

# The Spareboard

June, 2008 Vol 4 No 6

Ottawa Central Railway

1998-2008  
**OCR**  
Celebrating 10 years of service

**We'll Miss you!**

Page 11



**"...All Aboard! (?)"**

Page 8

**TALKIN' SHOP!**

Page 3



**The Balancing Act**

See Page 6



## Time is ticking for Thomas's arrival!

By Dave Watts

Once again this summer, Thomas the Tank Engine and his friends will rumble into Ottawa Central Railway's Walkley Yard for a two weekend stay.

"We're looking forward to hosting Thomas & Friends again this year," says OCR general manager James Allen. "This is great family fun and it's educational too!" In 2007, OCR welcomed over 16 thousand visitors to see Thomas.

The Great Discovery Tour is busy this summer with dozens of stops across Canada and the U.S. The Ottawa visit includes a visit by Sir Topham Hatt, Controller of the Island of Sodor Railway and Imagination Station returns; a wonderland of enchantment for children of all ages. Inside "the Station", the young ones can get temporary tattoos, watch videos of Thomas and Friends, play interactive games and browse the retail area.

Outside, live music, food and



Photo: Dave Watts

In 2007, over 16-thousand visitors took a ride on Thomas at OCR's Walkley Yard. Thomas returns on August 15, 2008!

more await visitors. The big draw is the 25-minute train ride with Thomas leading the way!

*Thomas the Tank Engine* was created by a father for his son more than 60 years ago. Today, families in more than 145 countries enjoy fun and adventure with their engine friends while experiencing timeless life lessons of discovery, friendship and cooperation. *Thomas & Friends* is making tracks to great destinations on PBS PBS KIDS®, PBS KIDS

Sprout<sup>MS</sup> and with downloadable episodes available through iTunes.

Thomas & Friends chug into Walkley Yard August 15 to 17 and again August 22 to 24<sup>th</sup>. For tickets and more information, call toll free 1-888-222-6608 or visit [www.dowtottawa.ca](http://www.dowtottawa.ca).

**The Great Discovery Tour!**  
August 15 - 17 & 22 - 24

Tickets and Info at:  
[www.dowtottawa.ca](http://www.dowtottawa.ca)

Presented in association with **OCR**

### Inside The Spareboard

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Ottawa Central Railway  
3141 Albion Road South  
Ottawa, ON Canada K1V 8Y3

*The Spareboard*  
Ottawa Central Railway

COLIN CHURCHER

presents

Railway historian and author Colin Churcher presents colorful insights into railway life.



To read part one, "The Three Rs", visit <http://www.railways.incanada.net/spareboard/spareboard.html> and click on The Spareboard, May, 2008

## The Three Rs – Part Two

By Colin Churcher

Last time I used my travels in Bolivia to illustrate the importance of the first two of the Three Rs (Reading and Writing). That same trip I came to realize the importance of the third R – (a)rithmetic.

Uyuni is in the high desert. I had seven heavy blankets on my bed yet I was still cold. I got up feeling as if I had been sleeping in a printing press. We left Uyuni after the arrival of the passenger train for an inspection of the line over Condor Summit to Potosi. There was some rail laying in progress and the new rails had been set out alongside the

track. As we approached a crossing we hit one of these rails lying across the track. It was close to a road crossing and it seems the rail had been hit by a passing vehicle which threw it across the track. The five of us managed to lift up one end of the rail and move it out of the way – and I was the only one who had safety boots and leather gloves.

We continued on our way and climbed to Condor Summit. It is a lonely, cold, unfriendly place and I was having difficulty with the altitude. Nevertheless, pictures were in order and I even took a shot of a lone switch stand – the highest in the world.

Running downhill now, we rounded a curve and came upon a track gang at work. There were no flags or torpedoes to warn us. After a stop to chat, we carried on and I noticed that the line had been properly protected with a red flag in the other direction. The next train was expected from that direction. The budget was tight and the gang had been given only one red flag. Of course it was perfectly safe as everyone knew where the train was!

What has this to do with the third R? Well, employees should be able to calculate the number of flags they need. They must also be able to count to ensure they have what they need!



The entire Bolivian Railway Safety Inspectorate at Condor Summit, Bolivia. At that time this was the highest railway summit in the world. The recently opened line in Tibet now runs considerably higher than this.

Photo: Colin Churcher



The overnight train from Oruro, the Warra Warra, pausing for a crew change at Uyuni on its way south to the border with Argentina at Villazon. Uyuni is in the desert, it is very cold at night in the thin air of the high altiplano. This is the same locomotive that we had waited for at Oruro the previous day.

Photo: Colin Churcher

## The History of Railways In Ottawa

COLIN CHURCHER'S  
RAILWAY PAGES  
[www.railways.incanada.net](http://www.railways.incanada.net)

...and that's just the beginning!



## Shop Talk

# Skill and determination keep the OCR fleet rolling

By Dave Watts

The OCR service centre is one of the busiest locations at the Walkley Yard.

Known simply as "The Shop", the facility houses virtually all inspection and maintenance requirements for OCR's fleet of Alco RS-18 locomotives.

"We run non-stop to ensure our locomotives are in top shape," says OCR Shop Manager Roy Murray. "We repair and do change-out work as required." Safety and efficiency of operation are the top rules in The Shop.

In addition to repairs and upgrades, Shop staff are required to undertake regular inspections of all locomotives. "As you can imagine

with all that's involved, our inventory of parts is huge," says Roy.

Department of Transport inspections occur on a regular basis with all locomotives and frequent checks are required to ensure all aspects of the locomotive are up to regulation.

Working on a locomotive can be stressful and it challenges patience and stamina. "We're constantly working in confined areas and in

many cases we're dealing with sprays, chemicals and lubricants – it's not easy work; it actually gets personal."

In addition to Roy Murray, OCR Shop staff includes Jon McNeil, Dennis Church and Malcolm Dobie. Both Dennis and Malcolm are carmen inspecting both incoming and outgoing equipment.

"Finding the time to get things done – that's the big issue" says Roy Murray. "Seems there are never enough hours in the day".



With Shop Manager Roy Murray controlling the lift, Jon McNeil guides a new compressor into OCR 1815. OCR's Claude Talbot observes the operation.

Photo: Dave Watts



Roy Murray



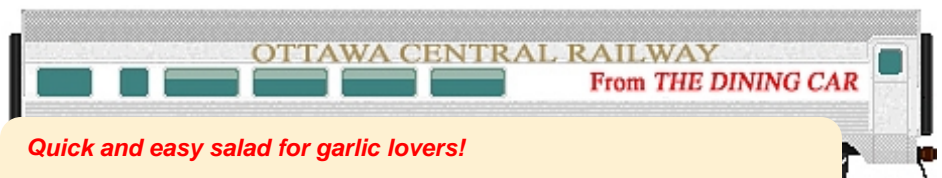
Jon McNeil



Malcolm Dobie



Dennis Church



**Quick and easy salad for garlic lovers!**

## PARSLEY SALAD WITH GARLIC

- 3 large bunches of parsley
- ¼ cup light vegetable oil (Canola for instance)
- Juice of 1 large lemon (or 3 to 4 tablespoons lemon concentrate etc)
- 5 cloves fresh garlic, pressed
- 1 tsp salt (or less to taste)
- ½ tsp pepper
- 2 or 3 drops Tabasco Sauce (optional)
- 2 8 oz packages fresh mushrooms, sliced
- 4 tbs grated Parmesan cheese

Rinse parsley, remove stems and separate into small clusters. Add the oil, lemon juice, garlic, salt, pepper and Tabasco. Mix then add the Parmesan and toss. Add the mushrooms and refrigerate for 30 minutes.

(Excellent with BBQ'd meats)

# INCIDENTS & ACCIDENTS

Through June, 2008



	Jun 2008	FIN 2007	FIN 2006	FIN 2005	FIN 2004	FIN 2003	FIN 2002	FIN 2001
Main Track Accidents*	0	3	0	4	0	2	0	1
Non-Main Track Accidents*	4	11	13	10	9	11	6	8
Crossing Accidents	3	4	1	1	2	2	4	2
Trespassing Incidents	0	0	0	0	0	0	1	5
Employee Injuries*	3	2	1	3	2	5	8	0
Cardinal Rule Violations	0	0	0	1	0	0	0	2
Hyrrail Accidents	0	1	0	0	1	0	0	0
Vehicule Accidents	0	1	1	1	1	1	0	1
<b>TOTAL</b>	<b>10</b>	<b>22</b>	<b>16</b>	<b>20</b>	<b>15</b>	<b>21</b>	<b>19</b>	<b>19</b>
Other	1	8	7	8	20	13	12	0

## Other Incidents

	June 2008	TOT 2007	TOT 2006	TOT 2005	TOT 2004	TOT 2003	TOT 2002	TOT 2001
Human Factor	1	4	2	4	3	5	3	4
Ice & Snow	0	1	1	0	0	0	1	1
Track Conditions	2	3	4	1	1	0	1	1
Vandalism	0	0	1	0	0	0	0	1
Equipment	0	0	0	0	0	0	0	0
3rd Party	1	2	5	5	5	6	1	1
Other	0	1	0	0	0	0	0	0
	<b>4</b>	<b>11</b>	<b>13</b>	<b>10</b>	<b>9</b>	<b>11</b>	<b>6</b>	<b>8</b>

Where in the world do you need to ship?

Cost-effective & Environmentally preferable

Ottawa Central Railway



**Fern's Rule of the Month will return soon.**

*The following was distributed by Fern Essiembre to all divisions on May 13 concerning a new CROR.*

On May 28th, 2008 at 0001 a new CROR will be in effect.

During the transition to the new CROR, your supervisor or other designated officer will personally furnish you with a copy of the new CROR and review the job aid with each employee or group of employees at the beginning of your shift.

Employees affected by these rules must have a copy in their possession at 0001 May 28th, 2008.

## VIA MODERNIZES OTTAWA-MONTREAL INFRASTRUCTURE

As part of the Government of Canada's \$692 million dollar investment to improve passenger rail service, VIA Rail Canada announced July 31<sup>st</sup> that it plans to invest more than \$25M on a multi-phase, multi-year program to modernize key parts of its rail infrastructure between Ottawa and Montréal.

**See VIA, Page 11**

# Performance Indicators

June, 2008



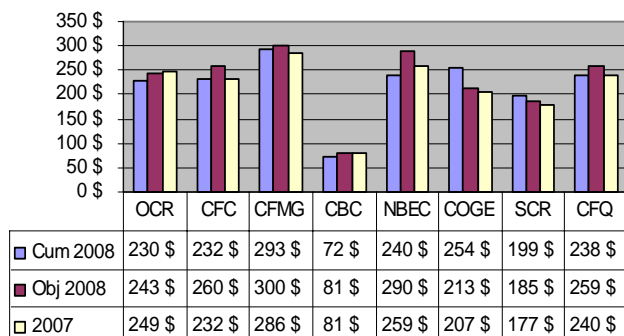
## Our Mission:

Grow profitably while becoming our customer's preferred supplier of transportation logistics services to help them meet the needs of their own customers.

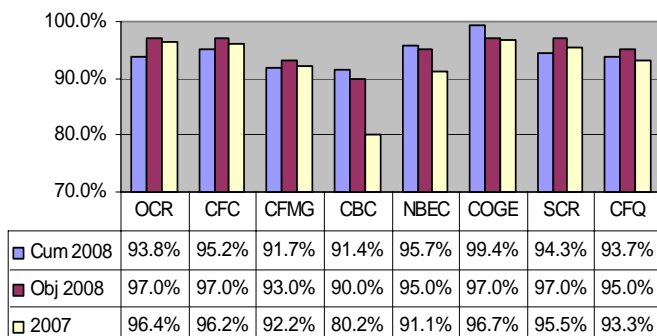
## Basis of the Mission:

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

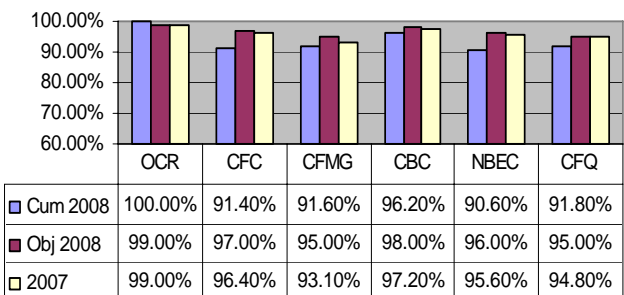
Total revenues/employee ( 000 \$ )



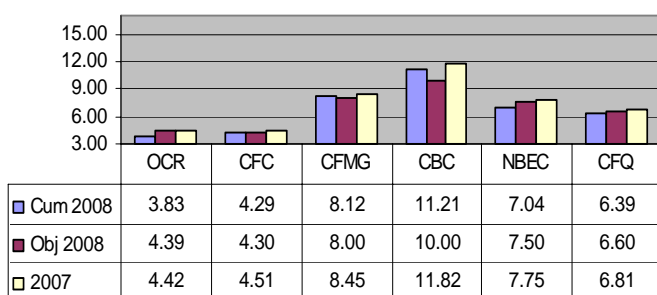
Attendance



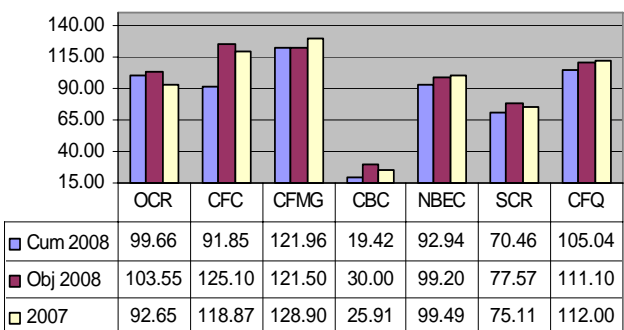
Weekly Car Placements  
( % Placed / Garanteed )



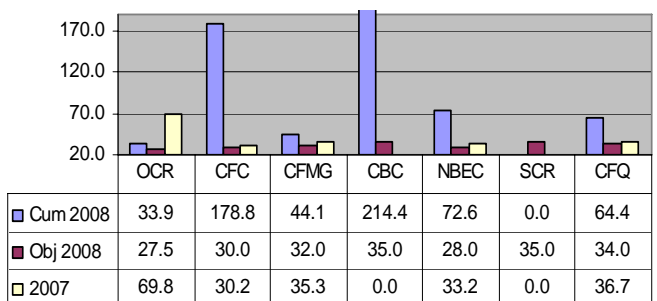
Car cycle  
( Days ( empty-load) )



Fuel Consumption ( GTM/litre )



Ratio - Train Accidents  
( # Accidents / Train mile ) X 1M



# The Balancing Act

Tips to Balance Your Life and Keep You Emotionally and Physically Fit

## "The Balancing Act"

is reprinted courtesy Shepell-fgi and is supplied as a service to OCR Staff by:

Laurent Caron,  
Director,  
Human Resources,  
Chemins de fer du Quebec



Laurent Caron

## SUMMER BRAIN DRAIN:

### ENCOURAGING KIDS TO KEEP LEARNING DURING THE SUMMER HOLIDAYS

As the school year comes to a close, thoughts of math and writing may be turning into visions of sleeping in, swimming and playing with friends in the sun. There are many things you can do to make sure kids have fun during their summer holiday while still preparing them for their return to the classroom when school resumes in September.

*Teachers say it takes over a month to get kids refocused on learning and academics when they return to school in the fall due to summer "brain drain."*

### Limit TV.

With no mental or physical stimulation, kids not only lose some of their brain power by lounging around in front of the television, but are also more likely to gain weight. So, limit your child's access to TV and video games and encourage them to get outside and get moving instead.

### Go hiking.

Hiking on local trails not only gets kids off the couch, but is also a great opportunity for them to discover an unexplored world of plant and wildlife that may exist close to your own neighbourhood.

This is an excellent way to teach children about different plants and animals, and if you don't already know yourself, you can learn together.

### Encourage reading.

The library has a wealth of information on the plants and animals you may have seen on your hike. If you make a trip there, help your child choose some books

to read. Whether they can read on their own or with your assistance, encourage budding bookworms to choose reading material that is both challenging and interesting to them. Help them learn to enjoy reading without always associating books with academia. No matter the topic, reading will help keep kids minds active.

In fact, research has shown that the amount of independent reading a child does outside of school relates to their growth in vocabulary, verbal fluency, reading comprehension and general knowledge. Kids who read on their own improve their reading skills, have greater content knowledge and score higher on achievement tests than children who do not crack a book open outside of school. If your kids are less than enthusiastic, consider putting together an incentive program to help keep them motivated to read and sneakily cultivate a joy for reading. Create a chart and put a sticker on the chart each time they finish a book.

If they are younger, they could be given a treat or a special privilege each time they reach a certain number of books read. If they are older, choosing a place to visit over the weekend or an extra hour to play with friends may help.

### Go on field trips.

There are so many great places to visit in the summer that are fun, but still incorporate education and learning. Local museums are always a great place to go and are very popular with kids. Go online to see if a museum near you is offering any discounts or summer programs and events for children and families.

**See Balancing Act, Page 7**



Zoos and farms are also exciting places to explore. Many offer special shows and activities for families to do together such as picking berries, hay rides and feeding the animals.

## Get creative.

Doing arts and crafts is a perfect way to get the other side of a child's brain working. Bring the outdoors inside by doing art with pinecones to make a birdfeeder, gathering sticks to make a house, or just letting kids 'wing it' and decide what they want to do on their own. Whether it's painting, colouring, stamping or building masterpieces with play-dough, all are great options to keep your child's creative juices flowing and brain power growing.

## Immerse the family in other cultures.

If you're going on a family trip this summer, take the time to research the destination beforehand. Talk to your kids about the different things they will experience there – climate, food, dress, local customs, etc. It is a great way to get them excited for the trip too.

Staying local? Why not have different themed nights where you can cook a meal together and teach your kids about the culture the food comes from? They can learn about the joy of cooking, maintain their measurement skills and explore a new culture all at the same time. When left to their own devices, kids are the most creative and imaginative people around us. So be sure not to schedule all their

time this summer and give them a chance to play together and just be kids!

*Need help developing fun summer activities? Your Employee Assistance Program (EAP) can help. You can receive support through a variety of resources. Call your EAP at 1.800.387.4765 for service in English, 1.800.361.5676 for service in French.*

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**Will return next month in "The Spareboard"**

## Mathieu has a shower!



Photo: Lu Jiang

OCR's Mathieu Houle was given a surprise Baby Shower ahead of the July 24<sup>th</sup> arrival of his new son Zachary! Weighing in at 7 lbs, 9 oz, Zachary and mom, France, are doing fine. The July 7<sup>th</sup> shower was initiated by the OCR Administration staff!

## The HCW

## Back on track?

Sitting idle since a May landslide, the Hull Chelsea and Wakefield steam train may be back in business by the fall.

In early July, steam train general manager André Groulx reported his group had received an offer from a Gatineau entrepreneur who wished to remain anonymous until a deal is finalized.

The Compagnie de chemin de fer de l'Outaouais owned by the municipalities of Hull, Chelsea and Wakefield, owns the track and has a first right of refusal. The non-profit organization has 30 days to match the offer and decide to get the train on track again.

Mr. Groulx, also announced that a consultant said the landslide's effects could be removed at a cost of about \$100,000. The current owner isn't prepared to take care of the costs leaving them to a new owner and CCFO to work out.

In a 2003 photo, HCW engine 909 is turned at Wakefield, QC in preparation for the return trip to Gatineau, Quebec

Photo: Dave Watts



*The following article is presented and reprinted as a service to OCR Staff by  
Laurent Caron, Director, Human Resources, CFQ*

## Engaging the Disengaged

*By Timothy R. Clark*

Too often, we act contrary to what we know. For instance, managers are quick to stipulate the central role of people, but then they go headlong into major change initiatives with little more than lip service for the human dimension. Is it a recent discovery that people are the singular source of sustained competitive advantage? No. Why, then, do researchers keep wiping our noses with it as if it were a new finding?

### Five Forces

Because engaged employees remain key to organizational change, leaders must be capable of mobilizing people on the change journey. Leaders can increase engagement levels by creating, shaping and reinforcing experiences for employees based on five basic forces: connect, learn, envision, earn and contribute. These experiences forge an emotional, intellectual, social and economic bond with the organization that allows leaders to retain people and release their discretionary efforts.

### Connecting

Find an engaged employee and you are sure to find connections between that employee and the organization. This simple observation leads us to the first engagement force of connecting. Leaders are primarily responsible for creating a sense of community to satisfy the basic human need for connection. Where there is no connection, people disengage and withhold discretionary effort. Creating experiences that allow employees to build relationships is mostly about the two-way sharing of ideas, facts and feelings.

During times of change, connections are often severed and the sense of community is compromised. Remember, organizational change has a social function. It's your job to create community through multiple points of connection using the normal communications media mix prior to change, and then to increase connection points during change. Here's the rule of thumb: During change initiatives, communicate face to face with your people at least twice as much as you do when you are managing the status quo.

### Learning

When employees are learning, they are much more likely to be engaged. It's your job to create learning DNA in the organization. A culture of learning needs to permeate formal and informal learning systems. This happens most effectively when you embed learning into daily workflow. Help your people understand that an employee who doesn't learn depreciates in value based on the speed of skills obsolescence.

See Engaging on Page 9

**"...All Aboard"?**

**Interest in commuter rail service  
growing rapidly**

## West Quebec group eager to launch service to Capital

By Dave Watts

The subject was first discussed early in 2008. In July, there were concrete signs the wheels are starting to turn.

A group representing economic development initiatives in the Pontiac area of Quebec is determined to maintain the momentum to help launch a commuter rail service; possibly beginning as far as Pembroke to the west. The train would travel through or near a number of communities in the Pontiac and upper Ottawa Valley operating on Ottawa Central Railway track. The service would flow through Kanata and Nepean, and terminate in Ottawa.

See Commuter Train, Page 10

## LEXOPHILES!

*(Lovers of words!)*

**(Part 2)**

1. A chicken crossing the road:  
poultry in motion.
2. If you don't pay your exorcist you  
can be repossessed.
3. With her marriage she got a new  
name and a dress.
4. Show me a piano falling down a  
mineshaft and I'll show you A-flat  
miner.
5. When a clock is hungry it goes  
back four seconds.



### Engaging from Page 8

Teach employees the concept of a competitive cycle. A competitive cycle refers to the natural rise and fall of competitive advantage. Help employees identify where your organization stands in the current cycle so you can forecast change based on the shelf life of your current competitive advantage. When employees understand where their organization stands in the cycle, it empowers them with critical situational knowledge and diffuses much of the resistance that arises when an organization announces that it's time to break camp. Change is no longer a surprise.

### Envisioning

Envisioning represents the third engagement force. Motivation draws strength from vision. The most highly engaged employees have two visions: a personal vision that creates a portrait of who and what they will become,

and an organizational vision that outlines a compelling picture of where the organization tries to go. Both are important and interconnected.

Total engagement depends on employees having opportunities and experiences that allow them to participate in envisioning. Employees should be the primary visionaries of their own careers and joint visionaries in the enterprise. Charge a team to look at one process, system, product or service offering and project it into the future.

I often observe leaders at all levels shy away from giving envisioning assignments because they see it as a weakness. They mistakenly believe that if they don't have a clear vision to unfold, they won't be seen as willful. Don't be afraid to squint into the future and confess that it's not perfectly clear. Understand that envisioning is a life-giving force to employees at all levels.

### Earning

Compensation and benefits create an economic bond between employees and organizations. It may be strong or weak, depending on the quality of the compensation system and the priorities of the employee. For some, earning is the strongest engagement force. For others, it's lower on the list.

Organizations with high employee engagement levels normally provide competitive compensation packages and opportunities for top performers

to accelerate earnings. If an organization's compensation is below market, disengagement will usually appear on this dimension.

### Contributing

The fifth engagement force—and the heart of the engagement model—is based on the fundamental human need to contribute. To make a meaningful contribution and see evidence of accomplishment motivates most people to apply effort over time. It also deepens the relationship with the organization. To build engagement through contribution, give your people specific and important work assignments that can be accomplished in a reasonable time frame. Contribution builds confidence, creates social acceptance and generates momentum to fuel forward progress.

Every week, thousands of well-performing and dutiful employees leave their managers. We discover in exit interviews that many leave simply because they were not given the opportunity to contribute as much as they wanted to. Rather than stay and endure the unmet need to contribute, they leave. Along with measuring and recognizing contribution, ask your employees if they believe that they contribute enough. Some will look at you in bewilderment because their plate spills over. But those who disengage for lack of contribution will almost always let you know.

**Disengaged concludes  
On Page 10**



**Happy Birthday**

**Normand Proulx  
Claude Talbot  
James Allen  
Bruce McRae  
Shawn Kelly**

**Congratulations  
from all your friends at  
OCRI**

## In Appreciation!



Photo: Dave Watts

OCR hosted "Exercise Maple Leaf" at Walkley Yard in late May. Some fifty participants representing over a dozen national and international police forces gathered to learn about explosives in a rail environment. On July 18<sup>th</sup>, Ottawa Police Constable Marty Rukavina (centre) dropped by OCR to present a special certificate of appreciation to general manager James Allen, left and operations specialist, Ian McCord.

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 Ottawa Central Railway **OCR**

## Disengaged from Page 9

When you identify a contribution gap, find a meaningful need or opportunity, and assign the individual to it.

Timothy R. Clark, is founder and chairman of TR Clark Associates LLC, an international consulting and training company, and the author of *Epic Change: How to Lead Change in the Global Age* (Wiley/Jossey-Bass, 2007).



## Commuter Train from page 8

The initiative was first made public on July 23<sup>rd</sup>. Subsequent discussions centered on the kinds of challenges and obstacles associated with this type of undertaking. A July 30<sup>th</sup> round-table dealt with some of the specific issues.

However, Louise Donaldson, Director of the Pontiac Community Futures Development Corporation (CFDC) says interest in this initiative is growing rapidly and it is needed. "It will revitalize the entire region." She added, "both sides of the (Ottawa) river will benefit."

There is still a tremendous amount of work to do. "Studies, assessments, infrastructure and equipment are only part of it," says Ottawa Central Railway General Manager James Allen.

**See Pilot Train, Page 11**

## OCR bids farewell and best of luck to two long-time employees



Ottawa Central Railway, Inc

### MEMO

**To:** All Employees  
**Re:** Jerry Kelly  
**Date:** July 18<sup>th</sup> 2008

I regret to announce that Jerry Kelly has accepted a position with VIA Rail and will be leaving OCR on August 15<sup>th</sup>.

Over the years Jerry has worked as an Engineer, Assistant Transportation Supervisor, Shop Supervisor and recently Transportation Supervisor.

A search for his replacement will commence shortly.

Please join me in wishing Jerry all the very best in his new career.

Sincerely,

James D. Allen  
General Manager



OCR's Jerry Kelly



Ottawa Central Railway, Inc

### MEMO

**To:** All Employees  
**Date:** July 10<sup>th</sup>, 2008  
**Re:** Diane Carrier

I regret to announce the departure of Diane Carrier effective August 22<sup>nd</sup>.

Diane has accepted a position as Controller with Ontario Medical Supplies.

Over the past 4 years Diane has been a key member of the OCR Team and she will be missed. The search for her replacement will commence immediately.

Please join me in thanking Diane for her contributions to the success of OCR and wish her the very best in her new career.

Sincerely,

James D. Allen  
General Manager



OCR's Diane Carrier

### VIA from page 4

In this first phase, upgrades to the Ottawa-Montréal line will include the addition of a .76-km long passing track approximately 16 kilometers east of Ottawa, near Carlsbad Springs. Delivered by special OCR "Rail Trains", VIA is also installing new continuously-welded rail and performing other associated track work over some 40 track-miles between Coteau, PQ, and Moose Creek, ON.

This work is expected to be completed within the next few months.

(CanadaNewsWire 080731)(RAC)

### Pilot Train from Page 10

"Costs, revenues and expenses will ultimately determine the service's viability."

A test run 'Pilot Train' using existing, available equipment is planned this fall. "We want to get an idea of a number of things including approximate running times. There are many things to consider," says Mr. Allen.

Known as the Beachburg Sub, the line runs west from Ottawa, crossing to Quebec at Fitzroy Harbour then back into Ontario at Portage-du-Fort before heading further west to Pembroke.

A third meeting is planned in mid August.



Although no longer in production, RDC Budd cars continue to be a popular unit for commuter and short distance passenger service.



## The Corner Office by James Allen

### REVENUES AHEAD OF BUDGET BUT FUEL COSTS TAKE TOLL

Revenues for the month of June of \$755K were slightly ahead of Budget and 3% behind one year ago. Year-to-date revenues are running 1% over both Budget and prior year.

Challenges for top line growth include the loss in 2008 of Superior Propane, Bakermet traffic and inbound billets to Ivaco. In spite of this OCR has been able to overcome these shortfalls and there are a number of projects "in the works" which will permit us to continue to grow the top line.

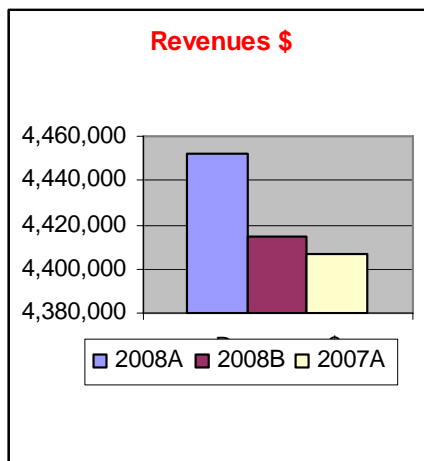
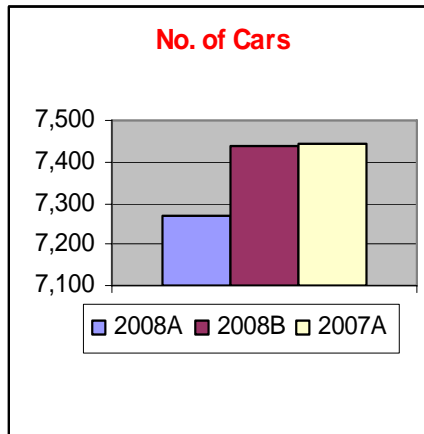
Fuel costs have really taken their toll and after 6 months we have spent \$250K more than planned! Of this very sizable variance \$220K is caused by the increasing price of crude oil. In an attempt to mitigate these costs we have taken measures to increase fuel efficiency by slowing trains to 40 MPH, shutting locomotives down when not in use, isolating power in consists where tonnage permits, improving train handling and keeping the fleet in the best possible mechanical condition.

Save the drops and the barrels will take care of themselves!

There were not a lot of changes in our "performance Indicators" Revenues per Employee remains lower than Objective however this will improve in the 3rd Quarter as we handle ballast traffic on the Alex sub along with rail trains.

## Performance Indicators

June, 2008



Attendance is still low but will improve as well.

Thomas the Tank Engine will once again make his way to Walkley Yard in August and if last year is any indication, we can expect huge crowds. This is a fun event which OCR is pleased to host.

I am sorry to see Diane and Jerry depart however OCR will move ahead.

August will see the arrival of

Shirley Harvey and Jean-Claude Santerre on the property to help us out while the search for replacements begins.

To those of you planning to take vacations in the month I hope the weather improves and whether you are holidaying or on-the-job remember to make every day a safe one.

*Jim*

### "IN BOX" Top Pick

**Subject: A biker and his babe!**



*...when your kids take away your driver's license!*

### The Spareboard

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