



“THE LAURENT CARON FILE” 
 Employee Handbook P3 Holiday Peacemaking P4 EAP Holiday Microsite P8

 Christmas Party Pictures Page 7 

A VISIT FROM THE HILL
 Page 2



Photo Dave Watts

OCR's Victoria Middleton and popular CTV News anchor Max Keeping rub shoulders during the 56th “Christmas Cheer Broadcast on CFRA” on December 2nd. Vicki brought a donation from the staff at Ottawa Central Railway.

OCR HELPS RAISE CHRISTMAS CHEER

Minister, The Honourable Gordon O'Connor and entertainer Wayne Rostad among many more.

“It’s our way of helping those in need” said Ms. Middleton during the noon time presentation.

The companion “Christmas Cheer Breakfast” served a record crowd of some 13-hundred less than a week later, on December 8. The Broadcast alone announced a record pledge of \$180,200 to assist those in need.

The “Christmas Cheer Broadcast on CFRA” was coordinated and directed by longtime Ottawa broadcaster and “Spareboard” editor Dave Watts.

The 56th “Christmas Cheer Broadcast on CFRA” aired December 2 from the CHUM Ottawa Studios and Ottawa Central Railway was there.

Vicki Middleton from the OCR Administration Office presented a cheque for \$350 to “Christmas Cheer” from OCR staff. Funds raised go to the Christmas Exchange and the Ottawa Food Bank.

The program featured a wide array of CHUM Ottawa and CFRA personalities chatting with special guests including CTV’s Max Keeping, National Defence

THE OCR TEAM EFFORT IS SECOND TO NONE!

A dedicated team effort is the motivating factor in any successful business. When exceptional individual talents are pooled to a common cause, good things happen – for the individual, the entire team, and the business.

At OCR, the team effort is a classic blend of exceptional talent, a first class attitude and focused work-ethic where safety and attention to detail always come first.

OCR Sales Manager Mike Downey is breaking new ground in the Pembroke – Petawawa corridor. A recent 28-car move is a fine testament to a full team effort.

See Team Effort on Page 4

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backtrack

By Dave Watts

BEGINNINGS

Ottawa's original light rail

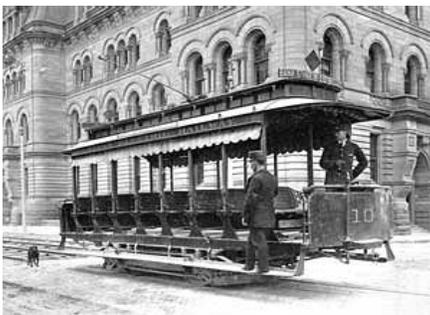
With Ottawa's current light rail future shelved following Council's December 14th vote, "Backtrack" reflects 'back to the future' when electric light rail was originally introduced over 115 years ago.

In the beginning, horse-drawn carriages of the Ottawa City Passenger Railway (OCPR) plied city streets from 1866 until Thomas Ahearn's Ottawa Electric Railway (OER) introduced a competing electric service in 1891.

Four, single-truck open cars were introduced. Car 10, with Ahearn at the controls led the June 29th, 1891 cavalcade south on Bank Street to Lansdowne Park amid smiles and cheers from thousands lining the street. In 1893, the OER absorbed the OCPR.

Tram service continued over the years until May 1, 1959 when the last streetcar, number 859, rolled into the barn. A fleet of 107 new '59' series 40-foot diesel buses from GM replaced the trams.

In addition to the retiring streetcars, Ottawa's fleet of 10 electric CCF Brill trolley buses concluded service on June 29, 1959, the 68th anniversary of Ahearn's triumphant ride down Bank.



Courtesy OC Transpo Collection (CA1509)

OER's car 10 was the first electric trolley to enter service, 1891

OUR BEST TEST RESULTS EVER!

Congratulations on a job well done!

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

From: Serge Beauchamp
Sent: November 17, 2006 9:06 AM
To: James Allen
Subject: Testing Results

MOW employees have worked hard in 2006 to improve all tracks, we are now starting to see good results in our recent Ultrasound and Geometry tests in November 06.

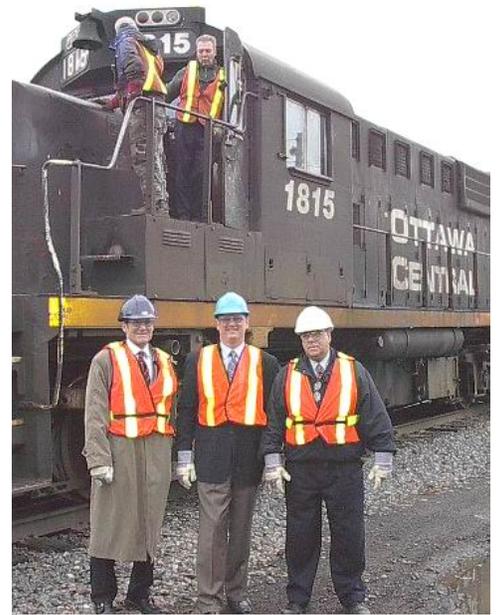
The ultrasound test results in the fall of 05 was 20 defective rails over the Walkley Line and Beachburg Sub. and for November 06 was 8 defective over the same territory.

The Vankleek had 193 defective rail in the spring of 05 and 75 defects in the spring of 06. The Geometry test in the fall of 05 for the Beachburg Sub had 48 gauge spots to repair.

The test performed on November 15th of 06 revealed only 3 small gauge spots that were repaired the next day. Hard work pays off and everyone should be proud of what they accomplish.

These are the best test results OCR has had in the 8 years of operations. Keep up the good work and stay safe.

Serge Beauchamp
Track Supervisor



OCR Photo

David McGuinty, MP, Ottawa South, is flanked by the RAC's Bruce Burrows (L) and OCR's James Allen. Marc-André Gagnon and Claude Talbot are on the locomotive. Mr. McGuinty dropped by OCR for a visit on November 27th.



Rule of the month January, 2007

135. EMPLOYEES ADDRESSED

A GBO, clearance or other authority must be addressed to those who are to execute or observe it. When addressed to a train or engine it must be regarded as being addressed to the conductor and locomotive engineer and also to the pilot or snow plow foreman, if any. A crew member copying a GBO or clearance must ensure that those addressed receive a copy.

Please note that when copying a GBO, a copy must also be made for the other member of the crew.

HAPPY BIRTHDAY!
 Richard Myre, Kevin McRae
 Mike Downey, Marc-Andre Gagnon

HAPPY ANNIVERSARY!
8 Years
 George Brohart, Vincent Mayhew
 Pat Robinson, James Allen

3 Years
 Laverne Brohart

2 Years
 Mike Downey, Phil Perrier
 Jamie Campbell, Shawn Kelly
 Jesse Krasilycz
 Marc-Andre Gagnon

Congratulations from all your friends at OCR!

Excerpts from
The Employee Handbook
 (Ottawa Central Railway)



By Laurent Caron

Section: Selection and Career Management **Section No.:** 2-8
Subject: Transfers and Promotions **Effective:** 11/1/04

Transfers and Promotions

La Société des Chemins de fer du Québec (CFQ) and its subsidiaries encourage employees (unionized and non-unionized) to assume higher-level positions or lateral transfers for which they qualify. Toward this end, the Company has a job posting program that offers employees the opportunity to bid for certain positions within the Company and its affiliates.

- Generally, employees must be in their job for at least one year before applying for a change in position. In addition, employees must have a good performance, attendance and punctuality record.
- Each employee requesting a transfer will be considered for the new position along with all other applicants.
- Each transfer is judged on an individual basis, depending on the needs of both departments involved.
- Management will make all final decisions regarding transfers, in conjunction with the Human Resources Department.

Employees who wish to apply for a transfer should discuss it first with their supervisor/manager and the Human Resources Department so that it may be determined if their skills fit the requirements of the desired job. Employees should also feel free to discuss their career aspirations with their supervisor/manager or the Human Resources Department at any time.

If an employee fits the basic criteria for the position, the Human Resources Department will make arrangements to set up an exploratory interview with the other department.



Safety Rule!

Angele Brisson has selected

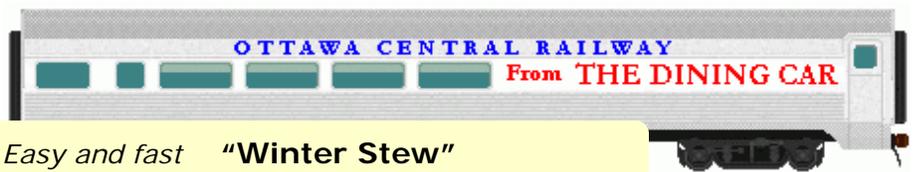
CROR RULE 142 –

Understanding between crew members

- (a) Every conductor, locomotive engineer, pilot and snow plow foreman must read and have a proper understanding of GBO, clearances and DOB as soon possible after they have been received. Each GBO, clearance and DOB must be made available to other crew members, as soon as practicable, ensuring that each crew member has read and understands them and, when required, the arrangements for protection between crews and between foreman and crews.



OCR's Angele Brisson



Easy and fast **"Winter Stew"**

- | | |
|------------|-------------------------------------------------------------------------|
| 2 to 3 lbs | stewing beef |
| 1 | large Spanish onion |
| 5 to 6 | fresh carrots (peeled, rinsed and sliced/chopped etc) |
| 5 to 6 | medium potatoes (peeled and cut into small chunks) |
| 1 can | tomato soup |
| 1 can | Golden Mushroom soup (This is key. Must be Golden Mushroom)(Campbell's) |
| 1 can | water |

Put all ingredients together in a large covered casserole then place in 375 F oven for 2.5 to 3 hours allowing all ingredients to cook and blend together.



The Balancing Act Work/Life balance tips



Courtesy:
Laurent Caron

Team Effort from Page 1

Mike is pleased to share his original email of thanks to Jerry, Serge, Roy, Luc, Diane and Rodney with the entire OCR team in appreciation for an exceptional job, well done!

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

From: Mike Downey
To: Serge Beauchamp; Roy Murray; Jerry Kelly; Luc Larose; Diane Carrier; Rodney Hamilton
CC: James Allen; Mike Downey
Sent: Wed Dec 13 13:22:44 2006
Subject: Thanks

Hello all,

Please extend my thanks to the entire team for jobs well-done over the last couple of weeks.

The 28-car DND move in Pembroke went off exceptionally well and positioned OCR as the desired option for future possible moves to/from Petawawa. While the Petawawa base can be served directly by CPR/OVR, the ease at which the move was accomplished will put OCR in a positive light for future negotiations.

The OCR team also came to Ivaco's aid recently as Ivaco's engine went down.

See Thanks, Page 7

festivities with the people you love, faults and all.

Need more information on how to keep your family festivities fun? Your Employee Assistance Program (EAP) can help. You can receive support through a variety of resources. Call your EAP to see if you are eligible at 1.800.387.4765 for service in English, 1.800.361.5676 for service in French.

This content is meant for informational purposes and may not represent the views of individual organizations. Please call your EAP or consult with a professional for further guidance

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Your Guide to holiday peacekeeping

Happy, fun, merry—hopefully the words that come to mind when you think of holiday family festivities. But for some, anxiety, dread and grief seem to pop up. When loved ones gather, it isn't always a picture perfect holiday. Whether you're gearing up for a few disagreements, or planning an escape route before you set foot in the door, being prepared is the best way to manage relationships and keep the peace. Ease stress, share the load and learn to enjoy your family during the holidays with a little spirit and a lot of patience.

Know what to expect. Does Aunt Martha always bug you about getting married? Will your brother once again brag about his high-paying job? Plan your response in advance to situations that cause your blood to boil. Also, think of ways to handle conflict among other family members. Change the subject, crack a joke or have your partner step in to cool the situation down if you start to lose control or foresee a big fight. Practice your reactions beforehand with trusted loved ones so you're not taken aback on the big day.

Be realistic. Dreaming about the party going off without a hitch creates expectations that probably won't be met. Maybe your kid sister is always gossiping and your cousins never get along. Why should that change now? Accept your relatives the way they are and explore new strategies to cope with personalities or characteristics that conflict with your own. Play with the kids when adults are too much to handle or find friendly ways to end conversations: "Yes Louise, I think you *are* the best cook in the family. Can you pass me some more of that delicious pie?"

Find the spirit. The holiday season is a time for kindness and friendship. Do your best to hammer that home. How?

Try to talk squabbling family members into a truce before the party. Give a speech to remind everyone how much you appreciate and love them. Play Santa at the party to get a good chuckle. Make your loved ones laugh and remind them of the importance of family. Hopefully this will encourage them to stop being naughty and start being nice.

Include everyone. If you have different ethnicities or religious groups within your family, try to include everyone. Talk beforehand about the rituals or traditions everyone would most like to see and share at the party. Whether it's prayer, gift-giving, songs or a candle lighting ceremony, including all family members gives them a sense of belonging. Assure loved ones that they don't need to participate in any activity that makes them uncomfortable.

Share the work. The host has the added stress and tension of preparing food, cleaning the house and setting up games whilst trying to work and care for immediate family. This can lead to anger and resentment. Rather than playing the martyr yourself or watching someone else do all the work, have everyone pitch in. Make dinner a potluck, volunteer to help clean and decorate, stay late to tidy up or designate family members to do different jobs. Another great way to keep family festivities exciting is to rotate hosts each year.

While our image of the holidays is one of peace, love and harmony, the reality can be much different. In fact, most families have their fair share of disagreements, especially when they're all together in one place. Prepare yourself for uncomfortable or irritating situations beforehand, help raise the white flag on any long-standing arguments and have everyone pitch in. Then, sit back, relax and enjoy the

Ottawa Central Railway 2006 Incidents/Accidents through November



	NOV 2006	NOV 2005	FIN 2005	FIN 2004	FIN 2003	FIN 2002	FIN 2001
Main Track Accidents*	0	3	4	0	2	0	1
Non-Main Track Accidents*	9	7	10	9	11	6	8
Crossing Accidents	1	1	1	2	2	4	2
Trespassing Incidents	0	0	0	0	0	1	5
Employee Injuries*	1	3	3	2	5	8	0
Cardinal Rule Violations	0	1	1	0	0	0	2
Hyrail Accidents	0	0	0	1	0	0	0
Vehicle Accidents	0	1	1	1	1	0	1
TOTAL	11	16	20	15	21	19	19
Other	6	8	8	20	13	12	0

	NOV 2006	TOT 2005	TOT 2004	TOT 2003	TOT 2002	TOT 2001
Human Factor	1	4	3	5	3	4
Ice & Snow	1	0	0	0	1	1
Track Conditions	3	1	1	0	1	1
Vandalism	1	0	0	0	0	1
Equipment	0	0	0	0	0	0
3rd Party	3	5	5	6	1	1
Other	0	0	0	0	0	0
	9	10	9	11	6	8

Fun With Words (2)

For those who love the philosophy of hypocrisy and ambiguity...

1. A bicycle can't stand alone; it is two tired.
2. A will is a dead giveaway.
3. Time flies like an arrow; fruit flies like a banana.
4. A backward poet writes inverse.
5. In a democracy it's your vote that counts; in feudalism, it's your Count that votes.
6. A chicken crossing the road: poultry in motion.

12 Days of a Railroad Christmas

On the first day of Christmas my railroad gave to me; one junk freight with zero point two horsepower per ton.

On the second day of Christmas, my railroad gave to me; two grouchy dispatchers with trains in every hole; and one junk freight with zero point two horsepower per ton.

On the third day of Christmas, my railroad gave to me; three lousy Yardmasters ducking behind a window sill; two grouchy dispatchers with trains in every hole; and one junk freight with zero point two horsepower per ton.

On the fourth day of Christmas, my railroad gave to me; four railroad managers hiding in the weeds; three lousy Yardmasters ducking behind a window sill; two grouchy dispatchers with trains in every hole; and one junk freight with zero point two horsepower per ton.

On the fifth day of Christmas, my



railroad gave to me; five Rule 567's joint with other trains; four railroad managers hiding in the weeds; three lousy Yardmasters ducking behind a window sill; two grouchy dispatchers with trains in every hole; and one junk freight with zero point two horsepower per ton.

On the sixth day of Christmas, my railroad gave to me; six slow orders, all ten miles an hour; five Rule 567's joint with other trains; four railroad managers hiding in the weeds; three lousy Yardmasters ducking behind a window sill; two grouchy dispatchers with trains in every hole; and one junk freight with zero point two horsepower per ton.

On the seventh day of Christmas, my railroad gave to me; seven broken rails to keep it entertaining; six slow orders, all ten miles an hour; five Rule 567's joint with other trains; four railroad managers hiding in the weeds; three lousy Yardmasters ducking behind a window sill; two grouchy dispatchers with trains in every hole;

and one junk freight with zero point two horsepower per ton.

On the eighth day of Christmas, my railroad gave to me; eight broken crossings that need to be flagged; seven broken rails to keep it entertaining; six slow orders, all ten miles an hour; five Rule 567's joint with other trains; four railroad managers hiding in the weeds; three lousy Yardmasters ducking behind a window sill; two grouchy dispatchers with trains in every hole; and one junk freight with zero point two horsepower per ton.

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Performance Indicators



November, 2006

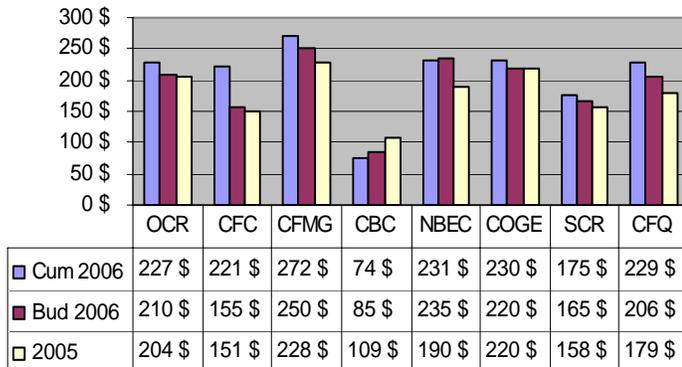
Our Mission:

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

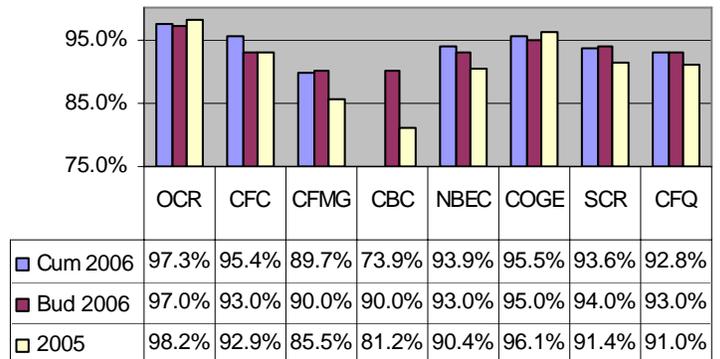
Basis of the Mission:

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

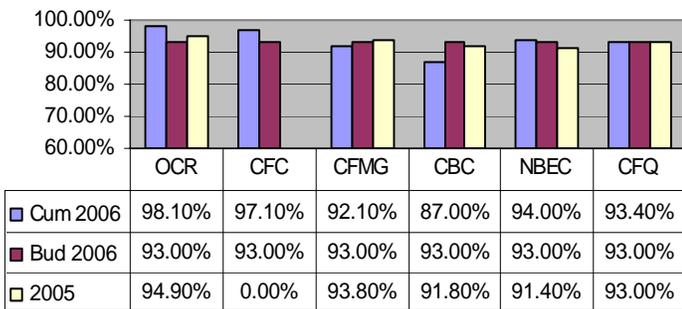
Actual Freight revenues/employee (000 \$)



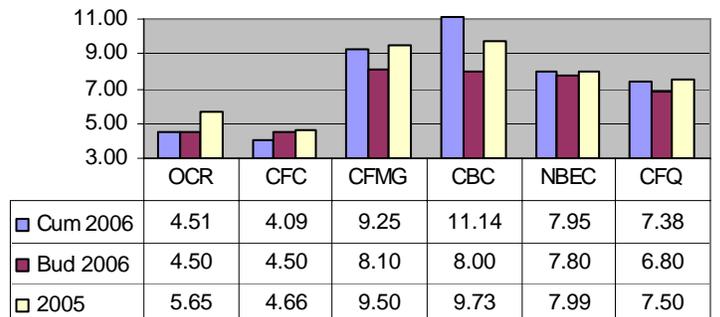
Attendance



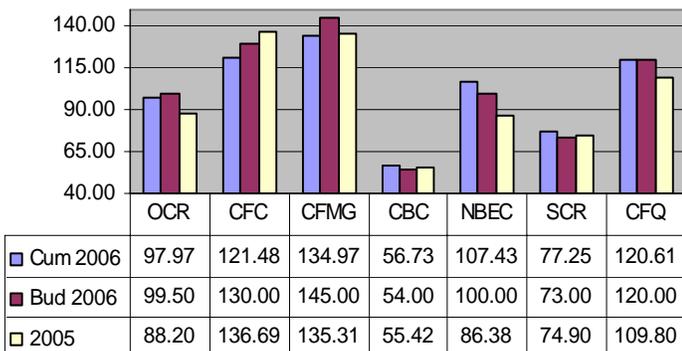
Weekly Car Placements (% Placed / Garanteed)



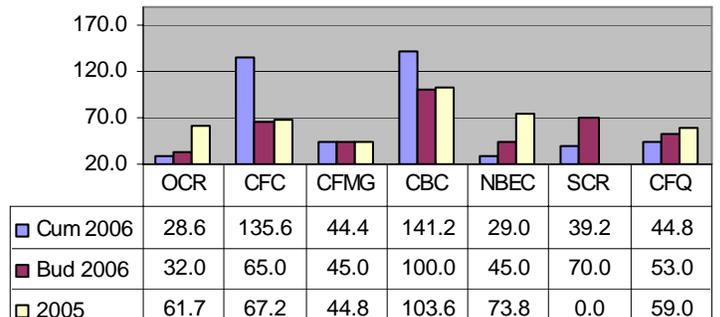
Car cycle (Days (empty-load))



Fuel Consumption (GTM/litre)



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



EVEN "FAMILY" ARE GUESTS IN OUR HOME!

Rodney Hamilton extends special thanks for a great visit

From: Rodney Hamilton
[mailto:rodney.hamilton@cfqc.com]
Sent: November 27, 2006 1:26 PM
To: James Allen
Subject: OCRR VISIT

Mr Allen :

I was very impressed by the cheerful upbeat mood you & your management team have created, while talking with your staff the feeling was a mutual one..... they all love working for OCR ,so congratulations on a job well done !

I would like to take this opportunity to thank everyone from OCR who helped make my stay in Ottawa a very enjoyable one.

Mike Downey, Luc Larose & Jerry Kelly went out of there way to ensure that the time spent with them was enjoyable and a great learning experience.

In one of the conversations with Jerry & Luc we discussed the possibility of doing a RMI training session where I could explain & review the basic understanding & use of the RMI system, this is a very useful tool in car management ,train history, car cycle etc. This would also be a great opportunity to train Victoria in RMI from the billing aspect.

We also agreed at this time to

review each individual train assignment to determine & update new procedures for reporting .

By meeting the customers & their facilities first hand ,I beleive made our customer /client relationship that much stronger...by doing so we have created potential new business.

Also a special thank you to the train crews who were more than helpful.

I truly look forward to another visit to OCR in the future.



Rodney Hamilton
CSR NBEC/OCRR

Thanks, from Page 4

OCR crews provided service at the mill during Ivaco's crucial pre-Christmas rush.

OCR also came to the aid of MacEwen, NRC and SSCC to rectify customer yard derailment situations quickly and efficiently.

The work the team performed was outstanding and greatly appreciated by our customers. This level of service is what differentiates OCR from other railways.

The camaraderie, teamwork and professionalism exhibited is also what makes working at OCR so enjoyable.

Thanks again to the entire team.

Mike Downey

Mike Downey
Manager - Marketing & Sales
Ottawa Central Railway
Tel: (613) 260-9669 ext. 200
Cell: (613) 298-9256
mike.downey@cfqc.com



OCR Sales
Manager Mike
Downey



SENSIBLE ADVICE FOR A SAFE HOLIDAY SEASON

CFQ's Laurent Caron has forwarded the following Company-wide.

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

From: Laurent Caron
 To: CFQCorp
 Sent: Mon Dec 18 11:52:41 2006
 Subject: Le Temps des Fêtes / Holiday Season

To all employees

There is no single reason why someone misuses alcohol or other drugs, or why someone gambles compulsively. Many people develop an addiction to cope with life's problems. For a while, the substance use or gambling may mask our pain, and take away our fear. However, the solution eventually becomes the problem – a problem that often destroys relationships and families.

We've partnered with our Employee Assistance Program (EAP) to put together a Microsite that offers resources and tools to help beat addictions and to get on the road to recovery. The microsite, entitled, **"Let the Holiday Season Move You"**, offers help in three different sections:

- Strategies for change;
- Supporting a loved one; and
- Staying on track.

The microsite, www.shepellfgi.com/holidayseason <<http://www.shepellfgi.com/holidayseason>>, is active until January 31st 2007.

Enjoy!
 Laurent Caron



The Corner Office
by James Allen

Revenues for the month were \$82K below Budget as once again there was no LP traffic. As you all know by now LP has decided not to ship OSB from Walkley Yard however we have and will continue to survive without the business. Expenses were higher than plan due to timing of track program spending. Year-to-date operating ratio of 82.3% is almost on target.

With less than a month to go I would like to reflect on 2006.

While we never did secure the LP traffic and Domtar closed 2 paper machines in Ottawa as did Smurfit-MBI, our operating income is just slightly off plan.

My congratulations to everyone for "keeping their eye on the ball" when controlling costs whether it was fuel consumption, "smarter" work habits, pushing vendors to get the best bang for the buck or most importantly working safely and avoiding unnecessary and costly incidents and accidents.

I want OCR to have "ZERO" reportable incidents/accidents in 2007! How about you?

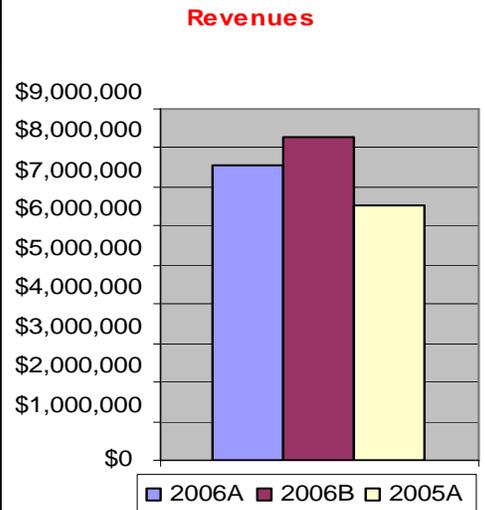
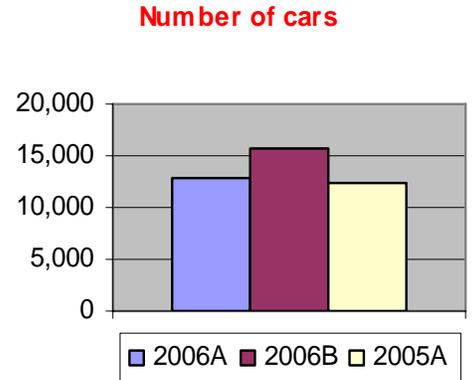
I would like to extend my very warm wishes to each and everyone of you and your families for a very Merry Christmas and a healthy and prosperous New Year.

Make every day over this year's holiday season a safe day.



"Steele Rail" will return in early 2007

Performance Indicators
OR
 November, 2006



"In Box" Top Pick



OC Christmas Party 2006

12 Days from page 5



More pics on page 10



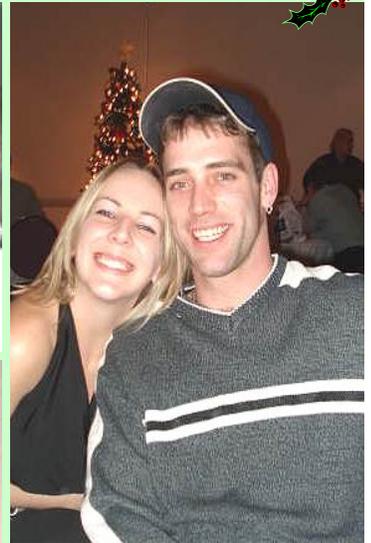
On the ninth day of Christmas, my railroad gave to me; nine cars on the ground, dragged through the ties and two switches; eight broken crossings that need to be flagged; seven broken rails to keep it entertaining; six slow orders, all ten miles an hour; five Rule 567's joint with other trains; four railroad managers hiding in the weeds; three lousy Yardmasters ducking behind a window sill; two grouchy dispatchers with trains in every hole; and one junk freight with zero point two horsepower per ton.

On the tenth day of Christmas, my railroad gave to me; ten misroutes, that have to be setout at the nearest side track; nine cars on the ground, dragged through the ties and two switches; eight broken crossings that need to be flagged; seven broken rails to keep it entertaining; six slow orders, all ten miles an hour; five Rule 567's joint with other trains; four railroad managers hiding in the weeds; three lousy Yardmasters ducking behind a window sill; two grouchy dispatchers with trains in every hole; and one junk freight with zero point two horsepower per ton.

On the eleventh day of Christmas, my railroad gave to me; eleven lazy pool engineers, all laid off sick; ten misroutes, that have to be setout at the nearest side track; nine cars on the ground, dragged through the ties and two switches; eight broken crossings that need to be flagged; seven broken rails to keep it entertaining; six slow orders, all ten miles an hour; five Rule 567's joint with other trains; four railroad managers hiding in the weeds; three lousy Yardmasters ducking behind a window sill; two grouchy dispatchers with trains in every hole; and one junk freight with zero point two horsepower per ton.

On the twelfth day of Christmas, my railroad gave to me; twelve ticked off crews, all stuck away from home; eleven lazy pool engineers, all laid off sick; ten misroutes, that have to be setout at the nearest side track; nine cars on the ground, dragged through the ties and two switches; eight broken crossings that need to be flagged; seven broken rails to keep it entertaining; six slow orders, all ten miles an hour; five Rule 567's joint with other trains; four railroad managers hiding in the weeds; three lousy yard-masters ducking behind a window sill; two grouchy dispatchers with trains in every hole; and one junk freight with zero point two horsepower per ton.

OCR Christmas Party 2006



Special thanks to Roy Murray for the party pics

The Spareboard

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