



Rail Fleet Services News

October 2018

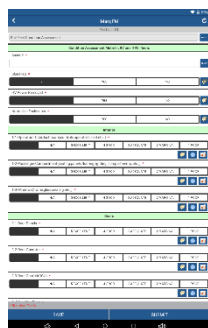
IMPROVING PROCESSES THROUGH TECHNOLOGY

State of Good Repair Assessment

by Juan Ruvalcaba, Rail Fleet Services Instruction

After a few weeks of beta testing and live testing, Information and Technology Services and Rail Fleet Services are deploying the anticipated MobileApp solution, which will digitize a range of manual data capture and entry operations for the State of Good Repair (SGR) Inspection.

Created by Connixt under their iMarq flagship, this Rail Fleet Condition Assessment will be able to digitize approximately 59 individual data points, including notes and images for each data point and store in a database where it will be used by Metro to complete the reporting requirements to satisfy the State of Good Repair (SGR) Report



that will be presented to the Federal Transit Administration (FTA).

Application use is simple, just point and click. If you can surf the Web, you should be able to learn this system with minimum guidance.

The SGR assessment will be completed by a team consisting of a Maintenance Specialist and a Supervisor. To start the process, management selects a car to assess, then the assigned Specialist would log-on to the tablet using his or her network username and password, and the application determines automatically your division and the fleet that is available in your division based on data available from M3.

After the assessment is complete, the assessment is submitted and then approved by the supervisor. The best part of it? A truly paperless environment! ∞

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Bob's Corner

Vision and Expectations

Greetings,

For this edition of RFS News, I want to share some key points from Chief Executive Officer (CEO), Mr. Phil Washington's ***Expectations of Employees and Vision for the Agency***. It's important to understand where our Leadership is coming from so that we can all strive to achieve the goals and objectives we have before us. Here are some of the key expectations we need to exhibit in our daily activities:

- Be accountable and take responsibility
- Think in terms of TEAM in all aspects of Metro service

Here is a summary of some of the key aspects of the CEO's vision for Metro:

- Show respect to everyone
- Be flexible and open to change
- Excel at your job
- Set professional goals
- Do not accept failure
- Have fun and take care of yourself

- We emerge as the best, most flexible and most innovative transportation agency in the world.
- We understand and always view safety and security as our #1 Priority.
- We treat the Union Leadership team like our partners they are.
- Where we breakdown silos and speak with one voice.

- We invest in our employees and quickly remedy problems when they occur.
- We create and implement a strategic plan to address the County's transportation needs for years to come.
- Keep focus on our core business.
- Establish realistic yet challenging goals.
- Encourage all employees to look for ways to do things better.

I believe that Rail Fleet Services (RFS) shares the same vision and expectations. If we all stay in step with these ideas every day and encourage others to do the same, we will all benefit and enjoy our time here together. Go METRO! Go RFS!

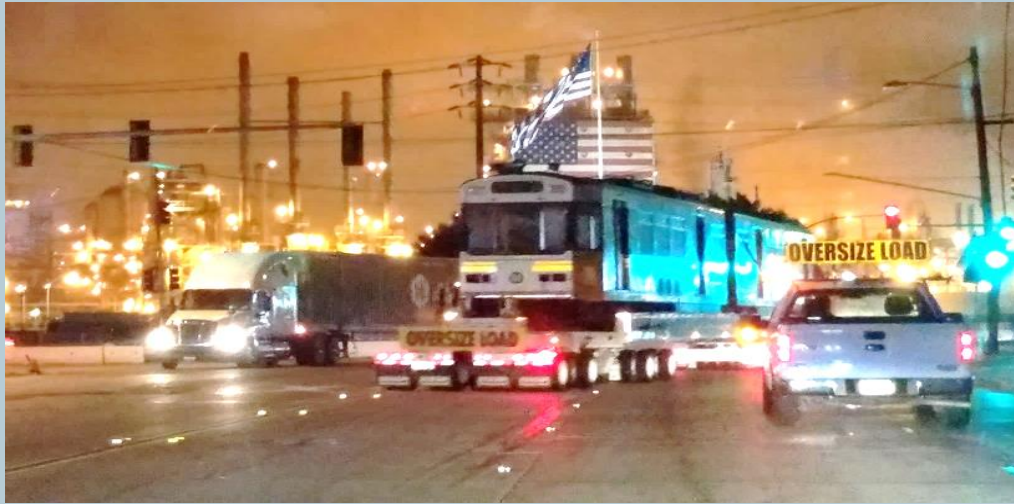
What is On Your Mind?

The Rail Fleet Services team combined spends many hours per week maintaining our diverse vehicle fleet. Each person has a unique perspective that could contribute to more efficient and effective maintenance operations. The RFS Newsletter is your forum for ideas and stories of achievement.



Submit your thoughts and ideas to Arnold Huntley at huntleya@metro.net

While You Were Sleeping...



...the Division 11 P865 Dead-Tow Team was busy prepping and towing the decommissioned P865 railcars for transport to their final resting place in Carson, California (also known as "Railcar Heaven"). The decommissioning and dead-tow project started on June 21, 2017 with car #105, and on Monday, September 24, 2018, the final (car #104) was transported to the recycler completing 53 of 54 railcars to the recycler. Car #100 (the 54th car) has yet to leave Division 11 and is being stored for the City of Long Beach it prepares for placement on the Long Beach Promenade for museum or mixed use.

The RFS Nocturnals involved in the project are:

Richard Lozano, Senior Director, Project Manager

Richard Wurtele, Director, Division 11

David McDonald, Manager, Division 11

Raul Perez, RFS Supervisor

Maintenance Specialists **Alberto Tellez**, **George Moreno**, **Brandon Gabor**, and **Tom Do**.

A huge congratulations goes out to the entire Metro team, including Rail Fleet Services, Transportation, Rail Operations Center, Security, Facilities and Maintenance of Way for their teamwork and for making the project successful, all while maintaining an unblemished safety record – zero incidents!



Perspective

Troubleshooting

by Jim Anderson

From my experience, most maintenance specialists have become effective troubleshooters. Many have taken the initiative to learn their trade by engaging in activities such as reading maintenance notes and entering them into the M3 system. However, some specialists can increase their knowledge and skills by developing techniques and procedures that make troubleshooting as effective as possible. For example, specialists can develop their ability to download events, chart signals, and evaluate data. Specialists can also learn to take vital measurements of voltage, current or network communications during diagnostic tests. Once competency in these areas are achieved, they can move into developing test jigs, test equipment, and procedures that could be incorporated into a dynamic testing process that is part of the preventative maintenance inspection cycles.

Perhaps in the future there could be national certifications for maintenance specialists. This could inspire specialists to continually stay knowledgeable and proficient. In addition, this could encourage specialists who are uncomfortable with their troubleshooting skills to increase their knowledge.

Overall, all specialists should determine their own levels of knowledge and strive for timely and effective troubleshooting. Specialists can also seek opportunities to learn more about the various aspects of maintenance. Everyone will benefit from such efforts.

Jim Anderson is a Maintenance Specialist at the Green Line's Division 22 facility.



Orientation and Onboarding: They're Not the Same

by Arnold Huntley

Usually when new employees start afresh with a different company, organization or department, they attend one or more information sessions that are intended to familiarize them with their new place of employment. Within Metro, new employees attend one or more

sessions that provide essential information such as Metro's vision, goals, policies, useful resources, and opportunities. The sessions are relatively brief in nature and is just enough information for the new employees to navigate their way into their new departments.

We commonly know this as **Orientation**. However, during the past decade, organizations are becoming more aware of the need to not just welcome new employees into the workplace, but to also guide and assimilate them into their workplaces.

This is commonly known as **Onboarding**. Although these terms are often used interchangeably, they are not the same. Most of us understand what orientation is, but onboarding deserves more explanation.

Unlike orientation, which is often a "one day and done" event, onboarding involves providing the new employees the new supplies and equipment needed to do their job (sometimes known as "Provisioning"). However, the most important aspect of onboarding is to provide new employees with information and knowledge that will give them the confidence that they will make a valuable contribution to the maintenance effort. This can include sharing the vision and goals of the department, discussing their knowledge and skills, determining how they can develop professionally, and defining the behaviors that will make them a valued member of your team.



Within Rail Fleet Services, we often onboard new employees who have already worked in Metro in some capacity (usually maintenance specialists who have worked in Bus Operations) and it is easy to assume that they will easily assimilate into rail equipment maintenance environment. However, the best thing to do is to look at the new employee as just that – a new employee. This will enable directors, managers, supervisors and leaders to consider and discuss things such as methods of communication, skill development needs, and workplace culture – all of which are also essential to giving the new employee a good start. Also, consider pairing the new employee with an onboarding champion or mentor who will help the employee with intangible knowledge about his or her new work and the department.

This is onboarding. Keep in mind that in the coming few years, as much of the RFS workforce reaches retirement age or leave Metro for other reasons, onboarding may increasingly become a routine activity. Therefore, establishing an onboarding process that puts new employees on good footing and provides them the opportunity to make valuable contributions to your workplace can maintain effective maintenance operations. ∞

Get to Know...

Ed "Ted" McAuley, Rail Fleet Services Director, Division 14 (Expo)

Ted is a native of Medford, Massachusetts. His professional career and leisure time is multi-faceted, and he is known to be a "jack of all trades."

Prior to coming to Los Angeles, Ted worked in several capacities. He has worked as a Journey Electrician and earned several credentials, including a Plumbers Apprentice Card, Construction Supervisors License, and Oil Burner Technician License while running his own heating company. In addition to these accomplishments, Ted holds a Bachelor of Science degree in Business and an Associates of Science degree in Aviation Technology. He also has an Airframe and Powerplant Mechanic License.

Ted has been with Los Angeles Metro for 5 ½ years. However, prior to Metro, he worked for Siemens as a consultant for 3 ½ years, working with the Massachusetts Bay Transportation Authority's (MBTA) Boston #5 car. He retired from the MBTA after 24 years with the Authority, having started as a fueler and eventually ending his MBTA career as the Superintendent of Maintenance.

During his time with Siemens, Ted also managed maintenance for the St. Theresa's Church in North Reading, Massachusetts where he owns a home. He has also been active in the ministry of his church. This past summer, Ted became an ordained minister, and even officiated the wedding of one of his sons. He achieved a Catchiest Certification and all levels of the Confraternity of Christian Doctrine (CCD) and Rite of Christian Initiation of Adults (RCIA), while being involved in teaching religious education for 15 years. He and his wife of 33 years are involved with presenting teaching sessions on marriage at his church. In addition, Ted is currently a 3rd Degree member of the Knights of Columbus and Grand Knight.

After all of this, Ted still finds time to engage in his hobbies and other interests. He built a lake house on a pond in Lyman, Maine, a house that he built from the ground up after it previously burned to the ground approximately 20 years ago. While at home in Boston, you can find Ted involved in a myriad of activities, including spending time on the pond with his 17 ½ foot boat, playing table tennis, golf, cycling, walking, and roller blading.



However, among all of his achievements, Ted considers overcoming adversity while growing up as a youth as his greatest. He encountered challenges from other kids who ridiculed his ability to read and write, and he encountered harassment. While in high school, Ted discovered that he had a form of Dyslexia, and thus counted out the possibility of attending college. But his outlook changed when he met his wife in his senior year of high school, who showed him that he was capable of achieving more than he thought.

Regarding words of wisdom for his RFS colleagues, Ted offers the words from "Success", a passage the 19th century poet and philosopher Ralph Waldo Emerson, which says...

*To laugh often and much;
To win the respect of intelligent people and the affection of children;
To earn the appreciation of honest critics and endure the betrayal of false friends;
To appreciate beauty, to find the best in others;
To leave the world a bit better, whether by a healthy child, a garden patch or a redeemed social condition;
To know even one life has breathed easier because you have lived.
This is to have succeeded.*

Safety

Contact with Objects: It Pays to Pay Attention



The following article was adapted from the National Safety Council (NSC).

There are many things vying for our attention every day, and a lack of focus on the task at hand can lead to tragedy, especially in riskier situations.

One of the leading causes of work-related deaths is contact with objects. This could include:

- Struck against an object
- Struck by an object
- Caught in an object or equipment
- Caught in collapsing material

Objects that fall, roll, fly, slide, slip and swing can do serious damage to a person. Construction workers hit by building materials, vehicles slipping off of jacks, loggers struck by trees – all have a high fatality rate, but all are preventable.

About 75% of struck-by fatalities involve heavy equipment, such as trucks or cranes, according to OSHA. Workers in agriculture, construction and manufacturing are most at risk, but firefighters, police, transportation employees, office workers and others also can count contact with objects in the top three causes of death and injury.

According to *Injury Facts 2016*®, there were 721 workplace deaths due to these types of incidents and more than 232,570 injuries with days away from work in 2013.

These Injuries can be Prevented

Inattention to surroundings and being distracted can lead to injury, as does faulty equipment, lack of proper training, improper behavior by workers, or lack of workplace assessments and housekeeping.

Paying attention is vitally important for those operating machinery, as well as those working around it. NSC offers some additional tips

employers and employees can use to help prevent injury from contact with objects:

- Check vehicles before use to make sure they are in safe operating condition
- Securely and neatly store loose materials
- Secure items that are stored at a height
- Store heavy objects close to the floor
- Open one filing cabinet drawer at a time to prevent a tip-over
- Wear the proper personal protective equipment for your environment, such as steel-toed shoes and a hard hat
- Always walk behind moving equipment if possible
- Never obstruct your vision by overloading moving equipment
- Only operate equipment you are properly trained to use
- Make sure all safety devices on your equipment are in good working order before use
- Use extra caution around corners and near doorways
- When large equipment is being operated, always make eye contact with the operator before approaching
- Secure all loads and lift them evenly to prevent them from slipping

When employees are proactive and employers provide proper education on job-specific hazards, conduct safety assessments, address gaps and provide corrective action, the risk of being struck by an object at work is dramatically reduced.

