

## CFQ among winners of first ever RMI Fast Track Award

On January 17<sup>th</sup>, Railcar Management Incorporated (RMI) announced the 2006 Fast-Track Award winners designed to recognize RMI's RailConnect and ShipperConnect™ 'power users'. Chemin de fer du Quebec/Quebec Railway Corporation joins a distinguished winner's list for 2006!

Specifically, the awards are designed to recognize those that maximize the value of RMI's services resulting in more comprehensive automation of manual processes, information capture and reporting. In addition, RMI services assist with greater accounting control, and an overall improved efficiency.

Other railways among winners include DME/ICE, Chicago South Shore and South Bend Railroad, Minnesota, Dakota and Western Railway/International Bridge and Terminal, Tacoma Rail, CIRR (Rail Link), Terminal Railroad Association of Saint Louis, Suburban Energy, Port Terminal Railroad Association, Montreal, Maine and Atlantic Railway, St. Lawrence & Atlantic Railway, and New Brunswick Southern Railway.

Congratulations to **Michel Nadeau** and all those responsible for this recognition and award from RMI!



## CP Holiday Train raises record numbers for North America food banks



Photo courtesy Canadian Pacific Railway

The CP Holiday Train whistled through eastern Ontario and Western Quebec on December 2 and 3, 2005.

Food banks scored a much needed boost in the fight against hunger with this year's CPR Holiday Train. Over the first two weeks in December, two brightly decorated Holiday Trains visited some 107 communities across Canada and the U.S. raising \$515,331.60 and more than 206 tons of food.

The amount of food and funds raised represents a significant increase over 2004 totals. Last year, \$375,000 and 165 tons were donated.

The train made stops at Smith's Falls, Almonte and Carleton Place, Ontario and Beaconsfield, Quebec over the weekend of Dec 2 and 3.

(CP Rail/RAC)



Photo: Canadian Pacific Railway

Ottawa's **Wayne Rostad** was a feature performer on the CP Holiday Train

### CONGRATULATIONS SCR!

See Memo  
To All CFQ Employees  
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## Great Work!

The following email was sent by Luc Larose following a visit from Transport Canada

-----Original Message-----

**From:** Luc Larose  
**Sent:** January 12, 2006 3:21 PM  
**To:** James Allen  
**Subject:** Visit from TC today

James,

Dave Harris from transport Canada was on the property today. He inspected all our dangerous railcar for Containment, mechanical, safety marking, documentation inspection and training certificate verification. All were in compliance.

Luc  
OCR's  
Luc Larose



## Congratulations on January Safety Audit Results!

See Page 5!

-----Original Message-----

**From:** Marc Laliberte  
**Sent:** January 31, 2006 8:35 AM  
**To:** Fernand Essiembre; James Allen; Luc Larose; Serge Beauchamp; JKelly  
**Cc:** Gilles Richard; Serge Fournier; Laurent Caron; Nathalie Lalonde  
**Subject:** RE : Emailing: OCR January audit 2006.doc

James, Luc and Serge,

This audit shows that the work is generally performed according to the rule book. I notice some improvement vs last audit. We are moving in the right direction. Thanks to all !

Fern,  
The content of this audit should be discussed at our next safety conference call. I would then like to know how we intend to resolve the problem with cars left at Vankleek Hill.

Keep on the good work !

Marc

## OCR Safety Rule!

Mathieu Houle selected CROR Rule 42 as the rule of the month.

### Rule 42 Planned Protection

- (a) When Form Y protection is required, the request must be in writing and on the prescribed form, when practicable.
- (b) When protection has provided, the track and time limits must be confirmed in writing prior to the foreman named in the GBO arranging for the display of the prescribed signals as follows;
  - (i) Place a red flag at each location stated in the GBO to the right of the track as seen from an approaching train or engine. The defective or working point must not be less than 200 yards inside the track limits defined by the red signals; and
  - (ii) place a yellow over red flag at least 3000 yards outside the track limits defined by the red signals, to the right of the track as seen from an approaching train or engine.
- (c) A train or engine in possession of the Form Y must not proceed beyond the red signal prescribed by paragraph (a), clause (i), enter the track limits stated in the GBO, or make a reverse movement within such track limits until instructions have been received from the foreman named in the GBO.
- (d) The instructions must be repeated to, and acknowledged by, the foreman named in the GBO before being acted upon.
- (e) Where signalled turnouts, which can provide access to the protected track, are located between the opposing yellow over red signals, the protection must be provided on all main tracks of the subdivision named in the GBO.
- (f) Track limits shall be kept as short as practicable and be expressed in whole miles or by other identifiable locations.

When a specific track is to be used, instructions from the foreman must specify the track upon which the instructions apply.

In CTC, when Rule 42 protection is in effect on more than one track as in multitrack or when signaled tracks are included in the protection, there must be a clear understanding in writing between the foreman and the RTC as to what route(s) trains are to use. The foreman's instructions to the train or engine must be identical to the routing arrangement with the RTC. Should the foreman require the train to move on a specific track when the arrangement with the RTC was for more than one route, he must make a new arrangement with the RTC before authorizing the train.



OCR's  
Mathieu Houle

\* An OCR employee is picked at random each month to select a "Safety Rule".

## backtrack



By Dave Watts

### Grand Junction Railway

Most of the short lines constructed in the mid to late 19<sup>th</sup> century initiated at a port and would travel into the source of largely untapped natural resources.

One group of supporters began planning a different approach. It would be a rail line north from Belleville, Ontario, then west to Peterborough via Campbellford, then south to the Toronto area. Planned as a northern feeder loop for the Grand Trunk Railway, The Grand Junction Railway was incorporated in 1852 and

construction was underway.

Soon, construction funds ran dry. At close to 150 kilometres, the line was eventually built to Peterborough, but the southern link to the Toronto area was never completed. In order to tap mining opportunities in the eastern section of the line, a branch was built to Madoc. In the early 1880s, the line was absorbed by the Midland Railway.

By the early 1920s, the line was owned by the CNR and passenger service continued for another 30 years. Known as the Campbellford Subdivision, freight service lasted until the line was abandoned in the late 1980s.

### HAPPY BIRTHDAY!

(January)

Mike Downey  
Marc-Andre Gagnon  
Richard Myre



(February)

Ben Beauchamp  
Diane Carrier  
Malcolm Dobie  
Jason Laing  
Luc Larose

From all your friends at  
Ottawa Central Railway!



#### NOTE

Date: January 20, 2006

TO: ALL CFQ EMPLOYEES

FROM: THE OFFICE OF THE PRESIDENT AND CEO

I would like to congratulate all of Sydney Coal Railway employees for their train accident ration result in 2005.

SCR's train accident ratio objective for 2005, as indicated the CFQ's published Performance Indicators, was to reduce their ratio from 85.5 established 2004, to a ratio 70 by the end of 2005.

In fact, SCR achieved 0 train accident ratio in 2005.

Safety is an absolute requirement at CFQ and is one of our five fundamental values. SCR's positive attitude toward safety demonstrates to us all that a perfect track record is achievable.

I wish take this opportunity to thank and congratulate once again every one at SCR for their outstanding work and to wish to us all such an outstanding achievement in 2006.



### Diet Chocolate Cake

(Note, there are many versions of this tasty recipe floating around – this one is a 'piece of cake' - from the Dining Car!)

#### Cake

- 1 package Chocolate Cake Mix
- 2 Egg whites
- 1 355ml can of Diet Coke or Diet Pepsi

#### Icing

- 1 Package of low-fat instant chocolate pudding mix

#### Preparation

Mix dry cake mix, diet cola, and egg whites (beaten until frothy) with mixer for 2 minutes. Bake in a 13x9" pan sprayed with Pam at 350 degrees for approx 34 minutes. Remove from oven and cool. Prepare the pudding per package instructions and generously spread on the cooled cake! Suggestion - double-up and make a layer cake!



## UP SUES TOY TRAIN MAKER OVER USE OF LOGOS

Union Pacific has sued to stop America's second-largest model-train maker from using logos for UP and other rail lines it owns. The lawsuit seeks damages from closely held Mike's Train House. Mike's Train House, owned by MTH Electric Trains, pushed larger rival Lionel into bankruptcy in 2004 by winning a suit about theft of trade secrets.

"The whole purpose of the licensing program is to ensure our logo and brand is used accurately and appropriately," said UP spokesman Mark Davis. UP began collecting royalties two years ago for use of its name and those of railroads it has taken over.

Decades ago, rail companies helped design model trains and charged nothing for using their logos.

Mike's Train House rejected UP's argument that licensing is needed to ensure the accuracy of the logos: "This is a self-policing industry. The industry is forced to create a railroad's logo and color as accurately as possible or it won't sell."

(Omaha World-Herald, National Post /RAC)



Dave Watts photo

Lionel toy diesel loco with OCR lettering popular attraction at the annual springtime "OCR Open House"



### Rule of the month for January 2006

Trains are being stopped at hotbox detectors due to sticking brakes. Employees are reminded of the following:

#### General Operating Instructions Section 6 F1 (1)

9. i) To ensure a positive freight car brake pipe reduction and to avoid sticking brakes, the train brakes must not be released until a positive brake pipe reduction of at least 6 PSI, as indicated by the IDU, has been made on the last car of the train.
- ii) When a running release of the train brakes is to be made and operating conditions permit, the brakes pipe must be reduced to ensure a positive brake pipe reduction. When operating conditions do not permit, a positive brake pipe reduction must be achieved at the next appropriate opportunity.

### Excerpts from **The Employee Handbook** (Ottawa Central Railway)

By Laurent Caron



Section: Code of Conduct and Other Policies

Section No.: 6-9

Section: Sexual and other Unlawful Harassment Policy

Effective: 01/03/05

Quebec Railway Corporation (QRC) and its subsidiaries are committed to providing a work environment that is free from all forms of discrimination and conduct that can be considered harassing, coercive or disruptive, including sexual harassment and psychological harassment.

This Policy applies to all employees of QRC and its subsidiaries.

Actions, words, jokes or comments based on an individual's race, creed, colour, age, sex, sexual orientation, marital status, family status, ethnic origin, nationality, ancestry, place of origin or handicap or any other legally protected characteristic will not be tolerated.

Sexual harassment is defined as unwanted sexual advances or visual, verbal or physical conduct of a sexual nature. This definition includes many forms of offensive behaviour and includes gender-based harassment of a person of the same sex as the harasser.

Employee Handbook continued on Page 5

## SAFETY AUDIT

**Location:** OCR

**Date:** Week of January 23rd, 2006

Fern Essiembre and Serge Fournier of CFQ, Luc Larose, Jerry Kelly, Serge Beauchamp and James Allen from Ottawa Central Railway conducted this audit.

All of engineering personnel and train crews were observed during their tour of duty.

All engineering personnel were wearing the proper clothing and protective equipment.

Written authorities between train and engineering employees were done according to rules.

On Monday train 529 was observed to Pembroke. Radars were done at different locations and all was in order. Switching was monitored at Portage Du Fort, push-pull, handbrakes and public crossing at grade were protected according to rules.

At Pembroke 529 crew was observed doing switching at ATC and all was done according to Rules.

Train then proceeded to Commonwealth Plywood where they derailed an engine approximately 33 feet beyond crossing. Crew was instructed by Supervisor Kelly to detach the other locomotive and proceed to do other customers at Pembroke. Luc Larose and myself went immediately to the derailed site where 3 engineering employees were on site of the derailed engine.

All engineering employees were wearing the proper safety protected clothing on site.

A private lock was placed on the switch leading to the site to protect employees at the derailment site as per Rule 40.1. A DOB was faxed to the site in order to move the locomotive and engine placed back

on the track by Supervisor Luc Larose with the help of the three engineering employees.

Also on Monday yard switcher starting at 1600 was observed and all switching radio rules and push-pull test were in order. Again improvement in radio procedures when done outside switching operations is required. First names are still being used.

On Tuesday January 24<sup>th</sup> train 520, which is ordered Vankleek Hill at 0900, was observed between Coteau and Vankleek. This train crew also had a trainee with them. At Vankleek Hill the proper schedule B test was done on the units, proper brake test done on cars and pull-by inspection was done before leaving. The public crossing was manually protected at all times. Train was followed to Coteau with various radars done and all was done at the proper speed.

The cars are left on the main track protected by a GBO with handbrakes applied as per minimum brakes required in the chart of Rule 112 Special Instruction. Engines are cut off and placed in a designated tie up track at Vankleek Hill where units are plugged in. When cars are left at a location on a daily basis, the Regulations require that derails be installed to protect such cars.

Vankleek Hill has a descending grade on both sides where the cars are left. A risk analysis as per our Safety Management System should be conducted S.A.P. to see which way cars would go should handbrakes fail and does the minimum handbrake requirement enough to ensure cars are secured at all times. Exemption derails should be installed at both ends. Until a risk analysis is done an instruction has been issued to double the

See AUDIT on Page 6

### Employee Handbook Cont'd from Page 4

The following is a partial list of sexual harassment examples:

- Unwanted sexual advances.
- Offering employment benefits in exchange for sexual favours.
- Making or threatening reprisals after a negative response to sexual advances.
- Visual conduct that includes leering, making sexual gestures or displaying of sexually suggestive objects or pictures, cartoons, posters or calendars.
- Verbal conduct that includes making or using derogatory comments, epithets, slurs or jokes.
- Verbal sexual advances or propositions.
- Verbal abuse of a sexual nature, graphic verbal commentaries about an individual's body, sexually degrading words used to describe an individual, or suggestive or obscene letters, notes or invitations.
- Physical conduct that includes touching, assaulting or impeding or blocking movements

Unwelcome sexual advances (either verbal or physical), requests for sexual favours or other verbal or physical conduct of a sexual nature constitute sexual harassment when: (1) submission to such conduct is made either explicitly or implicitly a term or condition of employment; (2) submission or rejection of the conduct is used as a basis for making employment decisions; or (3) the conduct has the purpose or effect of interfering with work performance or creating an intimidating, hostile or offensive work environment.

Handbook Continued on Page 10

**AUDIT cont'd from Page 5**

handbrakes at this location. Serge Fournier will also look at the cost of a radio operated electric derail for the rear end of the cars. When we change the Time Table and change cautionary limits at Portage Du Fort to OCS we should also look at making a portion of the main track at Vankleek Hill 105 territory. Both these changes requires a change in the computer system at Railterm.

Also at Vankleek Hill the train had to protect against a foreman but foreman could not be reached by radio. The conductor reached him via cellular phone and verbally advised the locomotive engineer and trainee that he had received permission to work within the foreman's limits. Both crew members should be able to hear the instructions issued by the foreman, but in this case both the locomotive engineer and trainee were outside performing schedule B on the units.

I am suggesting that the instructions presently in place on other Divisions be adopted on OCR. When a cell phone is used and cannot be heard by both parties the instructions must be transmitted to both the locomotive engineer and the conductor.

It was noted that the signals at public crossing at mile 7.09 are not lined properly on the south side of the road for the highway. X-Rail has been advised.

At Coteau train was observed performing switching, brake test and all was in order. Different radars were also done on the Alexandria Sub.

At mile 4.50 on the Alexandria Sub Rule 14 L was not applied properly. The last long sound was only sounded when the train occupied the crossing.

Serge Fournier went to Pembroke by hi-rail with Serge Beauchamp to do an inspection, as there is a lot of ice in the area this winter. The Walkley yard was found to have a lot of snow and it was decided that the yard would be spread.

On Wednesday yard switcher ordered for 0630 and yard switcher ordered for 1630 were observed switching in the Walkley yard and all was done according to Rules.

**AUDIT continues on page 11**

The SAFETY AUDIT during the week of January 23 was conducted by CFQ's Serge Fournier (top) and Fern Essiembre (bottom) along with OCR staff.



Rule observed	Number Of times	Respected	Non-respected	Comments
12.2	5	R		
Rule 14 L	8	7 R	1	Last long of 14 (L) only started when engine occupied the crossing.
Rule 17 (a)	10	R		
Rule 40.1	1	R		
Rule 83 (c) (d)	1	R		
Rule 83.1	1	R		
Rule 90 SSI	5	R		
Rule 104 (a)	2	R		
Rule 104 (c)	4	R		
Rule 104 (e)	3	R		
Rule 104 (f)	3	R		
Rule 104.5	4	R		
Rule 111	3	R		
Rule 112	5	R		
Rule 113	2	R		
Rule 115	5	R		
Rule 117	11	R		
Rule 120	1	R		
Rule 121(a)	11	R		
Rule 123 (c)	7	R		
Rule 123 (d)	1	R		
Rule 136	2	2		
Rule 311(b) SSI	3	R		
Speed of train	1	R		
Public crossing warning devices	6	5	1	Lights on south side of road not lined properly
G.O.I. Sec 6 B3	1	R		
G.O.I. Sec 4.7	3	R		
G.O.I. Sec 7.5	1	R		
G.O.I. 7.4 (b)	4	R		



Ottawa Central Railway

Incidents/Accidents through December 2005

	FINAL 2005	FINAL 2004	FINAL 2003	FINAL 2002	FINAL 2001		Oct 2005	TOTAL 2004	TOTAL 2003	TOTAL 2002
Main Track Accidents*	4	0	2	0	1					
Non-Main Track Accidents*	10	9	11	6	8	Human Factor	4	3	5	3
						Ice & Snow	0	0	0	1
Crossing Accidents	1	2	2	4	2	Track Conditions	1	1	0	1
						Vandalism	0	0	0	0
Trespassing Incidents	0	1	0	1	5	Equipment	0	0	0	0
						3rd Party	5	5	6	1
Employee Injuries*	3	2	5	8	0	Other	0	0	0	0
							10	9	11	6
Cardinal Rule Violations	1	0	0	0	2					
Hyrrail Accidents	0	1	0	0	0					
Vehicule Accidents	1	1	1	0	1					
<b>TOTAL</b>	<b>20</b>	<b>15</b>	<b>21</b>	<b>19</b>	<b>19</b>					
Other	8	20	13	12	0					

**Anniversaries**

**7 Years**  
George Brohart  
Vincent Mayhew  
Pat Robinson  
James Allen

**6 Years**  
Malcolm Dobie

**5 Years**  
Bruce McNeil

**3 Years**  
Roger Trempe

**2 Years**  
Laverne Brohart

**1 Year**  
Jamie Campbell  
Mike Downey  
Marc-Andre Gagnon  
Shawn Kelly  
Jesse Krasilycz  
Phil Perrier

**DIME-SIZE FLAW  
CAUSED WRECK IN  
OHIO!**

*Inspection misses tiny defect*

A dime-size defect in the track went undetected by inspectors only four days prior to the Dec. 19 CSX derailment outside Marietta, Ohio. That defect caused the early morning train wreck, according to company officials January 12.

On Dec. 15, CSX employees performed a visual inspection on the track that caused the derailment and found no problems.

The company's preliminary report on the accident, which was revealed January 12 during a public meeting attended by more than 20 citizens, found that the track's problem was in an area the size of a dime.

Neal Zimmers, vp of CSX in Ohio, said it was a defect in the rail track which caused the eight coal-filled rail cars to derail.

The derailment sent the train bridge down onto Virginia Street almost fully intact and closed the roadway for almost two weeks. A permanent bridge is expected to be built by August or September, CSX officials said.

See FLAW on Page 9



**2005 Overview**

**SUPERVISORS' OBSERVATIONS ENSURES ONGOING SAFETY AND COMPLIANCE**



Left to right, OCR's Jerry Kelly, Luc Larose and Serge Beauchamp

**Track Department & Transportation**

As previously reported in "The Spareboard" and as part of the Ottawa Central Railway Supervisors duties, employees are to be observed while performing their day to day tasks to ensure they are working safely and in accordance with their specific operating rules.

For running trade employees this is sometimes done while riding a train or observing a job briefing, and sometimes hidden observations are used where a crew is not aware they are being observed on things like radio communications, blowing a crossing, riding equipment etc.

The same type of observations are conducted on track maintenance employees with regard to their safety and specific operating rules.

When unsafe practices are observed or a rule is not being executed properly, the train crew and/or track employee or employees will immediately be informed about the non-compliance.

This information is recorded and a monthly log is generated where the total number of observations of each employee is listed.

This information is kept on hand and is used as a reference to monitor the individual's progress. For instance if a Supervisor finds there is a non compliance he/she can refer to the logged information and find if an individual has had a previous infraction regarding a rule or safety issue.

As part of "The Spareboard", individual stats on the number of observations an employee has been subject to will, from time to time be published, however this will not reflect whether or not an infraction has occurred.

**MONTHLY OBSERVATIONS PER EMPLOYEE FOR 2005  
OCR Track Department**

Track employees	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Total YTD
Benoit Beauchamps	9	1	1	1	1	1	1	2	2	1	1	1	22
Serge Beauchamp													0
Georges Brohart	7	1	1	2	1	1	1	1	2	1	1	1	20
Lavern Brohart	7	1	1	1	1	1	1	1	2	1	1	1	19
Wayne Brohart	9	3	1	2	1	1	1	1	1	1	1	1	23
Sean Gill	11	1	1	1	1	1	1	1	2	2	1	1	24
Vincent Mayhew	10	1	1	1	1	1	1	1	2	1	1	1	22
Richard Myre	11	1	1	1	1	1	1	2	2	1	1	1	24
Cyril Wolfe	10	1	1	1	1	1	1	1	2	1	1	1	22
Contrator				6	10		1	6	3	2	4	5	37
X-Rail	1	1	1		1	1	1	1	1	1	1	1	11
Transp.employees									8				8
<b>Monthly Totals</b>	<b>75</b>	<b>11</b>	<b>9</b>	<b>16</b>	<b>19</b>	<b>9</b>	<b>10</b>	<b>17</b>	<b>27</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>232</b>

Transportation – Monthly Observations per employee (2005) next page



## TRANSPORTATION - MONTHLY OBSERVATIONS PER EMPLOYEE FOR 2005

Employee	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total YTD
Belliveau P	6	9		19									34
Brisson A	21	8	31	9	0	6	2	12	16	5	3	6	119
Brown M	1												1
Campbell B	9	6	9	12	19	16	1	3	19	49	9	15	167
Campbell J	26	4	10	12	15	10							77
Campbell Jamie	NA	4	6	8	2	3	1	8	6			3	41
Gagnon Marc Andre	NA	9	27	23	16	17	2	3	2	8	6	10	123
Houle, M	18	2		2	4	5	1	6	22	10	3	6	79
Kelly S	NA	9	31	11	2	10	2	0	14	47	9	14	149
Krasilycz J	NA	NA	NA	NA		2	2	0	0	1	0	33	38
Laing J	33	9	11	8	1	10	3	8	13	8	10	8	122
Martin R	43	4	10	6	8	4	0	0	13	4		4	96
McRae B	9	6	13	9	0	13	2	0	16	3	11	3	85
Perrier P		7	8	9	4	6	1	6	14	4		4	63
Proulx N	22	9	27	19									77
Ritarose M	3	7	4	8	4	6	3	8	13	1	11	5	73
Robinson P	4	9	6	8	2	5	0	8	13	19	6	5	85
Rushton R													0
Seguin B	3	7	4	23	8	10	2	0	17	8	6	22	110
St-Pierre E	12	10	2	8	7	4	1	0					44
Talbot C	6	9		8	8	13	1	0	11	4	1	27	88
Trempe, R		9	10	8	4	5	0	8	7				51
TRACK													0
RIDEAU BULK	1		1	1	2	3	1					1	10
CONTRACTOR		8											8
3rd PARTY			2										2
<b>Totals</b>	<b>217</b>	<b>145</b>	<b>212</b>	<b>211</b>	<b>106</b>	<b>148</b>	<b>25</b>	<b>70</b>	<b>196</b>	<b>171</b>	<b>75</b>	<b>166</b>	<b>1742</b>

### FLAW from page 7

Tom Crawford, an engineer of track with CSX in Clarksburg, WV, said the defect was located in the ball of the rail on the inside of the gauge where it makes contact with the inside of the rail car's wheel. "That's the most dangerous place you can have (a defect)," Crawford said. He noted that this type of defect can only be detected by an x-ray, which is done on the tracks only once a year.

Visual inspections, like the one done on Dec. 15, are done more periodically, he said. Zimmers said CSX spends US\$1 billion a year on infrastructure and capital improvements, \$500 million of which is spent specifically on track maintenance. As a result of this spending, CSX has seen a 16% improvement in accident prevention over the last couple of years, he said.

(Marietta Times OH 060113)(RAC)

### Did You Know

It's impossible to sneeze with your eyes open.

•  
A goldfish has a memory span of three seconds

•  
An ostrich's eye is bigger than it's brain

## Fun with words

### Part 1 ("..Well a-pun my word!")

1. Two antennas met on a roof, fell in love and got married. The ceremony wasn't much, but the reception was excellent.
2. A jumper cable walks into a bar. The bartender says, "I'll serve you, but don't start anything."
3. Two peanuts walk into a bar, and one was a salted.
4. A dyslexic man walks into a bra.
5. A man walks into a bar with a slab of asphalt under his arm and says: "A beer please, and one for the road."
6. Two cannibals are eating a clown. One says to the other: "Does this taste funny to you?"
7. "Doc, I can't stop singing "The Green, Green Grass of Home." "That sounds like Tom Jones Syndrome." "Is it common?" Well, "It's Not Unusual."
8. Two cows are standing next to each other in a field. Daisy says to Dolly, "I was artificially inseminated this morning." "I don't believe you," says Dolly. "It's true, no bull!" exclaims Daisy.
9. An invisible man marries an invisible woman. The kids were nothing to look at either.
10. Deja Moo: The feeling that you've heard this bull before.

*Actually, the above are only two-thirds of a pun, PU!*

## Handbook Continued from Page 5

Psychological harassment is vexatious behaviour that manifests itself in the form of conduct, verbal comments, actions or gestures characterized by the following four criteria:

1. They are repetitive;
2. They are hostile or unwanted;
3. They affect the person's dignity or psychological integrity, and
4. They result in a harmful work environment.

Sexual harassment at work is also included in this definition. Here are a few common ways in which harassment is expressed:

- Making rude, degrading or offensive remarks.
- Making gestures that seek to intimidate, engaging in reprisals.
- Discrediting the person: spreading rumours, ridiculing, humiliating, calling into question their convictions or their private life, shouting abuse at them or sexually harassing them.
- Belittling the person: forcing them to perform tasks that are belittling or below their skills, simulating professional misconduct.
- Preventing the person from expressing himself or herself: yelling at them, threatening them, constantly interrupting them, prohibiting the person from speaking to others.
- Isolating the person: no longer talking to them at all, denying their presence, distancing them from others.
- Destabilizing the person: making fun of their convictions, their tastes and political choices.

All allegations of harassment will be quickly and discreetly investigated. To the extent possible, the employee's confidentiality and that of any witnesses and the alleged harasser will be protected against unnecessary disclosure. When the investigation is completed, the employee will be informed of the outcome of the investigation.

Employees experiencing or witness to sexual or other unlawful harassment in the workplace, must report it immediately to their supervisor. If the supervisor is unavailable or the employee believes it would be inappropriate to contact that person, the employee should immediately contact the Human Resources Department. Employees can raise concerns and make reports without fear of reprisal or retaliation.

Any supervisor or manager who becomes aware of possible sexual or other unlawful harassment must immediately advise the Human Resources Department so it can be investigated in a timely and confidential manner. Anyone engaging in sexual or other unlawful harassment will be subject to disciplinary action up to and including discharge.

*(Excerpts from the Employee Handbook is a regular feature in "The Spareboard")*

**AUDIT Cont'd from Page 6**

Also, train 440 ordered for 1900 was observed in Walkley Yard until 2010 and all was in order.

In conclusion the problem with cars left at Vankleek Hill must be dealt with immediately. I will send the instructions regarding the use of cell phones immediately to OCR.

Improvements have been made in radio procedures especially when performing switching in Walkley yard but improvement is still required during regular conversations when first name is still used.

**BROCKVILLE CROSSING UPGRAGES CONTINUE**

Most of the jury recommendations are proceeding well following an inquest into the death of Brockville schoolgirl Sabrina Latimer. Ms. Latimer was struck by a train last Feb. 17.

CN and city officials say they are delivering on the recommendations that formed the basis of discussion for a joint committee that also included Transport Canada and school board officials.

Brockville engineer Peter Raabe said regular contacts are being maintained as plans go forward on projects such as installing fenced pedestrian crossings with barriers at four level crossings with twin tracks in the heart of the city.

Many of the recommendations have already been implemented including all designated specifically for the city, he said. instance, Raabe said it's unclear when Transport Canada will act on the jury's recommendation to install a "visual and audible second-train warning system" at all multiple track crossings.

**PETITION OVER TRAIN WHISTLES IN PORT WHITBY**

A petition by the Port Whitby Residents Association, is asking the Town of Whitby to eliminate or at least reduce at night, the number of whistles in the area, which they call "noise pollution." Davina Jones, association president, said the residents are trying to work with the Town to come up with a solution.

The track in question is a five-track CN used by VIA Rail, GO Transit passenger trains and freight trains. South and northbound vehicular and pedestrian traffic also navigate across the five-track, east-west corridor on a continual basis, the Town said.

Tony Prevedel, director of Whitby public works, said after discussing the situation with CN staff, the railway was of the opinion that the safety benefits derived from train whistling "far outweigh" any minor inconvenience to nearby residents.

The Town could spend \$10,000 to conduct a safety audit and assessment in the area, and then ask CN and Transport Canada for a reduction in the number of train whistles, but the chances they'll comply are slim, Prevedel said.  
(Oshawa-Whitby-Clarington This Week 060127)

He added that some jury recommendations were quickly introduced last fall, such as reinforcing and rescheduling train safety programs offered by Brockville Police, CN Police and the public and Catholic school boards.

Other recommendations requiring design and engineering are naturally taking longer to complete, he said. For instance, Raabe said it's unclear when Transport Canada will act on the jury's recommendation to install a "visual and audible second-train warning system" at all multiple track crossings.

(Brockville Recorder and Times 060106)

*You Know you're "Living in 2006" when...*

1. You accidentally enter your password on the microwave.
  2. You haven't played solitaire with real cards in years.
  3. You have a list of 15 phone numbers to reach your family of 3
  4. You e-mail the person who works at the desk next to you.
  5. Your reason for not staying in touch with friends is that they don't have e-mail addresses.
  6. When you go home after a long day at work you still answer the phone in a business manner.
  7. When you make phone calls from home, you accidentally dial "9" to get an outside line.
  8. You've sat at the same desk for four years and worked for three different companies.
  10. You learn about your redundancy on the 11 o'clock news.
  11. Your boss doesn't have the ability to do your job.
- And, finally,*
13. You read this entire list, and kept nodding and smiling.

## Fun With Words! Part 2 ("..did you know..")

- The longest one-syllable word in the English language is "screeched."
- No word in the English language rhymes with month, orange, silver or purple!
- "Dreamt" is the only English word that ends in the letters 'mt'
- There are only four words in the English language which end in "-dous" tremendous,horrendous, stupendous, and hazardous.

### From THE CORNER OFFICE

By James Allen

Five years into the new century ... only 995 more until "Y3K"! 2005 was an extremely difficult one for OCR. A strike at our largest client was devastating and slowdowns at other key clients added to our woes. In an attempt to minimize these setbacks, Mike Downey added new business and closed some short term storage deals adding over \$317K in new revenues. Way to go Mike!

The cost of fuel continued to spiral although by collectively "keeping our eye on the ball" we were able to reduce the impact of these unplanned increases by \$64,000 the result of improved train handling and the introduction of Kim Hot-Starts.

Congratulations to Luc, Jerry and all of the transportation group. The reorganization of the Shop Department added unbudgeted expenses however the condition of our fleet has been improved remarkably.

A "tip of the OCR hat" to Brian, Jon, Roy and Malcolm.

We ran a test car on the Vankleek sub, the first time it had been done in well over 10 years, and changed out another mile of 85 lb rail to 132lb. Serge Beauchamp and his guys worked long hours to keep our trains running safely on all subdivisions. My thanks to you all. Finally, my appreciation to Diane and our Administration/Accounting staff. They have worked very hard to collect, record and interpret everyone's activities. They may not get the publicity but we would be lost without them. My thanks on jobs well done.

I would be remiss if I did not mention the unnecessary expenses incurred in 2005 the result of incidents! In particular the Maxville spill in May and the late December derailment in Walkley yard. The details are quite familiar to all and I am certain everyone knows they both could have been avoided. These incidents cost OCR \$500K! I hope each and everyone of you reads the Memo from Marc Laliberte on page 3 congratulating Sydney Coal Rail on achieving "0" train accidents in 2005!

We all have to put our "shoulders to the wheel" and improve our safety performance. I would like OCR to receive a similar Memo at the end of this year. I believe we can achieve this outstanding record. Keep an eye out for unsafe conditions, never take shortcuts, always err on the side of safety and remember to "make everyday a safe day".



## Performance Indicators

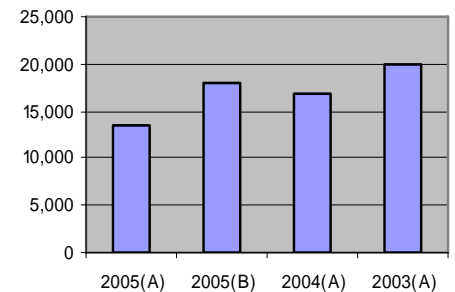
### Our Mission:

To be our customer's preferred supplier of transportation logistics services to help them meet the needs of their own customers.

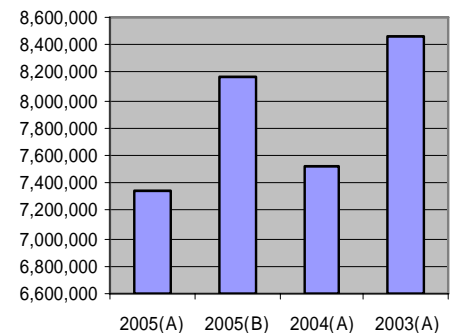
### Basis of the Mission:

To make a significant contribution to our customer's commercial success by providing safe, efficient and cost-effective transportation logistics services.

### Number of Cars



### Revenues (\$)



## The Spareboard

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