

RAILCREW **Xpress** NEWSLETTER

15729 College Blvd., Lenexa, KS 66219
 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

Harassment-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
- Report a job-related injury
- Harassment
- Hours of service violation



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RCX Safety Committees Forming Nationwide

*By Susan Eitzen,
 VP Operations*

The most important goal of RailCrew Xpress is to be the safest railroad crew transport company in the nation. To accomplish this goal, the management is turning to those in the company who know the most about what is safe and what is not safe: **THE DRIVERS.**

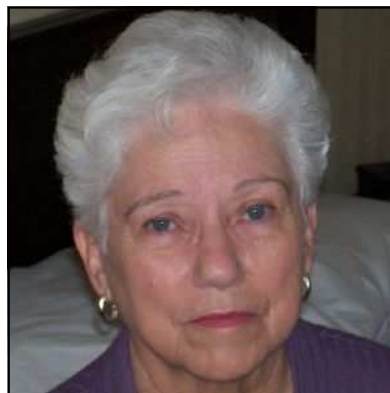
Regional and Location Managers are currently working, within their locations, to form Safety Committees. Not only will these committees investigate accidents, but make recommendations on how to prevent future accidents. The committee will assist in communicating with the drivers of their location, regarding safety issues, policies and procedures.



For complete details regarding the safety committee in your location, and how to participate, please contact your Regional or Location Manager.

Way to Go, Mary Jo!

By Cristie Walsh



On Monday, August 10, 2009, Charles R. Fox, Southeast Chief of BNSF, reported that Mary Jo Spurgeon of the Ft. Scott location, called to the attention of a BNSF crew the fact that there were crossing planks bent up over the railroad tracks. She was able to call the crew and they were able to stop short, avoiding a possible derailment. Great job for your situational awareness and quick reaction, Mary Jo! RailCrew Xpress and our very important client, BNSF, appreciate you!

Thought for the Day: Change before you have to. Willingness to change is a strength.
 Jack Welch



In order to streamline efficiencies we are planning on mailing

checks to employees' homes beginning in October 2009. In order to make this a successful transition RCX needs your current address. Please make sure that you update your current mailing address with either your Location Manager or your Regional Manager. Your manager will forward your information on to payroll so that we can update your information in our system.

RAILCREW XPRESS OPEN POSITIONS

HR Assistant, Lenexa KS

DRIVERS

Angleton, TX
Amarillo, TX
Ardmore, OK
Bill, WY
Birmingham, AL
Blytheville, AR
Boone, IA
Bridgeport, NE
Council Bluffs, IA
Fort Worth, TX
Fremont, NE
Hearne, TX
Houston, TX
Laredo, TX
Longview, TX
Memphis, TN
Monroe, LA
North Little Rock, AR
North Platte, NE
Oklahoma City, OK
Omaha, NE
San Antonio, TX
Shreveport, LA
Smithville, TX
South Morrill, NE
Taylor, TX

Please take time to fill out your SAFETY SURVEY and return it in the envelope provided. Your opinion is valued! Deadline 9/15/09

How to Decipher Overtime on Your Payroll Check Stub

By Melinda Luthye,
HR/Payroll Manager

Most employees have seen over-time worked put in one lump sum on their payroll check stubs and paid at 1-1/2 times their hourly rate. There is a different way to calculate OT by putting all hours worked in the regular line and paying the regular hourly rate on all hours. Then only the number of hours that were worked as OT are coded on a second line and paid at 1/2 the employee's hourly rate. Either way is correct by federal and state guidelines and adds to exactly the same amount of gross pay due the employee. Below is an example:

If John Smith, Texas employee, worked 45 hours the week of July 27th, with an hourly rate of \$7.50 he would be paid as follows:

	<u>RCX Method</u>	<u>Earnings</u>	<u>Old Method</u>	<u>Earnings</u>
Regular Hours	45	\$337.50	40	\$300.00
OT Hours	5	\$ 18.75	5	\$ 56.25
Gross Pay		\$356.25		\$356.25

When calculating your payroll, OT is figured on a weekly basis, Sunday through Saturday. So, it is possible to work 45 hours the first week of the pay period and 36 hours the second week of the pay period. In the above calculation Mr. Smith would still only receive 5 hours of OT since he only went over 40 hours the first week.

We have made this change on the payroll check stub to reflect exactly what you see on the Pay Slip program that you have access to.

On-Time Performance & Safety Bonus

By Melinda Luthye,
HR/Payroll Manager

As of July 1, 2009 On-Time Performance bonuses will be figured on a monthly basis and then paid quarterly.

The monthly numbers will be pulled from the scorecard by the 15th of the month following the completion of the month (i.e. August 15th for the month of July). To figure eligibility for the month each location must meet the following criteria:

- 95% or higher on-time performance rating
- 98% or higher shift/trip coverage
- 0 preventable auto accidents
- 0 workers' comp. accidents

Each month that the above criteria is met the location will be eligible for a \$100 bonus. Drivers must be actively working at the beginning and throughout the month in order to be eligible for the bonus and must be employed at the end of the quarter to receive payment.

Example for all eligible drivers:

- If the location meets the criteria for each month during the quarter a total of \$300 will be paid.
- If the location meets the criteria for 2 months during the quarter a total of \$200 will be paid.
- If the location meets the criteria for 1 month during the quarter a total of \$100 will be paid.
- If the location meets the criteria for 0 months during the quarter, there will be no payout.