

BCRAIL Inside Track

FEBRUARY/MARCH 2003

INFORMATION FOR AND ABOUT THE EMPLOYEES OF BC RAIL VOL. 1 ISSUE 1



Consolidation Brings Employees Together

As changes go, these ones were major. After BC Rail exited the ToFC and passenger business, the plan up north was to make better use of the buildings that were no longer needed and to consolidate the Prince George terminal from nine buildings into three. It wasn't an easy move. But people are adjusting and noticing there are some unexpected benefits to working closer together.

When BC Rail was faced with the daunting task of moving almost 80 employees from nearly 90,000 square feet of work space down to 30,000, **Peter Rebagliati**, Superintendent of Train & Terminal Operations, North in Prince George, remembers it was no surprise that initial reactions were mixed.

"Because of the magnitude of the change, some people pushed back. There was fall-out at first, but once people found out the reasons for it, they were willing to participate. The move is accepted now and people are back at work."

John Lusney, Manager, Facilities & Equipment says the consolidation was a necessary part of "moving forward as a viable economic and progressive company." While reducing costs and streamlining work were intended outcomes of the changes, safety, quality and value were the principles applied to making the moves a reality.

"Throughout the process, there was no compromise to safety," stresses Lusney. "It was our number one goal."

Lusney, who is in North Vancouver, relied on his capable frontman in Prince George, B & B Shop Foreman **August Thibault**. Together they spearheaded the various stages of the

consolidation, which started with a reallocation of the materials in the Stores building to the Locomotive and Car shops. Once that was done, the existing Stores building was renovated and became the new home for the B & B Shop, Vehicle Shop, C & S Shop, the Maintenance of Way section, and the administrative staff from Work Equipment.

At the height of the moves, tragedy struck. In July 2002, August Thibault was struck down and killed while riding his bicycle. The entire consolidation process shut down for a month, while staff coped with the loss. B&B Shop Foreman **Pierre Langevin**, Thibault's right hand man and a friend who had worked with him for 25 years, took over coordinating the remainder of the moves in September 2002. When it was done, six buildings in total were vacated and employees at the Prince George terminal were all housed in three newly renovated facilities.

On one memorable day in fall 2002, the entire wash bay from Work Equipment was transported by truck to a new site south of the Yard Office. (see Pierre Langevin photo above).

"Now that people have moved together, it's more practical," says Langevin. "We don't have to drive all over the yard anymore to see each other. It's handy."

On the other hand, Bridges & Buildings Clerk **Roxanne Gunderson** says it has been "quite an adjustment" to go from the B & B Shop's own building to the new location where, with more people in one location, there are also a lot more interruptions.

She has noticed though, that some things are easier, "like getting your mail." And she likes the chance to be around more people. "There were some people we wouldn't see for quite awhile. Now we see them everyday, which is nice."

Tom Wood, Supervisor, Communications agrees the move has its advantages. He likes that he can now "just walk to the trouble calls and locomotives right outside. They were clear on the other side of the yard before. It works out a lot better this way."

Eleven people in Communications moved from the old shop to the new. "Logistically, it's still challenging. We need to sit down in a group and figure out some support functions. Minor stuff like answering phones, keeping track of people, issuing trouble tickets is still not worked out. We just have to tune up the way we do things or rethink where people are in the building."

Overall, Wood continues, "Interacting between everybody in general is better. The B&B guys did a good job. It's a fantastic building."

Taking it with you: The wash bay from Work Equipment was transported by truck to its new site south of the Yard Office as part of the recent Prince George consolidation. Photo: Pierre Langevin

Focusing on the People of BC Rail

Welcome to *Inside Track*, BC Rail's new employee newsletter. Our mission is simple: *Inside Track* is designed to be for and about BC Rail employees. It's a bit of a throwback to the old *Coupler*, but with a difference. The Railway isn't the same place

it was when the *Coupler* existed. We're smaller, for one, and we have a lot of work ahead of us to ensure that we are a safe, reliable and cost-effective company.

Inside Track will reflect that difference. It'll be smaller and lower

cost than the *Coupler*. There is one constant though. *Inside Track* will work best if you are involved. If there's information you feel others in the BC Rail community should know about, let us know. Send your gripes, compliments, story ideas and letters to insidetrack@bcrail.com.

NEWS FROM THE TERMINALS

Squamish Talks Turkey

BC Rail in Squamish and the CAW got together to plan this year's annual Christmas luncheon for the terminal's staff. According to **Earl McKeown**, General Supervisor, Freight Equipment, "this was the first time the two had come together at Christmas to make something like this happen."

Carman **Glen Petruk** barbecued a turkey at home and several beef roasts in the Car Shop kitchen, while Freight Equipment Analyst **Sharon Gilroy** decorated the lunchroom, tossed Caesar salad for everybody and shopped for all the other ingredients for the holiday meal. About 40 Car Shop staff attended, including Freight Equipment Manager **Dave Bandy**, Car Equipment Supervisor **Randy Ripper** as well as several members of the Teamsters. The CAW provided gifts for a draw and, according to reports, the dinner was better than the one catered last year, at about a quarter of the cost.

North Vancouver Gets High Marks

Superintendent **Lever Guenther** of Train & Terminal Operations, South and **Tom Winters**, Manager, Road Operations, Coastal Region, recently conducted a round of meetings with customers to review what happened in 2002 and look to what's ahead in 2003. Overall, they were pleased with the positive feedback received from customers who, in many cases, indicated they will be looking for a continuation of service excellence in the coming year.

Meetings were conducted with key North Vancouver and Squamish customers, including **Norgate, Squamish Terminals, Centra Gas** in Whistler, several independent grain operators, as well as with major industry partners **Vancouver Wharves** and **Fibreco**.

Look for "News from the Terminals" from Fort St. John, Fort Nelson, Williams Lake, Lillooet, MacKenzie, Chetwynd and Dawson Creek in future issues of Inside Track.

Check the Web

With labour negotiations ongoing, and discussions scheduled up until at least March, BC Rail's website provides a regular source of updates at www.bcrail.com/labour/.

In Memoriam: August Thibault 1958-2002

He was one of those people who made friends with everyone he met. Hard-working, generous and universally well-liked, **August Thibault** joined BCRail in 1977.

He was killed riding his bicycle on July 26, 2002, leaving behind his wife and three young sons. In his memory, two of Thibault's closest friends, **Pierre Langevin** and **Don Thorne** had the idea of holding a raffle and selling tickets among their co-workers at BC Rail. Local suppliers generously provided raffle items and the two were successful in raising almost \$6,000 toward the education fund for August Thibault's three boys. Both Thorne and Langevin were pleased and grateful to BC Rail employees for their contributions to the fund. Says Langevin, "People here are like a big family. You can call on them in a time of crisis."

At the same time, 2002 will also be remembered as a year when

five other BC Rail employees sadly lost their lives, and several retirees passed away.

Archie Campbell Sectionman, Fort Saint John

Marvell Gammon Trainman, North Vancouver

Leonard Carter Technician, Squamish

Steven Gebert Track Patrolman, Lillooet

Joseph Knox Trainman, Williams Lake

Retirees: Joseph Letourneau, Clifford

McAteer, Derek Baker, Harry Nichols,

Donald MacKenzie, Emilio Bartoletti, Jonas

Greave, Domenico Vacca, Eric Braun, David

Beath, Donald Gash, Donald Generous, George

Gilmour, James Hurren, Lucia Lucatuorto, Kenneth

Mason, Gyula Izsvak, Kenneth Vaudreuil, Hendrik Lam, John

Veres, Jack Carson, Edway Remy, Pierre Moizo, Kathleen

Bosley, James Robertson, William Semrick, Jill Atkin, Felice

Bevacqua, Kenneth Young.



ABOVE: August Thibault Photo: Pierre Langevin

Milestones

Congratulations to the following BC Rail employees on reaching significant long-service milestones:

Name	#Yrs	Name	#Yrs	Name	#Yrs	Name	#Yrs
Brian D Lofroth	5	Richard N Savage	10	Richard J Epple	20	Roy L Bliss	30
Nigel T Jones	5	Douglas R Massey	15	Gerald L Bellringer	20	Garry Dermody	30
Mark J Bulgin	5	Tracy L Stepaniuk	15	David L Winterburn	20	Esko K Karu	30
Doug A Denluck	5	Gordon C Davis	15	Michael Riley	20	Douglas E Lawson	30
Ronald R McBride	5	Peter Kelly	15	Garry W Eadie	20	Shamsher S Kang	30
Debra L Maitland	5	Kier W Joyce	15	Kenneth G Godard	20	Rob R Pasowicz	30
Pamela E Clermont	5	Wilfred K Borrill	15	Anthony J Steele	20	Terrence O Grenon	30
James L Tubman	5	Tom J Winters	15	Michael Jansen	20	Robert J Packard	30
Craig H Graham	5	Bernie A Eide	15	Martin E Kerbrat	20	Eric H Williams	30
Corey D Ducharme	5	William T Mccauley	15	Keith A Pawloski	20	Kenneth C Crego	30
Robert C Thompson	10	William F Harris	15	Terry O'Brien	20	Maghar S Battu	30
Teena M Martin	10	David J McCrae	15	William R Neilson	25	Clint B Robertson	30
Murray A Purdie	10	Dennis G Byron	15	Daniel J Fillion	25	Glenn F Ponto	30
Christopher M Saarinen	10	Calvin J Duncan	15	Surjit S Minhas	25	Floyd T Brown	30
Gary I Buckley	10	Ray L Kennedy	15	Carlos Porciuncula	25	William R Danks	30
Robert J Campbell	10	Gary A Teigland	15	Arliss G Davies	25	Murray N Reid	30
Scott W Errington	10	Donald J Scott	15	Fernando M Correia	25	Lamber R Kaila	30
Daniel B House	10	Fredrick G Highton	15	Baljinder S Sandhu	25	Brian R Smith	30
Bruce A Elliott	10	Regan R Tubbs	15	Major S Deol	25	Dave S Johal	30
Robert V Demuth	10	Robert H Doerksen	15	Robert M Liwiski	30	Robert T Fisher	35
Gordon C Rhodes	10	Lloyd D Howell	15	Jose D Martins	30	Dave Dhensaw	40
		Hal G Declercq	15	Dennis A Belding	30		

BC Rail Volunteer Firefighters Pose for 2003 Calendar



Glen Petruk, Carman;
Keith Pawloski,

Rockwork Supervisor;

Dave Bandy, Manager,

Freight Equipment.

Photos: Burneing Images

Custom Photographics



Three BC Rail volunteer firefighters recently made the cut as "pinups" in the 2003 On Call 24/7 Squamish Firefighters Calendar. **Glen Petruk**, **Keith Pawloski**, and **Dave Bandy** are respectively Mr. July, Mr. August and Mr. September (see photos at left).

Bandy, who has been a member of the Squamish Firefighters Association since 1986 says he and the other volunteer firefighters carry pagers and are on call seven days a week. The volunteers handle all structural and industrial highway rescue, auto extrication, high angle rescue, interface fires (fires in the interface between the wilderness and the city), as well as residential and industrial fires in the area.

BC Rail Electrical Worker **Sal Luengo** and **German "Chito" Vergara**, who recently retired from his job as a machinist in

November 2002, are other long-time volunteers with the Squamish firefighting squad.

The 2003 Squamish Firefighters Calendar was introduced for the first time this year to help raise funds for the association's many charities, including the children's facilities at Squamish General Hospital, local sports teams and community groups.

Another favourite beneficiary of the fundraising effort is the Fire Training Centre in downtown Squamish where fires and rescues are simulated. The centre houses props for car fires, ventilation, auto extrication, confined space rescue and, according to Bandy, "simulated full-blown house fires."

Along with its employees, BC Rail is a strong supporter of the Squamish firefighters and in the past has donated building materials and an old tank car for staging derailments.

BC Rail Engineers Brave Kosovo

The call came through to Human Resources last year. The United Nations needed engineers to volunteer in Kosovo to keep passenger trains moving across the war-torn boundaries set up between the bitterly feuding Albanians and Serbs. After a world search, the UN still did not have any takers, that is until BC Rail's **Rick Rutledge** agreed to go.

Rutledge, Trainmaster, Train & Terminal Operations North became the world's first engineer to volunteer for the UN in Kosovo. After receiving a leave of absence from BC Rail, he spent a rewarding three months in a part of the world that was completely different from anything he'd ever experienced.

The UN represents 56 different countries in the region, each with a different language. An occasional interpreter helped Rutledge out, but that was the least of the challenges he faced. The UN needed outside engineers to run the trains because the Albanians and Serbs would not stop in each other's territory.

"It had an element of danger," he explains. "There was fire power around us, soldiers with machine guns on the locomotive and on every car, and tanks at every stop."

While he did not receive a salary, Rutledge was given an apartment and living expenses. The conditions, however, were less than ideal. There was no running water from 11 pm to 5 am, and about 40 percent of the time, there was no electricity. The local German-built generator was undergoing a refit and the Russian-built alternative was constantly breaking down.

Making up for it, he found the people to be warm and friendly. And although the trains themselves were in poor repair, he was enthusiastic about the condition of the railways, which had been built under a former communist regime.

"The track was in good shape with continuous welded rail, cement ties and excellent ballast. It was beautiful," he says.

Since Rutledge volunteered, three other BC engineers have also done time in Kosovo. BC Rail's **Brad Kornack** of Williams Lake was next to go, followed by a CN engineer from Prince George, and former BC Rail engineer **Don Crawford**, who is reportedly back in Kosovo.

Rutledge has since been invited to return to train other engineers. But Swede Rail has taken over from the army that ran the system while he was there, and the European Commission is urging use of engineers from closer to home. Still, there may be future opportunities to volunteer, and if there are, Rutledge says he'd be happy to go back.



ABOVE: Rick Rutledge documents life in Kosovo. Photo: Rick Rutledge. BELOW: Photo: Eyewire

What's Hurting You?

A look at more than 400 injury reports for 2002 has revealed a strong trend in overexertion or strain-type injuries. Strains outnumbered other types of injuries by about three to one, with struck by, against, or contact with objects, and falls taking distant second through fifth spots in the "top five" for 2002.

Although the word "strain" brings to mind a minor injury, the category includes damaged ligaments and muscles, torn or compressed cartilage, and other injuries that can become just as disabling, painful and chronic as injuries suffered in other circumstances that might be viewed as more serious.

Strain injuries in 2002 arose from activities such as lifting, walking, climbing, pushing/pulling and repetitive tasks, where employees were using awkward posture, lifting more than 20 kg, involved in repetitive physical motion, and twisting, rotating and flexing. Investigators found underlying causes of strains harder to determine, but many were deemed to be the result of



a recurrence of old physical problems, general physical fitness levels, poor equipment or tool design, and maintenance or housekeeping duties not performed.

So what can we all do to prevent further pain and injury? Nobody intends to twist their knee or wrench their back during the workday, but statistics show that it happens all too often. Scientific study of human error has revealed that many slips and lapses occur during routine skill-based tasks. This time of year we commonly experience a slip based on a routine task when we write a check and fill in the date incorrectly as "2002." Only after we have done this a few times do we pause before correctly filling in the year. This is called "attentional checking."

Sometimes, attention to a routine task is "captured" by distractions or preoccupations. Distractions can be avoided by attentional checking, or continuously reminding yourself during your workday that injuries do occur (400 reports are proof), and today it could happen to you. Whatever you are doing, keep your mind on the job, consider any potential for injury and take whatever action is necessary to avoid it. Nothing is so important that you can't take the time to do it safely.

David Moorhouse
Safety Advisor, Council of Trade Unions

HEALTH, WELLNESS & BALANCE

New Year, New You!

Lose weight and eat less junk food top many lists of New Year's resolutions. But most of us have unrealistic expectations of ourselves. We make a major decision to totally change our eating habits and we forget that we have stressful jobs and demanding family lives. In the end we lose our motivation because it's all just too hard.

Willpower isn't the issue. Willpower is about depriving yourself, which can be depressing and lead to bingeing. When making dietary changes, start small. Set a few realistic goals. In the long run, you'll have better self-esteem and more self-confidence because you'll actually stick with them.

Here are a few tips for a healthier diet and lifestyle:

- Don't skip breakfast. Skipping breakfast gives you the munchies later on and slows your metabolism down. Try starting the day with yogurt and fruit or whole-grain cereal with low-fat milk.
- Don't skip meals or snacks. Try not to let more than five hours go by without eating. Waiting too long can zap energy, and can lead to overeating later. Eat a (healthy) snack between lunch and dinner, maybe right before leaving work, so you will be less likely to grab snack foods once you get home.
- Include a total of 30 minutes of activity every day. It doesn't have to be all at once. If it takes 10 minutes to walk from the bus stop, get off at the next furthest stop so you get a few more minutes walking. And walk it briskly you can lose some weight, improve your cardiovascular system, and sleep better.
- Drink fewer sodas and other sweetened drinks, like iced tea. A big bottle of a juice-based drink can contain 300 calories and those calories add up. Drink water instead. Or mix juice and water, so you're not drinking something so heavily loaded with sugar.
- Aim to eat five servings of fruits and vegetables every day.
- Pre-cut fruits and vegetables, so you can grab them when you're hungry.
- Bring snacks to work such as pretzels, fruit, and yogurt so you won't find yourself at the vending machine every afternoon.
- Fix pasta dishes with veggies and lean protein (like canned shrimp, tuna canned in water, or precooked chicken breast). Adding protein and veggies to pasta allows you to cut back on the amount of pasta (which is high in carbohydrates) while still feeling full.

Anne Kendall
Manager, Disability



Contributing Cartoonist: Daryl Stephenson

BC Rail Commits to 2010 Olympic Bid

From the beginning of bid planning, BC Rail has participated on the Sea-to-Sky group of the 2010 Bid Transportation Committee. Early on, it was recognized that the constraints of the Highway 99 corridor would require the involvement of alternative modes to move large numbers of people between Vancouver and the three major event venues in the Whistler area: Blackcomb Mountain, Whistler Creekside, and Callaghan Valley.



The transportation system must be able to move up to 30,000 spectators and volunteers from the Lower Mainland to all event venues in the Whistler area within a three-hour window.

The transportation challenge is divided into two zones: Vancouver to Squamish and Squamish to Whistler. For the first leg, transport will be managed with a combination of bus fleets on an upgraded Highway 99, plus a fleet of high-speed passenger-only ferries.

Between Squamish and Whistler, transport will be handled by buses over Highway 99. It was originally hoped that BC Rail could contribute to moving people in this corridor but run-time between Squamish and Whistler is too long to enable cycling of the fleets for more than a single one-way trip within the three-hour time limit.

So what role is left for BC Rail? Of the three major venues, both Blackcomb and the new Callaghan sites will have large areas capable of handling the hundreds of buses into and out of the venue locations. Whistler Creekside has no such space available and buses cannot practically serve this site. It is planned that all transportation to and from Whistler Creekside will be handled by BC Rail with a continuous "rail shuttle service" operating between the Callaghan site and Creekside. A new interchange on Highway 99 to access the Callaghan Valley will be immediately adjacent to McGuire on BC Rail. The plan is to

incorporate an intermodal bus/rail transfer facility alongside the north end of McGuire siding as part of the interchange.

Rail transportation of the targeted 8,000 people will be handled by two train-sets of six bi-level coaches each, with a departure from each terminus every 20 minutes. The 2010 Bid Corporation has received commitments from West Coast Express and GO Transit to supply the required coach fleets and motive power.

One advantage of this plan is that it will require minimal new rail-related infrastructure apart from a temporary passenger platform at McGuire and a temporary passing track at a mid-point between McGuire and Creekside. A key safety element of this plan is the need to completely close BC Rail's mainline to freight train movements between Mons and Garibaldi for up to 9.5 hours on the eight days that events are held at Creekside. It is hoped that, with sufficient advance detailed planning, including cooperation of shipping customers, the need for train detours can be minimized.

So far, preliminary planning has been thorough, but detailed planning will commence as soon as it is known whether Vancouver is selected. The IOC will announce the successful host city on July 2, 2003. For further information on the 2010 Bid, check-out www.winter2010.com.

John Leighton
Director, Corporate Affairs

Chairman Receives Golden Jubilee Medal



Chairman of the Board **John McLernon**, and Board Member **Jim Shepard** received the Commemorative Medal for the Golden Jubilee of Her Majesty Queen Elizabeth II in a ceremony in Victoria in January 2003. The medal, presented by Lieutenant-Governor Iona Campagnolo and Premier Gordon Campbell, was created to mark the 50th anniversary of Queen Elizabeth's reign. It is awarded to Canadians who have made a significant contribution to their fellow citizens, their community or to Canada.

The Commemorative Medal is part of the Canadian Honours System - established in 1967.

BCRAIL InsideTrack

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PRINTING

Contact Printing

PAPER

New Life Opaque

Made in Canada by Rolland inc.

30% Post-Consumer Fiber / EcoLogo Certified

Inside Track is published every second month for the employees of BC Rail. It is delivered to BC Rail terminals around the province and is available online at www.bcrail.com

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BCRAIL

New Chief Medical Officer Visits North Vancouver

New Chief Medical Officer **Chris Stewart-Patterson** spent the afternoon of December 17, 2002 in North Vancouver with **Anne Kendell**, **David Moorhouse** and **Jason McMillan** reviewing safety procedures in Operations and Reload.

The purpose of the tour was to familiarize Dr. Stewart-Patterson with some of the more common causes of work-related injuries and to gain his input into improving procedures. Switching, uncoupling cars, and climbing on and off engines were work practices looked at with particular interest. Suggestions will be passed along to the Occupational Health and Safety Committees.



ABOVE RIGHT: *John McLernon Receives Golden Jubilee Medal From Lieutenant-Governor and Premier. Photo: Government of British Columbia.*
ABOVE LEFT: *Photo: Eyewire* BELOW: *Left to Right: Anne Kendall, Manager, Disability; David Moorhouse, Safety Advisor, Council of Trade Unions; Chief Medical Officer Dr. Chris Stewart-Patterson; Jason McMillan, Supervisor, Train Operations. Photo: Debbie Smart*