said Dan Graessle, manager-mechanical maintenance. “The process works by systematic improvement of the workplace, processes and products through production line employee involvement. It identifies, analyzes and addresses potential problem areas.”

The five S’s stand for sort, shine, simplify, standardize and sustain.

## **SORT**

To sort, employees determine what is necessary in the workplace and remove other items. They use red tags to identify items for removal. The best storage location is determined by frequency of use. Use of only one tagging method creates immediate visibility and response. Employees organize only what is needed, in the correct amount, when it is needed.

## **SHINE**

Employees clean the entire work area including floors, walls and equipment. They make daily cleaning part

of their normal work routine. They tag any leaks, broken dust guards or other sources of grime. They ensure anything tagged is quickly repaired.

Equipment is restored to its original functional condition. Employees paint or refinish areas as needed. They ensure proper cleaning tools are present to maintain the improved condition and follow proper collection methods for debris and trash.

## **SIMPLIFY (Set in Order)**

Optimum layouts are planned. Reconfiguration, where needed, matches the planned area. Floor tape marks new locations for equipment racks, production materials and aisles. Employees determine the best locations for tools, gauges and other items. They mark and label those locations. Racks and shadow boards facilitate retrieval of frequently used items. Items will be stored close to their points of use. A place for everything is established, and everything is kept in its place. Visual controls communicate information about the work area.

## **STANDARDIZE**

Employees establish a standardized approach. They decide what should be clean, sorted or straightened. Standard parameters and setting are maintained. Employees decide who is responsible for each task. They decide what tools are appropriate for each task and determine what methods will be used. The process defines



Implementation of the new 5S process will enable employees, such as Sharon McKenzie, storeroom clerk, to locate material safely and efficiently.



Dan Graessle, manager-mechanical maintenance, not only helps employees with the Continuous Improvement process, but also helps them with implementation of the new 5S process.

what needs to be done on a regular basis and its frequency such as daily, weekly or monthly. Standard work instructions include the content of checklists.

## **SUSTAIN**

A 5S audit sheet indicates the frequency of the audit, who will conduct it and who will receive the audit. Employees follow a schedule for regular audits. The workplace will be divided into different areas and 5S responsibility assigned. Operators, supervisors and managers participate on a regular basis and audit results are posted.

## SERVICE ANNIVERSARIES

A&S congratulates the following employees for reaching their service anniversaries:

### **40 Years**

Jim Brooks, lead carman

### **10 Years**

Scott Barron, switchman/brakeman  
Harold Besserman Jr., yard conductor  
Chris Billmeyer, yard conductor  
Eric Deichmann, switchman/brakeman

Scott Frank, carman/welder  
Nick Klees, switchman/brakeman  
Jason Lewis, switchman/brakeman  
Steve Mims, switchman/brakeman  
Mark Nevilles, switchman/brakeman  
Shawn Roddy Sr., switchman/brakeman  
Paul Stephens, carman/welder radio  
George Stewart Sr., switchman/brakeman

### **Five Years**

Graham Badgett, hostler helper  
Jared Hessling, switchman/brakeman  
Alonzo King, switchman/brakeman  
Roger Pense, welder  
Benjamin Schwoebel, carman radio

# Review the safety footwear policy

The Safety Shoe Program not only provides required footwear at half price, but has prevented injuries to feet and toes.

“During the 15 years of the shoe program, there has never been a toe- or foot-specific reportable injury to an employee to the best of the company’s knowledge,” said Larry Stuart, claims manager. “It is well documented that wearing the protective footwear has prevented numerous injuries and possible amputations from various unseen hazards such as those under the snow, on railcars or in the rights of way.”

A&S offers eligible **active** employees a 50 percent subsidy on the purchase of **one** pair of **approved** steel-toed footwear per calendar year. Employees may purchase footwear through the program **only** for themselves. Additional footwear can be purchased at full price.

The program began in 1996.

Payroll Deduction Form 95102 must be used to receive the 50 percent subsidy. The purchase price, including applicable sales tax, less the subsidy, will be deducted from the employee’s paycheck. Safety footwear vendors for 2012 are Red Wing Shoes and Hytest® Safety Footwear.

Each vendor comes to the property twice each year. The next vendor will be on the property April 11 and April 18, and again in October. Employees are not required to buy from those particular mobile vendors. They may instead buy approved footwear from these vendors’ retail outlets. Employees provide a form to the vendor available from their supervisor or the personnel office on the fourth floor of the General Office Building.

Employees should take into consideration their craft when ordering footwear and discuss it with the vendor, their supervisors and/or co-workers. Employees who routinely work in the field must wear footwear that covers the ankle and has a defined heel. Those who must get on and off equipment must wear lace-up footwear not less than 6 inches in height. Employees working on bridges must wear safety steel-toe footwear that conforms to the American National Standards Institute and FRA footwear requirements.

Unless employees work exclusively in the office, they must **not** wear:

- Thin-soled or high-heeled shoes
- Sandals
- Athletic (sports) shoes, or
- Similar footwear

Standard work boots must be 6 inches or higher, lace-up type that provides support to the

ankle. They must be fitted with a strong, lightweight steel toe cap. Added support material to protect the lower foot and substantial oil-resistant soles are required. Wedge heels are **not** approved.

Low-cut, oxford-style work shoes must be lace-up type. They also must have the same steel toe cap, added support material and oil-resistant soles. Shoes must have standard heels with no more than one-inch elevation.

Try on new footwear on a carpeted surface. Safety footwear tried on a dirty, greasy area, worn slightly or otherwise marred to prevent the resale of the item may be refused and returned to employee. Footwear must be returned or exchanged within 60 days from the receipt through the safety footwear vendor. Refund requests take 30 days if all information is complete. The footwear company issues a credit to the A&S, and it will reimburse the employee with a separate check.

Complaints should be directed to the retail outlet where the footwear was purchased. If a problem cannot be satisfactorily resolved, contact the Personnel Department at 618-482-7707.



Andy Breier, car foreman, tightens the laces on his approved work boots.

## TIDBITS

### EMPLOYEES’ DONATIONS TRULY APPRECIATED

To Alton & Southern Railway employees,

I am writing this letter to express how grateful I am for the gifts and food we received for our Christmas.

The girls really enjoyed all the toys they received. Thank you for helping put a smile on their faces.

They are painting, drawing and can’t get enough of the laptop. We even have family game night now. We are really thankful for your helping us have a great Christmas.

Thank You  
Bernice

Thank You Kaylin

Thank You,  
Janeyden

Thank You  
Maia

# King enjoying job

Being hired by A&S was a pleasant surprise for James King, conductor.

King joined the railroad July 25 as a switchman in training. He was looking for a job after his deployment to Iraq from 2009 to 2010.



James King,  
conductor

The conductor has served in the Missouri National Guard since 2007. A supply sergeant, he remains in the Guard and serves one weekend each month. Aside from the military, the railroad is his first real career.

He plans to stay with the railroad until retirement, and do so without a reportable injury.

King learned the railroad was hiring from one of his fellow veterans who knew A&S employees.

After classroom and on-the-job training, King qualified as a switchman and marked up to conductor. Working off the Extra Board, he may be called to perform any trainman's job. The conductor learns at least two hours ahead of time when he is to report for work. He remains rested and prepared to go to work by sleeping whenever he needs to do so.

King is RCO qualified, a requirement to become a switchman.

"I like it," he said. "It's a good career. The job has good wages, benefits and retirement, and the work is interesting."

King mostly enjoys the opportunity to learn something new with each task he performs. He has received a great deal of training from experienced trainmen and appreciates their help. The conductor still relies on them to answer a question or for other advice. Everyone he's met at A&S has been friendly and helpful.

To stay safe, he concentrates on the task at hand and leaves any personal issues at home. It's not a good idea to think about anything other than work upon arrival at the railroad.

King resides in Farmington, Mo., with his wife, Angel, and their sons, Bryar, 9, and Vance, 3.

# Three crafts join TSC

Yardmasters, clerks and special agents recently began participating in the Total Safety Culture process.

Each craft voted for a representative, and each of the three was trained in the TSC process. The representatives elected are Craig Harp, special agent; Ann Lane, chief crew dispatcher; and Mark Peneston, yardmaster.

Lane was elected TSC facilitator for the three crafts. She will attend a weeklong TSC facilitator training session in Denver.

The employees had previously received TSC training. A refresher course, however, may be considered. Members of the three crafts have the longest histories without a reportable injury.

"The uniqueness of their jobs is they typically don't work with each other, but they all work with employees of other crafts," said Donna Nettleton, senior manager IT. "They have unique challenges in observing each other for safety."

The clerks represent the biggest of the three groups. There are 20 clerks, 10 yardmasters and six special agents.

"We're excited to see these crafts receive the opportunity for input on how to address any potential safety issues," Nettleton said. "We look forward to their participation."



Craig Harp,  
special agent



Mark Peneston,  
yardmaster

# Lane's ready for new responsibilities

As the new Total Safety Culture facilitator for clerks, special agents and yardmasters, Chief Crew Dispatcher Ann Lane acknowledges she has accepted additional responsibilities.

Lane, however, is up to the challenge. She knows it will be rewarding to contribute to the continued safety of employees in the three crafts.

"I'm happy to do it and look forward to involvement in the TSC process," she said. "I'm sure others will help me. With training, I'll learn to assist employees to address any potential safety issues they bring to my attention."

Lane joined the railroad as a clerk in 1979 and in 1990 became a crew dispatcher. In 2001, she became chief crew dispatcher and in 2005 inherited the job of her predecessor, Terry Deichmann.

She and her husband, Jeff, reside in Columbia, Ill. They have three children: Jeffrey Jr., 23; Katie, 17; and Aubrey, 14. Lane's hobbies include baking and canning.



Ann Lane, chief  
crew dispatcher

# ABOVE & BEYOND

A&S salutes and thanks the following individuals who worked above and beyond assigned duties.

## MECHANICAL

Jack Jamison, carman/welder radio

## TRANSPORTATION

Calvin Adams, switchman/  
brakeman

Ron Chinn, switchman/brakeman

Jim Mantz, switchman/brakeman

Denis Wier, yard conductor



# Chronicle

This newsletter appears under direction of the superintendent. For news coverage, contact Randy at the newsletter office by phone at 402-475-6397, fax 402-475-6398, mail information to 1845 S. 11th St., Lincoln, NE 68502-2211, or email randy@newslink.com. This material is intended to be an overview of A&S Railway news. If there are any discrepancies between this newsletter and any collective bargaining process, insurance contracts or other official documents, those documents will govern. A&S continues to maintain and reserves the right, at any time, to alter, suspend, discontinue or terminate all plans and programs described in this newsletter. This newsletter is not an employment contract or any type of employment guarantee. Any photo submitted may be used. Anyone who submits a photo retains all rights to the image. However, by submission you give the newsletter permission to use your photo(s) in all related media. Thanks to everyone at Alton & Southern for contributing to the newsletter.



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## Improved material storage, handling

Maintenance of Way employees have made excellent progress in the construction of a new material yard east of the rail yard.

“The employees are doing a great job,” said Derek Johnson, foreman. “Their precision in the process will ensure the facility has plenty of storage space, and the material can be easily located and accessed.”

The previous material yard was smaller which created congestion, Johnson said. It became a challenge to keep items well organized and retrieve or unload items. The new yard provides space for vehicles to load or unload items.

The project may be complete in April.

Items at the former material yard are being relocated to the new one. Ties, rails, frogs, anchors, signal equip-



Dave Hulsey, vehicle operator, signals Kevin White, machine operator, as items are unloaded for storage in a new material yard.



Sal Maloata, machine operator, left directs the placement of a plank on which Engineering material will be stored.

ment — everything — will be identified and conveniently available. Work on the new yard continues without the interruption of other jobs. Furthermore, it proceeds without incident.

With the material easy to locate and access, it will facilitate work on track maintenance, repairs, upgrades and other projects.



**Left:** Kevin White, machine operator, concentrates on the precise placement of Engineering material east of the rail yard. **Right:** Derek Johnson, foreman, stacks material for easy retrieval.

