

# RAILCREW *press*

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**IMPORTANT PHONE NUMBERS**

- Employee Hotline  
1-888-347-1206
- Payroll Issues  
Call your Area Manager
- Employee Benefits  
(other than Retirement Plan)  
1-888-348-7678
- AlphaStaff Retirement Plan  
(401-K) Mr. Pat McGowan,  
1-888-335-9545, ext. 1336  
or  
Capital Retirement Plan  
Services (800) 878-5200
- National Safety Manager  
1-913-928-5005
- Your Area Manager
  - ◇ Personnel Matters
  - ◇ Payroll Matters
  - ◇ Changes to name, address, telephone number, marital status, dependents, leaves of absence
  - ◇ Report a job-related injury
  - ◇ Harassment
  - ◇ Hours of service Violation



## WINTER WEATHER DRIVING

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### DRIVERS' MOTOR VEHICLE RECORD

*By Keith Rosenblum,  
VP Risk Management*

#### WINTER WEATHER DRIVING – ALERT UPDATE

We have yet to get into the heart of the winter weather season in most of our territories. The next seven weeks are typically the worst. Pre-trip vehicle inspections are always important but having functional winter weather equipment before every trip is vital. On days when winter weather is expected to hit, it's a great idea to carry with you a change of clothes. Keep them in a bag in the van just in case. Check to be sure flashlights are functioning, first aid kits have not been tampered with and keep that gas tank filled. If there is only one important thing to remember it is that speed causes most accidents. Just slow down under any slick road conditions.

#### DRIVERS' MOTOR VEHICLE RECORD (MVR)

A question was asked on our newly created *On-line Forum* which suggests we need to communicate again regarding the railroad safety requirements for RailCrew employees who do not have access to the Internet.

The question was, "How does RCX take a driver's off-the-job motor vehicle experience into consideration?" *Answer:* We maintain an electronic file on every driver that contains state motor vehicle records (MVRs), accident reports, training, safety alert ("How's My Driving?" calls), and other documents. Your MVR is run at the start of your employment and every six months thereafter. The MVR is automatically point-scored for preventable vehicle accidents and moving violations or driving under the influence (DUI) of alcohol. Should you have a preventable accident while driving for RailCrew, that accident is given points as well. Each driver is placed into a risk category based on the number of points assessed within a three year period. Should you have points that put you into a very high risk category, it will affect your authorization to drive for the company.

You may not have more than one preventable accident in a three year period whether working for RailCrew or from your off-the-job operation of a motor vehicle or more than one moving violation in a 3-year period on or off-the-job. A DUI will automatically disqualify you from operating an RCX vehicle. Again, these rules are established by the railroad and are meant to ensure we have only safe drivers transporting railroad crews and operating vehicles in the general public.



Want to know how Dorothy felt in the *Wizard of Oz*? Just ask a few of our drivers in Oklahoma City, Fremont, Ft. Scott and elsewhere — they have all experienced mighty winds this winter. In the last 90 days, we have experienced wind damage to a van about every 100 hours. These incidents resulted in losing control of a door to the wind causing it to be hyper-extended and damaged.

The problem is not so much the damage as it is having a van out of service for a couple of days and not being able to provide available drivers with a van to operate. This also affects our on-time performance and driver bonuses. On windy days, make every effort to park your van **facing into the wind.** It will prevent this type of damage.

## HR UPDATES

By Melinda Luthye  
Human Resource & Payroll Manager

We have been very busy the past few weeks with regards to HR issues. For new employees that started in October through December 2008 you should be receiving a benefit packet in the mail from AlphaStaff the week of January 23<sup>rd</sup>. This packet will contain information on the benefits that you are eligible for as a new employee as well as an enrollment form. If you have specific questions regarding the benefit coverage, please contact AlphaStaff's benefit line, 1-888-335-9545. Each of you will need to complete and sign this enrollment form, even if you wish to decline coverage. Once you complete and sign the enrollment form you can send them via e-mail to [driverfiles@railcrewxpress.com](mailto:driverfiles@railcrewxpress.com). HR will make sure that the form is received at AlphaStaff and that the benefits you choose are set up as quickly as possible.

For those employees that have been employed prior to October 2008, you can still enroll or make changes to your benefits at any time. To obtain a change form or an enrollment packet, please contact AlphaStaff's benefit line at 1-888-335-9545. We also plan another round of meetings to roll-out the benefits. The initial roll-out of the benefit plans had several problems. So, AlphaStaff will be setting up dates to visit each of our sites and be available in person to provide benefit information and answer questions. As soon as the dates and times have been set we will publish that information.

The corporate headquarters was moved from Toronto to Lenexa, KS beginning in October of 2008. The HR and Payroll team are all new to RailCrew Xpress beginning in October with the first new addition through mid-December for the last addition to the staff.

**From left to right are:** Phil Ramsey - JLS Payroll, Kim Mitchell - Payroll/HR Coordinator, Aletha Rogers - Brown's Payroll, Lori Moore - HR/New Hire Processing, Staci Marshall - Raudin Payroll, Carla Fisch - HR/New Hire Processing, Melinda Luthye - HR/Payroll Manager. Our team has been working diligently to identify and clean-up some old payroll issues as well as looking at ways that we can improve processes to better help our employees get paid timely and accurately. On the HR side we are looking at how to improve our processes in order to get new drivers through our system more efficiently and ready for training and on the road sooner. We are also working with AlphaStaff at improving our efficiencies around communication, benefits, etc.



## WHO'S WHO AT RAILCREW

By Cristie Walsh  
Administration Manager/Executive Admin.

### Tell us about your background and previous jobs.

I graduated from Lathrop High School in Missouri. I worked for several companies including Gateway, UPS, and Union Station Security while attending college at UMKC. After receiving my BS in Computer Science, I worked as a software engineer for Data Freight, Inc. and later Cerner Corporation.

### What do you do at RailCrew Xpress?

My title is Program Analyst. I handle a variety of tasks such as web development, programming, report writing, linux server administration, and tooling. Much of my current focus is helping streamline the systems that are used at RailCrew Xpress.

### What do you like about working at RailCrew Xpress?

Well, I've only been here a couple months. I would say the thing I like most is the atmosphere of the Lenexa office. People are friendly and dedicated to making improvements within the company. There appears to have been many changes in the last few months. Hopefully, these changes will translate into improvements in the field.

### What are some accomplishments of which you are most proud:

I was able to pay for college myself, I finished my degree with a GPA comparable to an A, and I have never used a credit card. I also ate so much Mr. Goodcents in one month to pay for that location's electricity bill.



### What do you do when you aren't working at RCX?

I program video games, play video games and DDR, watch anime, spend weekends at my cabin on Truman Lake, fish, ride 4 wheelers, and read.

**What is your favorite movie?** The Good, the Bad, and the Ugly

### What is your favorite beverage?

Natural Spring Water – There is a remote lake that I fish at in Canada that is fed by a natural spring. The water comes out ice cold and is tasteless.

**What is your favorite food?** Veal Ravioli

### What is your favorite childhood memory? Who is a famous person you most admire and why?

I actually have two, Andrew Carnegie and Donald Knuth. I admire Knuth for his approach to problem solving and Carnegie for his approach to life.