



Sunset Service Unit Sets Goals



Rodney Doerr, assistant vice president-safety, addresses employees.



Lance Hardisty, superintendent-transportation services



From left, Fred Burkhardt, operator; Jesse Deanda, curve maintainer; and Adalberto Baldenegro, track foreman

Railroad leadership and TSC members gathered in Phoenix Feb. 11 for Sunset Service Unit’s annual C-5 meeting. Attendees discussed 2014’s successes and this year’s goals.

Rod Doerr, assistant vice president-safety, told attendees that despite handling 17 percent more business than 2013, employees set records for low reportable injuries and derailments last year. He credited much of that to the TSC process and encouraged employees to keep making strides.

“I’m a total believer in TSC,” he said. “I’ve seen it; I’ve watched it work. We’ve got a good flight path and are setting new records, but that isn’t enough. We have to be better.”

Lance Hardisty, superintendent-transportation services, emphasized his support for TSC and thanked attendees for their work.

“I’m glad to be a part of this team,” he said. “I’ve been a part of TSC since its inception. It means everyone — all crafts, departments, managers and employees together. I support each and every one of you. You’ve done great work.”

During 2014, significant progress was made on 5S projects in Alamogordo, Deming, Gila Bend, Phoenix, Tucson and Tumcari. Bed liners were applied to work vehicles. Several DOIT processes were enacted and finished. Five new safety leaders were elected and 100 percent of Sunset Service Unit employees received the TSC eight-hour workshop. Almost 1,000 observation cards were collected in 2014, allowing for greater responsiveness to employee needs and potential risks.

“Everyone in this room is a critical part of making this safety process work,” said Trek Fitzgerald, rules and safety trainer. “We are progressing at a steady rate.”

As for 2015 goals, the Engineering team set an aggressive mark. Each district plans to complete a DOIT process, and each location should have its 5S material compounds completed. The group plans to increase cross-craft participation. They also are working to create a reference guide, territory matrices and working with zero incidents. Finally, service unit employees want to standardize the safety teams.

“We have a challenge in front of us,” said John Taylor, director-track maintenance. “We want to enhance this culture. The challenge is to keep taking that step forward. I’ve been pleased with what I’ve heard. The team always is thinking and bouncing ideas, and look where it has taken us.”



Sunset Service Unit employees gather in Phoenix in February for their annual C-5 meeting.

Portland Puts Recognition Program in Drive

Two Portland Service Unit employees combined to drive nearly 60,000 miles without incident. They were the inaugural winners of the service unit's drivers recognition program.

The program rolled out in January 2014 after extensive planning and tracking by Coordinator Chris Sieber, who borrowed the idea from his military deployment to Iraq.

"Between 2009 and 2010, I put my drivers in for a drivers' badge," he said. "I wanted to recognize them for driving so much through Baghdad and the other areas there without crashes or injuries. I figured we could do the same here in the United States."

Sieber coordinated with system employees to discern appropriate levels for the award. They settled on 40,000 miles or one year.

"Those goals didn't seem unreachable, but they weren't going to be easy," he said.

Sieber then asked employees to send him their total miles starting and ending each day. He tallied the numbers and verified them each month.

The winners were Truck Drivers Scott Wiyrick, who drove 30,864 miles, and Dave Watkins, who drove 27,079 miles, between Jan. 1 and Dec. 31, 2014.

Sieber said safe driving recognition is important because it's such a significant part of the workday for many employees. It also



Truck Drivers Dave Watkins and Scott Wiyrick win Portland Service Unit's inaugural driver's recognition program.

is one of the riskiest daily tasks.

"You only have control of the vehicle you're in, not the thousand other people on the road," he said.

Roseville Enhances Track Matrix

Roseville Service Unit employees are making strides with a new track matrix. They hope to eventually develop a universal matrix for use systemwide.

This is not the first matrix used by the service unit. The team is updating the version with its own valuable information including important phone numbers and potential risks.

"We're trying to add our own little punch," said Facilitator Eddie Soto. "We'll highlight high-traffic crossings, crossings that may be too short to set on with boom trucks and potential high-risk areas known for accidents."

In March, Soto and Hugo Flores, yard track inspector, headed out on Fresno Subdivision to help identify problem areas. To be thorough, track inspectors traveled the territory to ensure they didn't leave anything out.



Eddie Soto, TSC facilitator



Hugo Flores, yard track inspector

Soto anticipates this will be of particular use to traveling gangs who do not have comprehensive knowledge of an area. By alerting them to potential risks before they arrive at the location, they can better prepare.

"For example, on our double track, we have a history of vagrants," Soto said. "We'll point that out so they know to watch for people and to not leave machinery out."

The team is starting with Fresno Sub, but plan to soon include the rest of the service unit. Because each territory has a matrix that differs from the rest, Soto hopes their version can catch on, standardizing the format for employees.

"We want to make something so if you go to another territory, you can be familiar with it and it's easy to read," he said. "We'll put it out and hope it catches."

Backing up is one of the most dangerous activities in a vehicle. The Western Region is drafting backup recommendations to enhance safety.

Western Region Drafts Backup Recommendations

Driving is considered to have potential risk for Engineering employees, and backing up is a task of particular focus for any driver.

The National Safety Council reports that up to 25 percent of accidents occur due to poor backing techniques with more than 200 deaths and 15,000 accidents occurring annually.

In the railroad industry, large trucks can compound the potential risk with blind spots obscuring passenger vehicles. As a result, recent training has focused on backing safety and eliminating incidents and close calls.

Pocatello Total Safety Culture Coordinator Warren McWilliams, Portland Coordinator Chris Sieber and Western Region Coordinator Trent Ward joined other Western Region TSC personnel in Colton, California, to draft recommendations enhancing back-up driving safety.

“We have to be sensitive,” said Jeremy Roat, Oregon-based regional crossing gang dump truck driver. “We either have someone stationed on the ground or we get out first to check our paths.”

Recommendations from the Smith Driving System strongly advise a speed of less than 1 mph while backing up. Mirrors cannot be relied upon to survey an entire scene. In a typical medium-sized truck, a blind spot can extend to 16 feet in front and 160 feet behind a vehicle.

When in parking lots, unnecessary situations can be avoided by parking in uncrowded areas, allowing for easier exits.

Each condition is unique, even when parking in the same location. Drivers should be aware of the vicinity and changes in weather conditions. Performing a walk-around gives a firsthand view of possible potholes, muddy areas or other potential dangers. Backing without a spotter should only be performed after obtaining as much information as possible.

Backing up in personal vehicles likewise requires special attention with children and other pedestrians possibly in driveways, on sidewalks or in parking lots. Perform the same due diligence as would be done on a job site.

Mirrors magnify safety

Traffic in Nevada’s largest city can be challenging — even more so in a large truck full of equipment.

That is why Las Vegas employees have taken steps to enhance safety on their commute. Mirrors are being added to each of their trucks to create better visibility.

The idea was presented at a meeting, and most employees agreed the mirrors would be a welcome addition. Manager Joe Burnham pushed for their development. Within a week, the mirrors were being installed on trucks and employees were enjoying their benefits.

“It helps you see along the truck from the bumper to the back,” said Javier Villalpando, TSC facilitator. “Now you can see pretty much everything on your side.”

The mirrors, which have been in use for almost three months, attach to the front of the truck and supplement the vehicle’s standard mirrors. Las Vegas employees compare them to the mirrors on the front of a school bus.

“Even from the passenger side, I can see a lot,” Villalpando said. “I can tell my driver there’s a car on the side. It makes a big difference.”

Coordinator Gary Colby expects to share the idea with other service units in late March.

School Gives Support

A Sunset Service Unit safety meeting in Gila Bend, Arizona, was interrupted by a gas leak in January.

Home to fewer than 2,000 people, the city had limited conference space; it looked like the group of 20 would not have a place to gather. Fortunately, local school officials heard of the team’s plight and allowed use of the school.

“We wanted to give Lynette Michalski (school superintendent) recognition and thank her for opening the doors to us,” said Trek Fitzgerald, rules and safety trainer.



Lynette Michalski, Gila Bend school superintendent

Rocha Becomes Facilitator



Welder Jerry Rocha has been welcomed as El Paso District's Total Safety Culture facilitator. The nine-year railroader and former I-Team member started his new TSC duties late last summer.

One of his first orders of business involved remodeling the Fort Hancock office. The project saw reorganization of the office, rest rooms, material, storage and outside compound.

Rocha oversees 19 employees on a route from El Paso to Fort Hancock, 45 minutes to the east. Terrain and weather conditions vary, so updates are provided during daily briefings. The district's TSC success comes from an all-hands-on-deck attitude by employees who are on-call 24/7.

"Everyone is involved," he said. "We police each other and don't allow ourselves to be caught in a bind."

Rocha said El Paso management supports TSC completely, allowing employees to take ownership of the process. The close-knit group stays in constant communication on the job to mitigate potential risks, and they embrace the observation process. They also talk with employees in other districts.

His advice to employees involved in TSC is straightforward.

"Be proactive," Rocha said. "Do not wait to be told. Take the initiative in the process."

He and his wife, Veronica, enjoy going on the road to see their son, Jerry Jr., and daughter, Katia, compete in soccer. Katia attends Colorado's Trinity Community College and plays defender while Jerry Jr. is a member of FC Dallas Academy.

Jerry Rocha, welder

Utah Progresses with 5S Projects

Utah Service Unit employees continue to make progress on 5S projects. At the beginning of March, the TSC team gathered in Elko, Nevada, to assist employees with yard cleanup.

The Elko crew has moved material out of half the yard, leveled it, installed road base and began to put racks up.

Kevin Squires, Elko facilitator, estimates the project is about one-quarter finished. He is eager to see the result of the team's hard work.

"As soon as we get it laid out, there should be a difference in being able to find everything," he said. "We'll be able to work faster not having to search

throughout the yard for what we need."

In March, the service unit's TSC team headed to Evanston to begin another 5S project. That included preliminary work such as measuring the size of the yard.

Other 5S projects have been completed, or are underway, in Las Vegas and Ogden.

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.butts@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, Jose Rosales, Randy Terrell and Trent Ward.

TSC Benefits from Sharing

TSC Facilitator Mike Romano has taken advantage of meeting fellow TSC personnel throughout the system while Attending Phase I, Phase II and Phase III training. He believes the interaction among TSC members is a great benefit to the process.

The events enable TSC personnel to get advice, brainstorm, teach and learn.

“We have a great database in the Western Region,” Romano said. “We share ideas not only with different districts, but other service units and regions. We benefit others by not keeping our thoughts to ourselves.”

He has participated in TSC since he joined the railroad four years ago. Romano’s district includes 21 employees and five future hires. He hopes to start the new hires by introducing them to the TSC process and by ensuring

they know where they can go for help.

“It is vital for them to get on board early and get into effective routines,” Romano said.

Employees in his district perform observations in a positive manner, pointing out good habits as well as areas that can be enhanced. He ensures employees know the process is in place to create a happy, healthy work environment.

“It is better for the process to be a coaching event,” Romano said.

He appreciates the contributions from his own district and other service units and regions. He is particularly grateful for support received from Manager-Track Maintenance Mike Upton, who provides educational opportunities.

When not working, Romano enjoys time with his wife, Christi; daughter, Cady; and son, Michael. The family likes to camp, fish and do other outdoor activities. Their favorite getaway is Ice House Reservoir in the Eldorado National Forest.

Focusing on Fire Risk

Total Safety Culture I-Team Member and Safety Captain Manny Maldonado saw firsthand the fire dangers that exist in the Western Region.

On June 28, 2012, a fast-moving brush fire started in the foothills south of Pocatello, Idaho. By nightfall, flames soared more than 40 feet high and covered more than 1,000 acres. Dozens of properties stood in the crosshairs, including Maldonado’s home. He remembers the night vividly.

“It got within 10 feet of my front gate,” Maldonado said. “At 1 a.m. our family packed up, took important items and pets, and evacuated. We wound up in a hotel for a week.”

The families of two other Union Pacific employees live in the area, and Maldonado made calls informing them of the situation. The fire claimed 13 of 16 homes in Maldonado’s unit, with 66 total homes lost at calculated cost of \$7.6 million.

“Only the fireplace remained on one property,” he said.

Thankfully, the blaze resulted in no loss of life. It did bring a stark reminder of the need to be vigilant at home as well as on the job.

“We represent a fraternity,” Maldonado said. “We see our co-workers as much as our own families and watch out for them.”

This winter has brought unseasonably warm and dry conditions in many areas, setting the stage for additional fire danger. San Francisco saw no measurable rain during January for the first time in history, while measurements in the northern Sierra Mountains revealed a snowpack total running a mere 5 percent of normal.

TSC uses a fire assessment before all tasks. The assessment lists multiple factors including time of day, humidity, wind and lightning possibilities. The area near the rails is of most



Safety Captain Manny Maldonado and his wife, Rainbow

importance. Wheels passing over the rails are a concern, but for Engineering crews, cutting and welding apparatuses are a primary focus.

Maldonado and his team water down the area when fire risk is high and to keep water on hand for any accidental ignitions.

“It gets especially dry on the tracks,” he said. “During the summer, we do fire watches while being careful with cutting and welding operations.”

By being proactive, maximum safety can be achieved both on the job and at home.

Santillan Responds

Angel Santillan, track laborer, demonstrated the courage to care in December as he was on his way to a safety meeting in El Paso, Texas.

“I was walking and saw something move out of the corner of my eyes,” he said. “I saw a person lying on the ground by the tracks, so I started running over there and helped.”

Santillan, who works out of El Paso, saw lights in the distance, so he knew he had to get the man off the tracks before a train approached. It had been raining that day and the man told Santillan he could not walk. Santillan helped the man off the tracks and called the police.

“The first thing that came to my mind was to get him out of the way,” he said.

Santillan has been with Union Pacific almost three years. In that time he has worked in his hometown of El Paso, Texas, and Deming, New Mexico.



7 Safe Years

Newark’s Engineering team recently reached the seven-year milestone of reportable injury-free work. As of March 14, the team’s mark was 2,605 days.

“We’re doing great here,” said Jose Tovar, Newark facilitator.

He credited the safety success to good communication. Keeping each other informed about changing conditions and one another’s whereabouts at the work-site helps prevent potential mishaps.

Newark employees have done an exceptional job avoiding significant injuries. As of March 13, the last lost workday was 5,895 days ago — more than 16 years.

For most, family is the main motivation.

“If something is going to happen to any of us, it can affect our family,” Tovar said. “That’s my biggest thing. If somebody gets hurt, it’s going to affect their parents, brothers, sisters, significant others and children. We all know that, and we watch out for them.”

Newark employees have enjoyed the recent mild weather, but continue to prepare for the inevitable summer heat. Since temperatures will rise soon, they are spreading the hydration message. Due to drought, they also remain vigilant for potential fire risks.

Tovar and the rest of the team appreciate management’s support. They encourage participation in the TSC process because they know it is up to them to lead the way.

“We have everything we need from the company,” he said. “It’s up to us to pick which way we go.”

Perez Stays Aware

No matter the situation, Eric Perez remains tuned in to safety.

He has handled Southern California gridlock while serving as a West Colton Yard I-Team member, and he now works as a Yuma Subdivision flagging foreman near the desert community of Niland and has a two-hour commute to his job site.

“They are different scenarios,” he said. “What is not different, however, is the need for defensive driving.”

When he arrives at work, safety remains a priority. His first goal is to become aware of surroundings. He notes how the desert presents potential risks

with reduced visibility, massive amounts of sand and constant sun and heat.

To counter, he brings plenty of ice and cold water for himself and co-workers. Perez also invested in a canopy, which he places over his car.

“Shade is an important resource in Yuma,” he said.

Perez has been working on a grade separation project and often runs into contract employees in the field, so he passes along UP’s safety focus. He said the desire to go home to loved ones is universal.

At home, Perez enjoys time with his wife, Mimi, and 3-year-old son, Jonah.

Leadership Changes on Sunset Service Unit

Leadership changes are coming to Sunset Service Unit. John Taylor, director-track maintenance, retired Feb. 20. His support of TSC guided the process through its infancy, and employees on the service unit will miss his involvement.

“We give accolades for his support of TSC,” said Coordinator Randy Terrell. “He gave us the unbridled access to what we need for TSC. Without him, we wouldn’t be where we’re at.”

Taylor started as a trackman and worked countless jobs coming up through the ranks. He became a manager in the late 1980s, a director in 2007 and came to Phoenix in 2010 — the same year TSC came to Sunset Service Unit.

“When we rolled it out in December 2010, I approached Taylor and Director-Track Maintenance Marc Rubino, and they said go for it,” Terrell said. “I can’t stress how important that was.”

Taylor lent his support to many projects that enhanced safety throughout the service unit including, most recently, hard hat lights and cameras for tampers.

“There are many things in the works, and without the support of Taylor and the Sunset management team, we wouldn’t have matured to the level that we are at,” Terrell said. “I know we’ll still have the continued support from Rubino and our Superintendent Lance Hardisty. They have been instrumental in our growth.”

Taking Taylor’s place is Rubino, who worked with Taylor and is ready to continue the good work.



John Taylor, director-track maintenance, retires after a long railroad career. During the past five years, he has worked on the Sunset Service Unit.

Also of note is Wayne Labelle’s move out of the co-coordinator role for Engineering into Signal South as a coordinator.

“We have total support, which makes a big difference,” Terrell said. “Management, our facilitators, I-Teams, and safety team leaders are the driving force behind our TSC process. We intend to continue that.”

Section Foreman Jeff Humphrey has worn many hats during his career; his endeavors include farming and operating his own automotive body shop.

He joined the railroad 10 years ago and has served as Total Safety Culture facilitator for the Dillon, Montana, region since 2008. He works alongside Section System Operator John Foster and Truck Driver Curt Pendleton.

Their single-main track in the 150-mile territory runs alongside the Beaverhead and Big Hole rivers southward to Idaho Falls, just west of Yellowstone National Park.

TSC is vital in the remote, rugged region, especially from a cross-craft perspective. Co-workers often learn

Humphrey Handles Many Roles

essential facets with the job descriptions of other departments. Of the 24 employees in the region, about half participate in card counts.

“We want to recognize potential issues before someone gets hurt,” Humphrey said. “We want to point out those who have a good safety record.”

Another of his hats is that of communicator — essential to anybody in his role.

“Someone may know something I don’t,” he said. “Being out here gets people to think about safety.”

Humphrey has lived in Montana the past 27 years. In his spare time, he enjoys

working on his fleet of 13 Chevrolet Chevelles.

“Someone may know something I don’t. Being out here gets people to think about safety.”

- Jeff Humphrey, section foreman

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Roseville SU Earns Awards



Roseville Service Unit employees have been celebrating recently as they are now the proud winners of the annual Safety Bell awards.

Roseville Engineering employees are doubly proud as they earned the award for best ratio in their craft.

The service unit’s incident rate for 2014 was 0.78 and it had the lowest reportable rate of the service units at 0.64.

The goal for Roseville this year is to win the bells again. With plans to hire at least 130 employees in 2015, TSC will play a vital role in acclimating new team members to the safety culture.

TSC Coordinator Jose Rosales credits his facilitators, I-Team members and those who make safety a daily priority. He is happy to show off the award.

“We’re proud to have the awesome award,” he said.

Currently, both bells are located at JR Davis Yard.

Jose Rosales, TSC coordinator, stands with Roseville Subdivision’s Safety Bells.