

RAILCREW **Xpress** NEWSLETTER

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 Phone: 913.928.5000 Fax: 913.928.5016

Helpful Phone Numbers

Payroll-877.928.5046

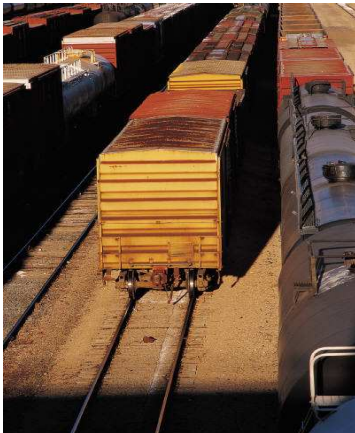
Benefits-888.335.9545

401(k)-800.878.5220
 or
 Pat McGown
 888.335.9545 x 1336

Harrasment-888-347-1206

Start by contacting your Location or Regional Manager for the following:

- Personnel matters
- Payroll matters
- Changes to your name, address, telephone, marital status, # of dependants, and leaves of absence



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Railroad Track Crossing *By Keith Rosenblum, Vice President*

For those of you who are professional yard drivers, you cross railroad tracks over and over again during a shift. Following our **Railroad Track Crossing Safety Critical Safety Rule (CSR)** slows you down and may be perceived as a "pain" in your daily driving duties.

Consider this: our sole track crossing fatality in 2007 occurred in a yard. Earlier this year, one of our vans, carrying crew, was struck by a train in a yard causing injuries. Crossing railroad tracks is serious business. Those of you who have been driving long enough pretty well know this fact. But we still have violations of our **CSR** involving track crossing. There was even an incident earlier this month in which our driver, with crew on board, made the effort to out-run a train in a yard with very close results.

It can't be emphasized enough. These rules are in place to save lives. Your life. When followed, they work to do just that. Railroad track crossing is a critical safety rule because the consequences of failure are grave. Please review the CSR once again (found in your Employee Handbook) and remember, it slows you down so you may live longer.

Railroad Track (Grade) Crossing Safety
 All RCX vehicles are required to follow very specific railroad track crossing safety practices. Under posted highway speeds of 35 mph (including all rail yards), you are required to stop your vehicle

□ Posted speed under 35 mph:

- 100 feet before ANY railroad crossing - activate 4-way flashers
- Reduce speed
- Prepare to come to a safe stop
- Then 50 to 15 feet before the crossing - come to a complete stop!
- Look for trains, railroad crew, etc.
- Open your window to listen for an approaching train
- Proceed when safe to do so clearing all tracks as quickly and safely as practical

□ Posted speed 35 mph or higher:

- Move to right-hand lane
- Activate 4-way flashers
- Slow down after observing for trains in both directions right and left
- Proceed to cross tracks without stopping

Safety First

By Keith Rosenblum, Vice President

Congratulations to those locations which have not experienced any employee injuries or auto accidents in the last 6 months (January-June 2009).

South Texas Region

Coady
 Dayton
 Freeport
 Galena Park
 Glidden
 Lufkin
 Mt. Belview
 New Braunfels

Gulf Coast Region

Corpus Christi
 Harlingen

Dallas/Fort Worth Region

Corsicana
 Dallas
 Denison
 Sweetwater
 Wichita Falls
 Waco

Rio Grande Region

Del Rio

West Texas Region

Alpine
 Big Spring
 Odessa
 Pecos

Amarillo Region

Madill
 Dodge City
 Lamar
 Plainview

No. Little Rock Region

Gurdon
 Jonesboro
 Newport
 Pine Bluff
 Monroe

Kansas Region

Enid
 Superior
 Topeka

Waynoka

Springfield Region

Amory
 Birmingham

Iowa Region

Missouri Valley
 Cedar Rapids
 Clinton

Marshalltown

Nebraska Region

Broken Bow
 Fairbury
 McCook

The OAI/BNSF Audit has been finalized and RailCrew Xpress was awarded a perfect score. Thanks to all of you for this outstanding team effort!

Randy



RAILCREW XPRESS IS HIRING!

RCX posts open positions in each issue of the newsletter and on the RCX blog. The blog will be updated each Monday with the most recent listing of open positions throughout RCX.

The following locations are hiring drivers :

Location
Bill, WY
Alliance, NE
South Morrill, NE
North Platte, NE
Columbus, NE
Fremont, NE
Omaha, NE
Council Bluffs, IA
Boone, IA
Lamar, CO
Dodge City, KS
Amarillo, TX
Lubbock, TX
Oklahoma City, OK
Tulsa, OK
Corpus Christi, TX
Texarkana, TX
Camden, MO
Monroe, LA
Shreveport, LA
Little Rock, AR
Abilene, KS
Strang, TX

Paid Time Off

In response to calls and emails regarding the new PTO policy, here are some of the top items being asked about which will hopefully bring clarity to those items not easily understood.

The new policy (effective April 1, 2009) replaces the "Employee Vacation Policy" (section 4.1 - Employee Policy Manual) in its entirety.

Your available hours are a combination of 2008 hours and 2009 hours after you reach your anniversary date.

You have until your anniversary date in 2010 to use your available hours. All hours not used by your anniversary date will be lost... they do not roll over.

You must take time off work to be paid PTO hours. RCX will not pay out PTO in lieu of taking time off.

PTO hours are to be used for regularly scheduled work days only. **Example:** If you are scheduled for work Monday through Friday. You cannot use PTO time for Saturday or Sunday.

PTO requests are to be made in advance and must be submitted in writing using an "Absence Request Form". Submissions are to be made to your direct manager.

How PTO is calculated: Your total earnings for the 12 months prior to your anniversary date are divided by your current hourly rate and the "Accrual Percentage" is applied. Accrual percentages used are based on years of continuous employment and are calculated as follows: 1-3 years = 2%; 4-10 years = 4%; 11+ years = 6%.

Example: A driver with 4.6 years continuous employment, \$20,000 in earnings for the previous 12 months prior to anniversary date, and making \$7.75 p/h.
 $\$20,000 \div \$7.75 = 2580.65$ (total hours of service) X 4% = 103.23 PTO hours available to use for the next 12-months.

We hope this helps clear up any confusion there might be in regards to PTO. Please utilize your direct manager as a first point of contact for questions and submitting your requests. Your available hours should show up on your paycheck stub or you can check your employee account at www.AlphaStaff.com for a variety of items including your PTO summary.

By Phillip Ramsey, Payroll Administrator

Field Leadership Training

Some of your Regional and Location Managers attended one of two training sessions held in Kansas City in June. Randy West, President and Chief Operating Officer kicked off the training sessions by talking about the Safety Culture RailCrew Xpress is building and how all of us are responsible for safety. The training program our Field Leaders attended was an intensive 3-day training in which they were provided with skills and tools needed to be successful in their role supporting our drivers. The tone of the sessions was one of supporting our most valuable asset, our drivers. The training was designed to provide a base of knowledge which future training programs will expand on and explore in more depth. Some of the topics covered were:

- Building a Safety Culture
- Creating a Team Environment in the Workplace
- Employment Laws
- Hiring, Coaching and Employee Status Changes
- The Future of Technology at RailCrew Xpress
- Client Relationship Building



A third session will be held the week of July 13th after which all Field Leaders will have attended. The overall consensus of the Leaders attending the training was one of a sense of appreciation of the investment made in them and an eagerness to put their new skills and tools to work.

By Cristie Walsh, Executive Administration Manager