



TSC WESTERN REGION VIEW

TSC ENGINEERING – WESTERN REGION



The Phoenix Maintenance of Way team surpasses 5,000 days reportable injury free April 11. From left are Gabriel Estrada, track supervisor; Chris Cowart, backhoe operator; Juan Ontiveros, ballast regulator operator; Randy Terrell, TSC coordinator; Miguel Maese, welder; Del Ball, track foreman; Rogelio Zuniga, track foreman; Johnny Soliz, ballast tamper operator; Troy Caratachea, track supervisor; Kevin Jones, surface foreman; Joe Calamari, grinder operator; Jose Miranda, gang truck driver; and Jarrod Frazier, work equipment helper. Not Pictured are Stephen Gora, manager-track maintenance; Ray Williams Jr, track supervisor; Mike Slavens, trainee; and Jordan Burrage, trainee.

// We want to recognize those who have been here: the employees on the ground. They made it happen, so they deserve a big thanks.”

*- Del Ball,
TSC facilitator*

5,000 Days and Counting

Union Pacific continues to produce best-ever safety numbers, and the Engineering Department’s employees are playing a key role. Such is the case in Phoenix, where Maintenance of Way employees reached 5,000 days reportable injury free April 11.

“It’s a milestone not many people can say they’re part of,” said Del Ball, TSC facilitator. “Five thousand days is quite a feat.”

The crew covers about 130 miles of track populated by industries and customers. They inspect almost 500 switches every month. Phoenix is home to 1.5 million people, so vehicular traffic is one of the greatest risks they face. And, of course, the area is famed for its heat.

“In the spring, the heat climbs into the 90s,” Ball said. “In some places it’s still snowing, but we’re preparing for heat issues. Air temperatures can reach 115 degrees, and track could get to 150 degrees.”

The team also must acclimate to new managers and co-workers who train with them and then leave for larger gangs. The strong safety culture and family atmosphere ensure turnover is not a problem. Each new person can fit in and feel safe from day one.

“I think all of us take it personally,” Ball said. “We don’t ever want to see injuries. When somebody comes in as a manager or part of the workforce, we stay close to them, go a little slower and help them understand the safety part. The work is there, but the safety is how we take them under our wing.”

One of the biggest contributions to the safety streak comes from doing the job right the first time. Ball said with good morning safety meetings, solid plans and thorough job briefings, they go into each task knowing what to expect.

“Those are the most critical things to help eliminate risk,” he said. “We take pride in our territory and ensuring everyone comes back safely, and that comes with doing the job right. Do it right the first time and be safe about it.”

Ball said in the past 13 years many people have played a role in the streak. He extended thanks from himself and the Phoenix gang for their efforts and support.

“We want to recognize those who have been here: the employees on the ground,” Ball said. “They made it happen, so they deserve a big thanks.”



UP attendees at AAR Railroad Safety Leadership Forum include, from left, Cameron Scott, executive vice president-Operations; Bobby Humphreys, TSC coordinator; Bob Grimaila, vice president-Safety; Rod Doerr, assistant vice president-Safety; Trent Ward, TSC coordinator; Chris Sieber, TSC coordinator; Rich Castagna, regional vice president-West; Dave Wickersham, chief engineer-Maintenance of Way; and Wayne LaBelle, TSC coordinator.

Team Attends AAR Safety Forum

In April, the Western Region Engineering Total Safety Culture team represented Union Pacific at the Association of American Railroads (AAR) annual Railroad Safety Leadership Forum.

The forum provides a venue for teams from AAR member railroads to share achievements in safety, injury prevention and best practices.

During the forum, TSC Coordinator Trent Ward, along with service unit TSC Coordinators Chris Sieber, Wayne LaBelle and Bobby Humphreys gave a presentation on Courage to Share, a close-call reporting initiative started by the group.

The team took home two individual awards and the team award. Afterward, other railroad participants swarmed them for more information on the process.

"It is no surprise to me that the team had the best presentation," said David Wickersham, chief engineer-Maintenance of Way. "On three occasions, representatives from different railroads present at the forum asked for my business card so that they could contact me later about Courage to Share."

This TSC group has earned management and employee buy-in with the Courage to Share initiative. One feature that helps make the initiative a success is

employees who participate by reporting close calls receive no disciplinary action, as the goal is to use the close call as a learning opportunity. Employees have reported more than 250 near misses in the past three years. The team has used the information they gathered to track and mitigate or prevent risk.

After analyzing the data, the team has taken action on the top three near-miss categories. They are working on subdivision risk maps to enhance roadway worker safety, teach Smith System defensive driving training to help avoid vehicle incidents, and address lifting injuries by supporting the installation of material racks and how employees sort material.

The Western Region TSC team's efforts have resulted in heading down the path toward zero injuries. The 10-person team represents the Bridge, Signal and Maintenance of Way employees across the 10,000-mile Western Region. In their work, the team crosses 10 mountain ranges, two deserts, and parallels the Pacific Ocean and many rivers, each of which present a different challenge. TSC helps each group respond to those different challenges.

"I thank the 2,000-plus employees of the Western Region for your participation, hard work and dedication to safety," Wickersham said.

LA Service Unit Analyzes Data

Observations are the foundation on which Total Safety Culture rests. They provide employees with the information to positively intervene on behalf of their co-workers' safety.

Los Angeles Service Unit employees understand the importance of the process and engages in bimonthly reviews of the observations. In May, TSC I-Team members gathered in City of Industry, California, to perform this vital task.

As part of the two-day process, employees sifted through the data gathered and identified the top at-risk behaviors. Most recently, they identified on-track safety as an area of concern. They will continue analyzing to develop solutions that hopefully can be applied systemwide.

Gathering I-Team members is key to reviewing data because it allows sharing ideas. If one district has overcome a challenge a different district is facing, being in close proximity, talking about the problem and knowing what has worked before, makes the process more efficient and responsive.

To get to these meetings though, employees have to gather cards. Los Nietos TSC Facilitator Johnny Aguilar regularly tries to perform observations. Being understanding and positive are two of his best tools.

"We try to give feedback," he said. "When we observe them and go through whatever they do, we start positive. We say what they did well, what we liked and then we go and discuss the behaviors or anything we might have found to explain it."

Aguilar ensures people know observations are not about getting someone in trouble, but rather keeping them safe. All observations are anonymous. He hopes once people see the benefits of TSC, they will join the effort and enhance safety for themselves and co-workers.

Avoiding The Summer Spike

The Summer Spike program is an integral component of Total Safety Culture throughout the system and takes on additional importance in the Western Region where conditions vary and can include triple-digit heat.

Employees on Sunset Service Unit use a buddy plan to ensure they remain safe and healthy throughout the day. Each employee is assigned partners to look after each other. Like all work on the railroad, having the courage to care plays an important role the health and well-being of one's co-workers. An extra set of eyes may notice something another did not.

Main points of emphasis for Summer Spike include:

- Proper rest and hydration. The battle begins at home the previous night, long before arriving at a job site. It takes three 20-ounce bottles of water to reach a proper hydration level for anticipated 85 degree conditions, without humidity. For hotter and more humid conditions, even more fluids must be retained before, during and after a shift.
- Air temperature tells part of the story, but heat index is the true measure of field conditions. Know personal limits and follow instructions for general, high and extreme designations.
- Proper nutrition is especially crucial when working in a summertime desert environment. Eat right, pack a light lunch and take fruit breaks at 9 a.m. and 1 p.m.
- For those new to the area, there is an acclimation period for adjusting to the climate. Typically this period lasts from 14 to 21 days. Emphasize this to new hires and other new arrivals.
- Schedule the day around the heat, with the most strenuous work during the early morning hours. Less physically taxing projects can be tabled until the afternoon.
- Be on the lookout for potential physical issues, including heat exhaustion and heat stress. Be on the lookout for symptoms such as fatigue, shortness of breath, headaches, flushing of the skin or dizziness. Frequently rotate employees in and out as needed. If an employee stops sweating, move the person to a cooler area immediately. This is a symptom of heat stroke.
- Take frequent water breaks and ensure others within a group drink plenty of water as well.
- Know and listen to one's body. Do not push oneself; it is not worth it.



Correction

In the previous edition on page 6, Jose M. Tovar, track supervisor, was mentioned. However, the photo used alongside the story was of Jose T. Tovar.

Taking Care of Business

When the TSC program needed a logo for the Town Hall Summer Spike roll-out they turned to Marty Kendrick, distribution coordinator. Co-workers said he created a masterpiece.

In fact, the logo was so well received employees started requesting it on items such as stickers. Unfortunately, it was not in the right format when it was sent to the print shop. Total Safety Culture Coordinator Randy Terrell reached out to Kendrick to solve the issue, and Kendrick made it a priority, dropping what he was doing twice throughout the day. The second time Terrell reached out to Kendrick, he heard children in the background and realized Kendrick was on vacation.

“He was taking care of my requests, when he clearly did not need to even answer the phone,” Terrell said. “This speaks volumes about a TSC brother and his unselfish approach to taking care of business. This is why we do what we do. We have a fellowship of awesome leaders in our TSC family.”

Kendrick's co-workers extend their thanks for his dedication.



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Stairs Elevate Safe Oil Disposal

Disposing of oil in Ogden, Utah, yard previously presented a challenge for employees, but thankfully one employee noted the issue on an observation card.

“We collected the data, and we knew we had to take action and make it a safe behavior,” said Francis Remkes, TSC facilitator.

The solution devised by the TSC team is a deck. At 16 square feet, it offers a place to set the buckets as people climb up and is large enough for employees to stand comfortably. The response from employees has been exceptional.

“For safety, it’s a good idea and an easy fix,” Remkes said. “We’ve had a big response. It’s helped quite a bit.”

For their efforts in putting the deck together, Remkes thanks Welders Shane Tempfer and Brandon Wilson. He also thanks management for their support.



After: Fernando Zavala, machine operator, easily empties oil into the container thanks to the new steps and deck constructed by the Ogden, Utah, TSC I-Team.



Before: Employees notice the need to enhance the process of disposing oil.

Beltran Is Back

History is bound to repeat itself, but for Simon Beltran, it happened a little sooner than expected. In April, after a year away, he returned to Gang 7407 for his second stint as facilitator.

Beltran is in his 10th year on the railroad. He has served throughout the system, but he’s happy to come back to his tight-knit group.

“There are only seven of us, but we all participate in the safety process,” he said. “They give me good feedback.”

The gang’s head count might be small, but their safety numbers are not. As of May 27, the group was sitting at 4,588 days reportable injury free. Beltran attributes that to the culture they have built. When something might be potentially risky, they stop the line. They speak up and take their time.

“We believe in safety,” he said. “We believe in ensuring everybody is doing everything they can to go home safely. Everybody gets a pat



Simon Beltran, Gang 7407 TSC facilitator, joins his son, Lorenzo, 11, after a baseball game.

on the back for good work. We’re buddies here.”

Currently, Beltran is looking into a process to better organize and move the group’s equipment.

For news coverage, contact Matthew at the newsletter office by phone at 402-475-6397, fax 402-475-6398, mail information to 2201 Winthrop Road, Lincoln, NE 68502-4158, or email matthew.miller@newslink.com. This material is intended to be an overview of the news of Engineering – Western Region. If there are any discrepancies between this newsletter and any collective bargaining process, insurance contracts or other official documents, those documents will govern. Union Pacific continues to maintain and reserves the right, at any time, to alter, suspend, discontinue or terminate all plans and programs described in this newsletter. This newsletter is not an employment contract or any type of employment guarantee. Thanks to everyone on the Western Region Engineering TSC team for taking the time to contribute to this newsletter including, but not limited to, David Cardenas, Gary Colby, Randy Terrell and Trent Ward.

Maldonado Sells Safety

While attending systemwide training, Manny Maldonado, Pocatello, Idaho, I-Team member and safety captain, heard the importance of Total Safety Culture summed up in one sentence.

“People do not buy what you sell, they buy how you sell it,” he said. “That has always stuck with me. I care for my friends and do not want to see anyone get hurt. I want them to enjoy the weekend, whether it be fishing or going to football games.”

Maldonado actively emphasizes the need to look out for one another as part of Pocatello’s TSC focus. He wants people to remember their families and friends at home.

“We have lives outside of work,” he said. “When arriving on the job, it is much easier knowing we have each others’ back. We have to stay in the moment.”

During his career, Maldonado has operated in various terrains and conditions throughout Union Pacific’s 23-state territory as a member of CAT, concrete renewal, P-811, tamper and tie gangs before settling in eastern Idaho as a backhoe operator. In 19 years on the railroad, he has seen safety evolve.

“It has come a long way,” he said. “When I started, we did not have TSC. Hands down it helps everybody while molding our younger generation. It is a concept on how safety could be and should be.”

Currently, Maldonado is introducing TSC to six new hires whom he expects to mesh with the veterans right away.

“We show how TSC can be from the get-go,” he said. “It is a little easier with new hires. They go to the field with the concept instilled and enhance the process.”

Upon arriving on Pocatello Service Unit, Maldonado volunteered his services as safety captain. His tenure has resulted in processes including new equipment and tool racks with improved organization.

“I am proud to be part of the solution,” he said. “TSC means so much to different people on so many levels. We take it



Manny Maldonado’s children, from left, Maddox, Yzabella and Jurnee



Pocatello, Idaho, I-Team member Manny Maldonado and his wife, Rainbow

home to our families, and it is a light that clicks to those not previously exposed.”

Along with TSC Coordinator Warren McWilliams, Maldonado appreciates support from Manager-Track Maintenance John Dahlke.

“He works incredibly hard for us,” he said.

Maldonado takes advantage of the beautiful region along with Pocatello’s proximity to Yellowstone National Park. He frequently spends time at American Falls Reservoir with his wife, Rainbow; daughter, Yzabella; and sons, Jurnee and Maddox. The family enjoys fishing, sledding and water skiing.

Portland Service Unit Starts Weight-loss Challenge

Employees on Portland Service Unit have realized that safety is more than just a set of actions while on a worksite. It’s a lifestyle.

After discussing ways to get more people involved in Total Safety Culture, the I-Team came upon the idea of a weight-loss challenge. Injuries can result from fatigue. After long days of heavy lifting in the summer heat, exposures are magnified.

“Most of our injuries are slips, trips and falls,” said Andy Chavez, TSC facilitator. “When we work out our joints and muscles, we’ll avoid strains and sprains. We’ll be better prepared”

The first-ever weight-loss challenge began with a weigh-in in April and continues through September. Nineteen people and three work groups are participating. Awards will be given to the person who loses the most individually and to the work group that loses the most collectively. Even early on, the results are starting to show.

“We have a foreman who’s already lost 10 pounds,” Chavez said. “He went and told his family what we were doing, and they got on board, too.”

Not only will the challenge help employees on the job, it will help them in all aspects of their lives. Higher energy levels, better moods and an improved immune system result from exercise. Chavez hopes this will inspire others to take ownership of their health.

“This is about having the courage to care,” he said. “We’re doing this for the health of everybody involved.”



Indio Welders Win

As the saying goes, you know you're a welder when your Sunday shoes are steel toed. Nobody embodies that better than members of the Indio, California, District. They recently won a Los Angeles Service Unit competition to see which district could perform the most welds by making 38 in one month.

The competition was the idea of Dan Thompson, director-track maintenance. For their efforts, the Indio team received meat from Omaha Steaks.

It was not just about speed, it was about quality and safety. When on a job site, the Indio team uses Total Safety Culture principles.

**Our welders
are some of the best.”**
– Chris Torres, TSC facilitator

“Our welders are good about keeping the work area clean,” said Chris Torres, TSC facilitator. “We follow each procedure and keep the book in hand.”

Of special concern to the Southern California crew this time of year is the fire risk. Because of a prolonged drought, each job must be performed with the utmost environmental care. Torres said the Indio team always has water on hand, places people on fire watch and communicates with their director of track maintenance before performing any action.

“The way they work says a lot about their professionalism,” Torres said. “They love their jobs, and they're professional about it. Our welders are some of the best.”



Members of the Phoenix Maintenance of Way crew begin a thermite weld. From left are Rafael Garcia and Robert Long.

Family First for DeAnda

One of the key goals of TSC is to ensure each employee goes home safely to their families each day and to enjoy life injury free. This is one of the biggest reasons Jesse DeAnda, Gila Subdivision curve lubricator maintainer, joined the program.

“There's nothing better than knowing your co-workers are watching out for you,” he said.

DeAnda has been married four years to Emma. They have children Yamali, 12; Yareli, 10; Jacob, 8; and Elliot, 6. They enjoy wakeboarding, going to the river and cooking out. One of the family's favorite activities, though, is showing pigs through 4-H.

“The girls wanted a pet, so we got a pig, and they loved it,” he said. “This year we have three pigs we're getting ready

for. It's a family thing. Every day after work we walk, feed and train them.”

Training is key when showing a pig. Not only do the animals need to learn how to follow instructions and stay on a path, the person in charge of the pig needs to learn how to issue those commands and keep the animals under control.

Physical appearance of the animals is also important. Before being shown, the pigs are covered in a glossy spray. They are eventually auctioned and the children get the money and awards for their presentation and training. Letting the first one go is never easy, DeAnda said.

This is Yareli's first year showing, but Yamali already is a champion, having earned herself blue ribbons.

DeAnda's dedication to his family



TSC Coordinator Randy Terrell, left, names Curve Lubricator Maintainer Jesse DeAnda Sunset Service Unit TSC Employee of the Quarter.

through TSC is apparent on the job. He recently was recognized as the Sunset Service Unit's TSC Employee of the Quarter.

“I presented this award to Jesse for his outstanding leadership and setting the example for our employees on Gila Subdivision,” said Randy Terrell, TSC coordinator.

Thompson Supports Culture

After eight years with Union Pacific and extensive experience on the planning and strategic side of Engineering, Dan Thompson came to Los Angeles Service Unit March 1 as director-track maintenance. He knows employees are the foundation of the Total Safety Culture process and hopes his new role as manager will allow him to support them and their needs.

“When the folks on the ground identify issues through the DOIT process, a manager’s involvement often makes the difference between getting it done or not,” he said. “An engaged manager can take that and help them see it through. That’s what I want to do.”

Many factors go into safe production, including policies, procedures, processes, individual behavior, peer intervention and manager involvement. Thompson thinks TSC is important because it brings all these elements together. When Total Safety Culture is working like it is supposed to, nothing gets overlooked.

“If we rely on only one or a few of those factors, a lot of risks can fall through the cracks,” he said. “By having an engaged peer

group of employees looking out for each other, we’ll have unprecedented safety. It’s crucial that TSC steps into that role.”

In his time with Union Pacific, Thompson has watched the safety process take shape. He believes TSC has created a culture of safety one can notice across the service unit.

“Employee engagement has improved, and it starts with employee morale,” he said. “I’ve had people come up and say they’re excited about the way our service unit is going in terms of attitude toward employees and our approach. I’m starting to see encouraging things and think we’re seeing a change in culture.”

Thompson noted the great safety record held by employees. Many work groups have gone more than one year reportable injury free and track-caused derailments are down. He credits that to TSC.

“We’re making tremendous strides in personal safety and in derailment prevention, and that’s all because of employees who are engaged,” he said. “They take things out of service instead of letting it slide. They’ll take the tough route because it’s the right thing to do.”



Dan Thompson, director-track maintenance

By having an engaged peer group of employees looking out for each other, we’ll have unprecedented safety.”

– Dan Thompson

This Little Light of Mine

To continually combat potential risks associated with darkness and to extend Total Safety Culture throughout the Utah Service Unit, TSC members have been devoting their time to placing safety lighting on storage containers.

The containers, which often are in remote areas, present challenges to employees who must find them at all times of the day or night. When the sun goes down, the risk of slips, trips, falls and pinch points goes up. The new lights help employees see where they are walking and what they are doing. They are solar powered to conserve energy and motion sensitive so they are available whenever an employee draws near.

The effort to outfit the containers began a few months ago. It has not been completed, but Coordinator Gary Colby said the hardworking I-Teams will install them as opportunities become available.



New solar-powered, motion-sensing lights get placed on containers throughout the Utah Service Unit.



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Derail Beacons Easier to Spot

Working at night can present risks for Engineering crews across the system. Low visibility, coupled with train movement, especially in yards, means employees have to keep their wits about them and remain alert. The Total Safety Culture team in Salt Lake City is taking steps to address the issue.

During the past few months, the group, led by TSC Facilitator Richard Morgan, has devised a light that can be placed on the derails, resulting in an eye-catching display enhancing safety — especially for crews working in a yard.

“They’re building trains all the time, and we have to go out and work

at night sometimes,” Morgan said. “This helps ensure trains aren’t accidentally sent down the wrong track.”

Previously, crews would have to rely on lights in the yard or another system to keep train crews aware of their presence.

Now these beacons, which either flash or hold solid, illuminate the derails. They are magnetized so they can be placed almost anywhere and are bright enough to be seen a quarter mile away.

Reaction from employees has been positive.

“The employees feel better,” Morgan said. “They’re more confident somebody will see it now.”



New derail beacons shine brightly.



The new derail beacons make it easier to see where a derail is placed. They can be spotted up to a one-quarter mile away.



The lights are now available and can be acquired using eProcurement codes 270-5385 Red, left and 410-1826 Red.