



# NORTHERN NEWS

THE NORTHERN DIVISION LABOR-MANAGEMENT ACTION GROUP NEWSLETTER • MILWAUKEE, WISCONSIN

OCTOBER and NOVEMBER 1985

## key management changes announced

The Board of Directors of Soo Line Corporation elected Dennis M. Cavanaugh chairman of the board and chief executive officer and Robert C. Gilmore new president and chief operating officer of its railroad subsidiaries.

Cavanaugh, 48, who was president and chief executive officer of the corporation and its two subsidiaries, Soo Line Railroad Company and The Milwaukee Road, Inc., became chairman and CEO effective October 17.

Gilmore, 59, who is currently executive vice president of CP Rail in Calgary, Alberta, will move to his new position as president and chief operating officer of SOO and Milwaukee January 1. He currently serves on the corporation's board of directors.

Earl J. Currie was elected executive vice president - operations for both SOO and Milwaukee. Currie, 46, is currently senior vice president - maintenance and transportation for the Burlington Northern. He will move to his new position November 1.

Harold J. Ness was elected senior vice president finance and chief financial officer for the corporation and both railroads. Ness had been vice president finance and chief financial officer for the three companies prior to his promotion.

James F. Johnson was named senior vice president - Wisconsin Division and will head a unit which will conduct railroad operations throughout Wisconsin, Upper Michigan and portions of Minnesota. Johnson had been vice president - executive department for both roads.

Wayne C. Serkland was named senior vice president-labor relations and personnel. He had been vice president - labor relations prior to his appointment.

## rrb postpones unemployment insurance reduction plan

The Railroad Retirement Board October 1 postponed implementation of a plan which would have reduced railroad unemployment and sickness insurance benefits. The plan was created because legislation enacted in 1983 prohibited the board from borrowing any more money from the Railroad Retirement Account to put into the Railroad Unemployment Insurance Account after September 30, 1985. However, in reviewing the unemployment account, the board said it had sufficient funds to fully meet expected claims until at least November 14.

#### maintenance of way crews wrap up season

Maintenance of way crews on the Chicago-Kansas City mainline completed one major track rehabilitation project last month and are currently wrapping up two others, according to Bob Pearson, chief engineer - maintenance of way. "Crews put in 80 miles of new ties and ballast and are completing 23 miles of replacement-welded rail to track between Powersville and Moseby Junction in Missouri," Pearson said. Extra gangs are currently installing new ties and ballast to 40 miles of track between Pingree Grove and Stillman Valley in Illinois. "About 75 extra gang workers are involved in that project, which is scheduled for completion in mid-November," Pearson indicated. A total of 56 rail gang workers are relaying 23 miles of track between Powersville and Bremer in Missouri. "Work on that project should be completed by November 1," Pearson said. All three projects are being fully-funded by the company.

#### current rail drug rules sufficient, fra administrator says

Legislation aimed at making it a federal offense to operate a train while under the influence of drugs or alcohol could inhibit efforts by the Federal Railroad Administration to encourage abusers to seek help, John Riley, FRA administrator said. Testifying before the Senate Judiciary Committee September 30, Riley said the best deterrent to abuse of drugs or alcohol is the "certainty of detection," not the threat of prosecution. The proposed Senate bill would hold rail employees causing accidents liable for damages if it was discovered they were under the influence of drugs or alcohol. However, Riley argued that FRA regulations already governing such situations are already sufficient and need no jurisdiction at the federal level.

#### california caboose bill vetoed by governor

A bill to require cabooses on trains passed in September by the California legislature was vetoed September 28 by Governor George Deukmejian. "I am persuaded that technology has advanced to the degree that functions formerly provided by cabooses can be performed through mechanical devices, and that worker safety is better guaranteed by centralized traffic control and trackside monitoring equipment," he said.

#### truck tonnage up

General freight tonnage hauled by the nation's largest motor carriers increased 5% from July to August, according to a volume report issued by the American Trucking Associations. Actual tons hauled by a surveyed group of Class I and II truck lines reached 5.98 million tons in August, up from 5.69 million than one-half of all general freight hauled by Class I and II truck lines.

#### a health tip from medical services

##### blood transfusion and aids: the facts

Blood transfusions, one of medicine's most powerful tools, have recently come

a health tip from medical services  
blood transfusion and aids: the facts (cont'd)

under suspicion as one means by which the dreaded disease AIDS is transmitted. Is the worry warranted??? Certainly you can't get AIDS by giving blood, because a new sterile needle is used for each doner. Although AIDS can be contracted by receiving blood transfusions a new test is now being used on all donated blood. This test checks for the presence of antibodies to the AIDS virus and any blood with a positive reading is discarded.

weekly carload report                      (loaded & received)

Week Ending: 10/04/85	Year to date	Prior year	%(+/-)
SOO:                      6,302	233,058	260,151	-10%
MILWAUKEE:    11,601	450,130	500,035	-10%

(figures from CS-54 report to AAR)

from the desk of bob hickle  
director of social counseling

For many months now, the Federal Railroad Administration has been threatening to issue a set of rules concerning the use of drugs and alcohol on the railroads, and on how employee assistance programs should be run. We are still waiting for the directive, but a very recent serious train accident on another railroad may be the impetus that gets the FRA rolling. Since these rules have the force of law, violators will not only be subject to railroad discipline, but also to Federal discipline. No one has any idea what that discipline might be.

Some of the suggestions that have been discussed have been forcing everyone who is in a train accident to take a blood test for alcohol or other drugs, random testing of employees for drug and alcohol use, and severely limiting the use of drugs or alcohol before an employee goes to work, much as is done on airlines. However it is done, the results are bound to be a mess.

We are fortunate that we have an employee assistance program in place that will at least in part satisfy the Government. Our program is different than that of many railroads in that we consider ourselves counselors, and do not feel we have to refer a client to an "expert" in every case. We are professionals, and consider ourselves the primary counselors. Often we find that there is an area in which we do not have sufficient skills to help the client, and in such cases we see to it that qualified persons take over the counseling. We still consider ourselves responsible, however.

If there is a problem in an employee's family, now is the time to seek help. I doubt if we'll have Federal marshals going around smelling of everyone's breath, but we could have something equally silly. Give us a call.

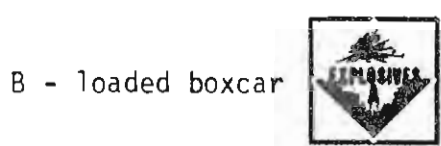
# HAZ-MAT CAR HANDLING QUIZ

(answers on page six)

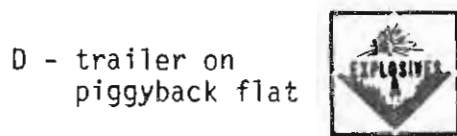
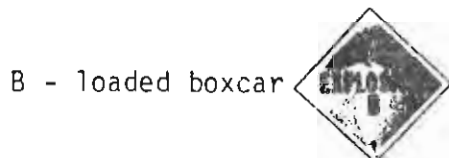
1. Which of the following cars must not be placed next to engine or occupied caboose?



2. Which of the following cars may be placed next to an operating mechanical reefer?



3. Which of the following cars must not be cut off in motion?



4. Which of the following cars may be placed next to a loaded tank placarded Poison Gas?



(from AAR Safety Talk October 1985)

"batch-process" the trivia

The most exciting lives are full of trivia---"little" things that must be done. We all have to pay bills, catch up on correspondence, shop, run errands, and make telephone calls. One sure way to allow the trivia in your life to throw you off schedule is to tackle these minor, but necessary, chores in a haphazard way.

A far more effective approach is to "batch-process" them. Run several errands at one time. Go to the bank, car wash, and filling station in one trip. Do several household repair jobs in sequence, or combine several if possible. Save up your bills and pay them all at a certain time each month. Make phone calls and write letters in batches. Such trivia sessions are an effective method of preventing the minor things in your life from spilling over and hindering you from doing your more important work.

(from Managing Creatively)  
by Ted Pollack

from the desk of bob hickle  
director of social counseling

The Federal Railroad Administration has finally issued the rules of which I spoke of in the Article on page 3 of this newsletter. They are "final", although there is sixty days for objections, and 30 days for the FRA to make changes. Because of the amount of work that has gone into these rules, it is unlikely that they will be changed, however.

One of the things that we need to know is that FRA rules have the same force as law. They can be enforced by the Federal Government, and the Federal Government can also assess penalties. While this is really not in my area of competence, I think we can assume that our company will obey the rules, and we should begin by understanding just what the rules require. There will undoubtedly be a number of seminars or training opportunities available, and I would urge everyone to learn all they can about the rules.

I will not attempt to explain the rules, but they cover such areas as a Federal Rule "G", improved accident reporting relating the alcohol and drug use, post accident testing for drugs and alcohol, pre-employment drug screening, "reasonable cause" testing authority for alcohol and drug use on the job, provisions for voluntary self-referral to the employee assistance program, and a Rule "G" bypass for an impaired employee who is turned in by a fellow employee.

As you can see, there are a great many questions which have been raised by the rules, but the important thing is this: The Federal Government does not want any railroad employee working while impaired with alcohol or other drugs? Do you?

We are fortunate that we have a time-tested employee assistance program in place, and it is time to stop the coverup, and to use the EAP.

answers to haz-mat car handling quiz

- 1 - D
- 2 - C
- 3 - D
- 4 - A

keeping track

John E. Wich, Tomah Shops blacksmith, retired September 4 with over 42 years of service. A party in his honor was held at the Holiday Lodge in Tomah September 6.

Our condolences to the family and friends of Tomah Shops electrician John G. Carlson, 47, on his passing July 31. John had been off sick since April, succumbing to cancer.

Edward H. Blank, 68, retired Milwaukee Terminal trainmaster, passed away September 30.

Our sympathy to Ralph Tramontine, conductor at Green Bay, on the loss of his wife September 6.

Jean Cropsey, Green Bay engineer, is out of the hospital and recuperating at home after suffering a heart attack early August. Best wishes are extended for a full recovery.

Congratulations to Hilbert, Wisconsin section foreman Neal Hinds on his retirement August 20 with 38 years of service.

Cliff Medina, track inspector from Austin retired effective at the end of his tour of duty on September 28, after more than 30 years of service. Cliff and his wife, Charlotte, plan to spend some of the winter months in Florida visiting relatives and generally enjoying the sunshine.

Ed Fischer, yard clerk at Mason City, retired on Friday, October 4 after 30 years of service. Ed spent most of his railroad career in the South Dakota area, working many years in Parker. Ed and his wife plan to do some traveling.

Our best wishes to Harold J. Gromacki, who retired on August 30. Harold worked many years as an Assistant Cashier in the Customer Accounting Department in the Regional Office.

Customer Accounting is missing two "Bills" since September 30. Bill Jepson Manager of Customer Accounts and Bill Bell Asst. Cashier both retired after many years of service. Also missed from the ranks of Regional Accounting is Rick Franco Chief Revising Clerk and Jim Scribbins Revising Clerk. They also retired on September 30. We wish them many years of happy retirement. They were congratulated with gifts and a luncheon in the office.

keeping track (cont'd)

June Stanlee has a granddaughter Suzanne Krull living in Sri Lanka as an AFS foreign exchange student for one year. Sri Lanka is an island off the coast of India formerly called Ceylon. It will be an interesting year for her. June is looking for a cheaper way to send her gifts and necessities. She recently mailed Suzanne 2.00 dollars worth of Halloween favors and it cost her \$13.19 via air mail. Boat freight is cheaper but takes 3-4 months to get there. Any suggestions???

The following Milwaukee area clerks have voluntarily separated from the Soo/Milwaukee System under the terms of a special agreement effective September 30th except as noted.

John E. Barbian  
William I. Bell  
Antonio Cefalu  
Raymond J. Duman  
Herman A. Janke  
Lawrence A. Janus  
Thomas A. Kitchkume  
Phyllis D. Kowalski - October 3  
Raymond H. Krueger  
Kenneth A. Matous  
Fred B. Rogers - September 29  
Lester R. Rosenbaum  
Hollis J. Stib - September 29  
James C. Zorn  
Enrico J. Franco  
James R. Scribbins  
Sophie F. Zeleski - October 10  
Jacqueline E. Everts  
Rosemary Fernbach  
George H. Knepler  
Marian E. Peterson  
Jeanne E. Struck - October 4

WE WISH THEM WELL!!!!

news items and information wanted for newsletter

We need news items and information about our fellow employees for the Northern News. What's going on out there? Please contact the correspondent listed on the next sheet that is in your area or drop a note direct to the editor. You'll be glad you did!!!

northern news correspondents

Jerry Magnuson - Green Bay  
Margaret Lange - Portage  
Chuck Kowalke - LaCrosse  
Ray Shisler - Tomah Shops  
Mike Leonard - Muskego Yard

Marilyn Carlson - Milw. Regional Data  
Bev Radtke - Milwaukee Depot  
Dolores Gavin - Material Division  
Trudy Hauge - St. Paul  
Jack True - Mason City

Editor: R. Milton Clark

Muskego Yard, Milwaukee, WI - Telephone Ext. 315. Material for publication should be forwarded to the editor or contact one of the correspondents. Deadline for material is the 15th of the month preceding the issue date.