

# the SWITCHER

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## Teamwork Keeps You Safe

Teamwork is a beautiful thing to see. When players or coworkers work as a team, they usually are successful. When they don't, they most likely fail. The same holds true for safety in the workplace — when employees work as a team, everybody stays safe. When they don't, accidents and injuries occur. Teamwork+Leadership=Safety.

You may be part of a group of employees, but that doesn't necessar-

ily mean you are part of a team. There's a big difference between a group of people who happen to work side by side and a team that works together. Let's compare and contrast team members versus a group of individuals.



**Team Members have a shared mission.** On sports teams, players focus on scoring and winning. On work teams, team members focus on identifying hazards, working safely, and preventing accidents. Groups of people are individuals, while they may be looking out for hazards at the work place they only look out for themselves. They have no shared interest in their fellow coworker.

**Team Members are committed to the same goals.** To keep safe on the job, workers have to understand safety goals and commit to achieving them. Everybody has to work together toward the same goals to achieve success and pre-

vent injuries. Individuals only care about their own success and their own personal goals.

**Team Members Participate.** Effective team players don't sit on the sidelines or the bench. The same is true on the job. Team members get employees involved in safety programs and in efforts to improve workplace safety. Individuals rarely speak up and rarely do anything more than the bare minimum required of them.

**Team Members are Interdependent.** Team members depend on one another to identify hazards, follow safety procedures, and prevent accidents. Individuals prefer to work alone and see no benefit in working with others.

**Team Members Communicate.** Because team members are interdependent, they are constantly communicating, sharing information, giving warnings, reinforcing safe behavior, and talking up safety. Individuals only communicate with others when the situation af-

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fects them directly. They will observe a coworker breaking rules and say nothing about it. After all “it’s not my problem” or “it’s none of my business.”

Probably the single most important difference between a team member and an individual is that the individual is a follower and has no ambition to become a leader. Therefore the individual needs a coach or leader to constantly be there to provide supervision. The team member on the other hand can be counted on to do the right thing and in the event of an unfamiliar situation will act in the best interest of the team and not him or herself. To mold your fellow workers into an effective safety team, instill these qualities in each member of the team. This is primarily the job of the “coach.”

Even though the coach doesn’t actually play, the coach is still the heart of any team. The same is true of a workplace safety team. With goal-setting, motivation, and support, the members will become a strong and effective team. Here’s a winning game plan:

- ◆ Get team members fired up about safety. Make safety a priority. Talk about it every day and hold weekly safety meetings to discuss new information, problems, and solutions.
- ◆ Provide top-notch training and information. Demonstrate, discuss, practice, and review. Drills, skill building, and knowledge transfer will mold raw material with potential into a tight-knit team that has what it takes to execute safety procedures and prevent accidents.
- ◆ Make sure they have all the right equipment. You wouldn’t

send football or hockey players out without their pads and helmets. You shouldn’t send your work team out without all required PPE and training for proper use.

- ◆ Make sure everybody gets to play. Get all employees involved in hazard detection, problem solving, and decision making. Everybody has something to contribute to a safer workplace.
- ◆ Encourage suggestions. Employees know a lot about their jobs, and if you’ve trained them well, they know a lot about safety, too. Listen to their ideas for making the workplace safer.
- ◆ Reinforce behavior. A coach’s job is never done. They have to be there on the sidelines to give positive feedback for safe performance and to correct unsafe acts.
- ◆ Lastly, new team members need to feel they’re part of the team from their first day on the job—especially since statistics show that the first few weeks on the job are the most dangerous for new employees. So don’t let your new team members get sidelined by an accident before they have a chance to make their mark.

Chris Rogers  
Regional Leader

## Be a Star at Work

Being part of a team at the workplace doesn’t mean you can’t stand out from your peers. To become a star, focus on the process, not the results. Try these:

- **Stay on top of your industry.** Spending just 15 to 20 minutes per day doing some research on your business and industry will keep you more up to date than most of your peers.
- **Find out how you can be more valuable.** Ask managers how you can contribute more. You may get a chance to work on innovative projects that help the company achieve its goals.
- **Take up the tough assignments.** Volunteer for jobs others don’t want to tackle. Your team peers will appreciate it — and the boss will notice, too.
- **Lend your colleagues a hand.** When others are struggling to get their work done, offer to help them. But don’t take on too much; you don’t want to get distracted from your own work.
- **Give others credit.** Don’t hog the glory. Acknowledge the help you receive from your co-workers, and they’ll be more willing to support you in the future.

## No Recordable Injuries

The following locations made their anniversary in the month of September and October, having no recordable injuries this past year. Thank you for keeping your employees safe.

<i>Location</i>	<i>Date of Last Recordable Injury</i>	<i>Years</i>
<i>Lima</i>	<i>Sept. 8, 2003</i>	<i>8</i>
<i>WCTU</i>	<i>Oct. 20, 2004</i>	<i>7</i>
<i>Lima P&amp;G</i>	<i>none since start up Oct. 2005</i>	<i>6</i>
<i>Toledo</i>	<i>none since start up Oct. 2005</i>	<i>6</i>
<i>Galena Park</i>	<i>none since start up Sept. 2009</i>	<i>2</i>
<i>Port Neches Track</i>	<i>none since start up Sept. 2010</i>	<i>1</i>



## Eagle Eye Awards

Jason Harrington, Bayport  
 Adam Caldwell, Cincinnati  
 Kevin Shea, Cincinnati  
 Kelly Chatt, Cincinnati  
 Bryan Money, Cincinnati  
 Dave Meredith, Cincinnati  
 Ted Rundquist, Decatur ADM  
 Troy Johnson, Lima  
 Mike Duncan, St. James  
 Brandon Henderson, Longview  
 Jeramie Anderson, Richmond  
 Danny Myers, Richmond  
 Matt Parr, Richmond  
 Matt Bales, Springfield  
 Matt Seiter, Sturtevant

November 11 marked 20 years that Railsolve has been switching in Belle, WV. We look forward to continuing our partnership with Dupont for many more years to come. Congratulations, Terry Patrick, Site Leader, and crew!

## Decatur Retirement

Pablo Alvarez retired in September and received a locomotive.



## Company Anniversaries

*Congratulations to these employees who have over five years with the company for the month of October and November:*

### October

*Curtis Lang, Longview—12 years*  
*Mark Bradshaw, Atlanta—12 years*  
*Tommy Garner, Foley—11 years*  
*Jerry Schlick, Foley—9 years*  
*James McIntyre, Monroe—7 years*  
*Charles Parker, Pine Bluff—7 years*  
*Jeremy Kaser, Lima—6 years*  
*Jeffrey Fisher, Toledo—6 years*  
*Dennis Salo, Toledo—6 years*  
*Daniel Valasek, Toledo—6 years*  
*Harold Comminie, Geismar—6 years*  
*Matt Schnipke, Lima P&G—6 years*  
*Kevin Boles, Freeport B—5 years*  
*Ernesto Flores, Hammond—5 years*

### November

*Bob McClain, Hammond—21 years*  
*Bernard Pack, Belle—20 years*  
*Richard Westbrook, Safety—15 years*  
*Jerry Schadel, Atlanta—15 years*  
*Calvin Jones, Jackson—14 years*  
*Tommie Hyde, Jackson—12 years*  
*Danny Myers, Richmond—10 years*  
*Evangelina Salgado, Richmond—10 years*  
*Paul Schield, Decatur—10 years*  
*Stephanie Renner, Atlanta—9 years*  
*Arturo Guevara, Freeport SI—8 years*  
*Jermaine Hooper, Geismar—7 years*  
*Gerald Helm, Decatur ADM—6 years*  
*Paul Sharek, Pittsburg—6 years*  
*Kevin Klepser, Midland—5 years*  
*Dwayne Naylor, Cincinnati—5 years*

## Clean Hands for Health

National Handwashing Awareness Week is in December (the 4th to the 10th, to be exact). It's a good time to remind people that the best way to cut down on disease is by washing your hands thoroughly throughout the day. Remember these important principles of "hand awareness," from the Henry the Hand website:

- Wash your hands when they're dirty, and always before eating.

- Don't cough or sneeze into your hands.

- Don't put your fingers in your eyes, nose, or mouth.



## Atta Boy/Attagirl!

The following Attaboys/Attagirls were awarded during the previous months. Each employee received a letter of congratulations and one of our attaboy/attagirl items, such as a hat or duffel bag.

Brandon Bendig, Blair (2)  
 Chauncey Letner, Blair  
 Tim O'Connor, Blair  
 Lee Hatheway, Brunswick  
 Cliff McCann, Brunswick  
 Marcus Mungin, Brunswick  
 Earan Wright, Brunswick  
 Adam Caldwell, Cincinnati  
 Ryan Hook, Cincinnati (3)  
 Tony Kreinest, Cincinnati (2)  
 Aaron LaClair, Cincinnati (2)  
 Dave Meredith, Cincinnati  
 Gary Wells, Cincinnati  
 Chris Wright, Cincinnati (2)  
 Jim Kissinger, Dayton  
 Adam Lauterbur, Dayton (2)  
 Phil Burrous, Decatur  
 Josh Hardy, Decatur (2)  
 David Hewlett, Decatur Track  
 Trent Parkhurst, Decatur (2)  
 Paul Schield, Decatur  
 Rodney Herzner, Decatur ADM  
 Brad Ramsey, Decatur ADM  
 Ted Rundquist, Decatur ADM (2)  
 Aaron Stimson, Decatur ADM  
 Bill Woollen, Decatur ADM (2)  
 Jamie Fowler, Eastover (5)  
 Edward Mack, Eastover  
 Shane Callahan, Eddyville  
 Josh Keegel, Eddyville  
 Mike Thompson, Foley  
 Matt Barnett, Freeport Dow A  
 Mike Brown, Freeport Dow A  
 Corwon Davis, Freeport Dow A

Louis Alvarez,  
 Freeport Dow A (2)  
 Adrian Baldrige,  
 Freeport Dow A  
 Filimon Gonzalez, Freeport Dow A  
 Leo Mata, Freeport Dow A  
 Daniel Salazar, Freeport Dow A  
 John Smart, Freeport Dow A  
 George Stewart, Freeport Dow A  
 Jesse Trevino, Freeport Dow A  
 Johannes Yocum,  
 Freeport Dow A (2)  
 Miguel Alvarez, Freeport Dow B  
 Kevin Boles, Freeport Dow B  
 Rolando Cantero, Freeport Dow B  
 Roger Edwards,  
 Freeport Dow B (3)  
 Horace Gore, Freeport Dow B  
 Justin Gravell, Freeport Dow B (2)  
 Jason Milner, Freeport Dow B (2)  
 Mervin Scales, Freeport Dow B  
 Melvin Wallace, Freeport Dow B  
 Josh Williams, Freeport Dow B (2)  
 Leon Williams, Freeport Dow B  
 Mario Garcia, Gardendale  
 Angel Garza, Gardendale  
 Brandon Collins, Geismar  
 Lorne Gant, Geismar  
 Louis Nash, Geismar  
 Jacob Lockwood, Indianapolis  
 John Taylor, Lima (3)  
 Matt Schnipke, Lima P&G  
 James Drazkowski, Loudon  
 Dustin Haun, Loudon (2)

Martha Shullaw, Loudon  
 Doug Trumbull, Loudon (2)  
 George Hart, Memphis (2)  
 John Dumas, Memphis  
 Zachary King, Memphis (2)  
 Anthony Russell, Memphis  
 David Tune, Memphis (2)  
 Don Barcia, Midland  
 Mike DeChane, Midland  
 Melinda George, Midland  
 Jason Gordert, Midland  
 Paul Guymer, Midland (2)  
 Larry Inman, Midland (2)  
 James Klein, Midland  
 Todd Lechner, Midland  
 Wayne O'Dell, Midland  
 James Reed, Midland  
 Travis Schwannecke, Midland  
 Bill Foreman, Monroe  
 Terry Solomon, Monroe  
 Anthony Bearden, Pine Bluff  
 Jeniffer Fowler, Pittsburg (2)  
 Ricky Gabun, Pittsburg (2)  
 Roland Gabun, Pittsburg (4)  
 Mitch Soloway, Prentiss  
 Charlie Fagan, Redwater  
 Jason Smith, Redwater  
 Joshua Dobson, Richmond  
 Quentin Gonzales, Richmond  
 Peter Silapasay, Richmond  
 Adrian Gonzalez, Springfield (3)  
 Matthew Hogsett, Sturtevant (2)  
 Jameson O'Donoghue, Sturtevant  
 Jason Cousino, Toledo

## Years of Service Awards



Bobby Ross presented Damon Matthews (left) with his 15 year model locomotive in Longview (Mechanical), Texas. Also, Tim Benjamin presented Jerry Schadel with his locomotive at a recent staff meeting in Atlanta, Georgia.

