

ON NEWS

YOUR ONTARIO NORTHLAND EMPLOYEE NEWSLETTER



Fleet Purchase Shows Return of Passenger Rail Is Anything but Fleeting

The North Bay Station was buzzing with activity on December 15th and not only because of Holiday travelers! Ontario Northland was pleased to welcome Associate Minister of Transportation Stan Cho at our Station to announce a significant milestone in bringing back the Northlander passenger train.

Associate Minister Cho announced that the Province of Ontario purchased three trainsets from Siemens Mobility Limited for the Northlander - a huge step

forward! The sleek new trainsets each include one locomotive and three passenger cars (one of them being a cab car).

This is a new era for Ontario Northland. Not only will the Northlander have new stops and a new station in Timmins (Porcupine), but the brand-new trainsets will also offer modern amenities to our passengers like spacious seating, Wi-Fi connectivity, enhanced accessibility features and passenger information





systems with audio and visual announcements. The new rail cars are also one of the most environmentally friendly diesel locomotives on the market which supports Ontario Northland's commitment to reduce our environmental impact.

Interim President and CEO Chad Evans, who has been involved with the project since day one, is excited to see it progressing. *"This purchase is a key next step to support the province and Ontario Northland's ambitious target of a mid-2020s in-service date for reinstating northeastern passenger rail,"* says Chad.

The rail service will provide passengers more access to safe, reliable transportation options when traveling between Northern Ontario and Toronto, especially during weather events of the year.

Many Ontario Northland employees attended the event, including Tina Irwin who worked on the previous Northlander service. *"It was awesome to be a part of the announcement. When I heard they ordered the new equipment I was so happy!"* says Tina.

Tina says there are so many great things that come with the announcement saying, *"having our (northeastern passenger rail) service back is huge, especially for those in the North. It's also going to create some new jobs which is great"*.

When the train is officially back in service Tina says she's *"hoping to see some of our regulars that used to take the train years ago"*.

Employees can view on-location photos and videos from the event on the Dispatch App and on our social media accounts. The entire announcement is available on the Province's [YouTube channel](#).





Transit Partnership Virtually Awesome

Things just got easier for our North Bay motor coach passengers thanks to a new partnership between the City of North Bay and Ontario Northland! On Monday, September 26th, North Bay Transit (NBT) announced that they have added a new virtual bus stop at the Ontario Northland Bus Terminal on Station Road as part of their dynamic dispatching service.

You may be wondering – what is a “virtual” bus stop?

Unlike the traditional fixed-route service where buses follow a regular schedule, riders can book specific trips using the myRide NBT app or by telephone. First, a rider selects a designated NBT bus stop (such as the Ontario Northland Bus Terminal) on the app. Once the ride is booked, dynamic dispatching technology matches multiple passengers headed in the same direction onto one bus and directs passengers to a marked convenient bus stop location for pick up. Similar to ride share apps, the myRide NBT app provides time of arrival information and allows for real-time bus tracking.

Launched in January 2021, North Bay Transit dynamic dispatching operates throughout most of the city in the

evenings Monday through Friday between 7 p.m. and 11 p.m., and Saturdays between 7 p.m. and 10 p.m.

This new “virtual” bus stop will provide Ontario Northland passengers with more convenient and accessible transit service to and from the Terminal.

“By offering this service at our North Bay terminal, we are enhancing connections to make travel more convenient, safe and affordable for our passengers,” says Herb St. George, Customer Experience Manager at Ontario Northland. *“We are happy to partner with the City of North Bay on this innovative project.”*

North Bay Transit Manager Drew Poeta says that they look forward to continuing to work with Ontario Northland in the future to enhance the public transit system.



A Message from Interim President & CEO Chad Evans



Hello all employees,

As Interim President and CEO, I am committed to ensuring our important work continues and that Ontario Northland is ready for all the planned initiatives ahead, including the much-anticipated return of Northeastern passenger rail. We will continue to deliver efficient, safe, and reliable transportation services in Northern Ontario, while always looking for ways to improve our performance and grow our value to the communities we serve.

I am proud to be part of this incredible team at Ontario Northland. Over my 11 years here I've met and worked with many employees across all divisions, both experienced and new staff, and have personally seen the hard work and dedication that makes our organization stand out. As a Northerner myself, I understand the important impact that our ongoing service delivery has for the communities, passengers and customers in Northern Ontario.

An important priority I've set for myself is to keep our employees updated on what is happening at Ontario Northland. As you may have seen on our employee app, the ON Dispatch App, I have been sharing regular video updates highlighting various initiatives and areas of our operations. You can watch previous "Front Row with the Interim CEO" videos and find new ones on the ON Stories channel of the app. If you have an initiative or work area you would like me to showcase, please feel free to share it with me.

If you see me around your work location, I encourage you to introduce yourself and bring forward any questions you may have to myself or to your managers. In addition, please feel free to use the "[Ask the Interim CEO](#)" feature on the Dispatch App to reach me and the Executive Team with your questions.

I know I can count on your dedication and support to continue to provide outstanding service to the people and businesses we serve.

As always, work safe and be safe.

Sincerely,
Chad Evans
Interim President & CEO

Rail Safety Week



Ontario Northland once again recognized Rail Safety Week this year the week of September 19th to 25th. The annual week-long event organized by Operation Lifesaver raises awareness for rail safety across

Canada and helps to educate the public on how to stay safe near rail crossings and railroad rights-of-way.

Throughout the week important safety reminders were shared with the public on our social media pages, including a video from Vice President of Transportation Drew Duquette and one of Ontario Northland's biggest fans, David. David, who was named an honorary Rail

Safety Ambassador, is pictured here with Supervisor of Motive Power, Jean-Guy Giroux on a special tour of our North Bay Remanufacturing and Repair Centre.

As a rail transportation and freight provider, we have an increased responsibility to educate our employees and members of the communities we serve to ensure they are safe from rail-related injuries and deaths. Here's how you can continue to be involved in rail safety all year long:

- **Speak up** – Don't be afraid to tell someone if they're being unsafe around train tracks or crossings
- **Be an Advocate** – If you work on the tracks, use this as an opportunity to share rail safety messaging when you're interacting with the public
- **Recognize Safety Stars** – Know someone who always puts rail safety first? [Nominate them for a Work Safe Award!](#)



Rail Team Replaces Rail Crossing at one of Canada's Busiest Crossings

Ontario Northland is responsible for over 460 rail crossings, and one of them happens to be one of Canada's busiest level rail crossings, according to the Ministry of Transportation.

The rail crossing at the juncture of Highway 11 and Highway 17 in North Bay, Ontario is a busy one with traffic coming from the north and south, east, and west on top of the local North Bay city traffic.

Planning to upgrade one of the Country's busiest rail crossings takes time and coordination. The crossing work is a collaboration between the Ministry of Transportation, the City of North Bay and Ontario Northland who work together to plan the best time and overall approach to shutting down a major rail crossing for several hours.

Chad Martin, District Manager of the Rail Infrastructure department estimates that this type of crossing work is likely to take 20 hours to complete from start to finish. In partnership with the City of North Bay and Ministry of Transportation of Ontario (MTO), it was confirmed that crews would only have twelve hours and that the work would have to take place overnight to minimize disruption to highway detours and the citizens of North Bay.

It was time for Chad and his team to get creative. "We decided to do as much pre-work as we could. That meant building the largest panel we've ever built in my 23-year career with the railroad," says Chad. For several weeks

leading up to the overnight work, the Maintenance of Way crew and Production gang pre-assembled the track structure from rail, ties, plates and anchors.

Crews were on a tight deadline to remove the old track, install the new track and resurface the highway before sunrise the next day- the pressure was on. "Even though we only had 12 hours to complete a 20-hour job, we were ready and knew what we had to do to get the job done," says Chad.

With the help of the Signals department, Maintenance of Way crew, the Production gang and a few third-party contractors hired by the City and MTO, the highway closed as planned at 7:00 pm one evening while crews got to work removing the old material, digging the surface and then using two large excavators and a payload to drag the 120-foot-long new track into place and tie it to the connecting rail.

Because of the high-traffic nature of the crossing, a concrete panel was chosen to cover the surface on top of the ties and it was then paved with asphalt, making the surface smoother and more level, which ultimately increases the lifespan of the crossing, that Chad estimates will last at least ten years.

There was a total of about 25 Ontario Northland employees involved in this quality project, a true collaboration - keeping the communities we serve and our railway safe.



Passenger Operations Plans Next Five Years in Engaging Strategy Session

The Passenger Operations leadership team spent an afternoon in September planning key initiatives for the division. The leadership team started off the session by looking back on the past five years, celebrating their many successes and achievements while inspiring them to look forward to the next five years. *“Planning as a team is such an important part of the division’s success,”* says Tracy MacPhee, Vice President of Passenger Rail and Motor Coach. *“By coming together as a leadership team we’re able to find synergies and ensure we’re being as efficient as possible to make sure we’re doing what we said we would as part of the business plan. It was also important for us to include Kelly Leach, our Passenger Services Financial Analyst, to align our initiatives with appropriate planning for budgeting purposes.”* Health and Safety Incident Manager Specialist Jason Burnett was also invited as a guest presenter to provide an Intellex safety overview for Passenger Services.

Members of the leadership team each shared their vision and goals for the next few years and identified any barriers and risks in achieving those to ensure the proper mitigation plans can be put in place early in the process to avoid delays. The session was facilitated by the Organization Change and Engagement Team and included presentations from department managers as well as team building activities. A special 35-year celebration was also had for Herb St. George, Manager of Customer Service.

“We’re looking forward to the next chapter for Passenger Services,” says MacPhee. *“We have a strong leadership team who is guiding the passenger services division into some very exciting times as we prepare for motor coach, Polar Bear Express and hotel service enhancements, northeastern passenger rail service and the continued modernization of our operations to ensure our passengers continue to receive the safe, modern and reliable service that they count on.”*

Furry Friends of Ontario Northland

Who doesn't love to spoil their pets?! Both you and your best friend can show some Ontario Northland pride with the classic tie-on pet bandanas from our Promo Store! Available in sizes small through large, proceeds from each sale will be donated to the North Bay and District Humane Society. Visit merch.ontarionorthland.ca/ to get yours!

Check out some of our employees' adorable pets modelling the Ontario Northland pet bandanas:



Rachel Domanico's Dog Ben



Cindy Bradley's Dogs Willow, Wilbur, Winnie and Norton



Ashley Commanda's Dogs Levy & Bowen



Erin Hillis' Puppy Zeus



Rob Bouffard's Cat Patch



Tracy MacPhee's Dog Nova



Christine Charland's Dogs Ivy and Oak

This Quarter's Safety Star Winners:



Individual - Jonathan Eagle, Track Labourer/Technician (Rail Infrastructure)

Jonathan started with Ontario Northland in May 2022 and has demonstrated an outstanding commitment to safety since day one. Jonathan was nominated for a Safety Star Award for always being aware of his surroundings while working on the track. Thanks to Jonathan, all employees working between the lorries and the regulator were able to clear in time safely. Had he not had this awareness and looked up—even a moment later—it would have been a very different and tragic outcome. His habit of maintaining situational awareness saved not only his life, but the lives of his coworkers.



Group - Station 10, Car Shop (Remanufacturing and Repair)

Supervisor Tammie Richard and her team, consisting of Melissa Butler, Michael Greco, Simon Ledoux, Paige Mathieu and Nicole Gordon were instrumental in removing a harmful chemical from the Carshop. When a thoughtful supervisor raised the issue, it was investigated, and the risks were assessed however it wasn't until Tammie's team tested a similar, safer product that the movement to get rid of this chemical gained traction.

Tammie's team reviewed the Safety Data Sheets (SDS) for the original product and a similar product and found the new product to be just as effective and with less harmful health implications. Thanks to the team's initiative, the more harmful product was removed from Station 10 and other stations soon began to follow suit.



Leadership - Kevin Connolly, Mechanical Operations Support Manager (Motive Power)

Kevin Connolly has been instrumental in helping to foster a culture of safety in the Diesel Shop, the Wheel Shop and across the organization. Kevin brought in a new, dual cartridge respirator that allows for a broader spectrum of work to be completed with just one respirator cartridge as opposed two. This new style of respirator is not only more practical, but also more comfortable for staff. Kevin could have stopped with the Diesel and Wheel Shops but chose to pursue organizational change by reaching out to our shops in Cochrane and the Carshop to assist in getting them onboard with the new style of respirator.

Leadership - Kevin Yank, Supervisor (Motive Power)

Kevin Yank has spearheaded many initiatives to improve safety at our Shops. Recently, Kevin was involved in purchasing new welder units that actively extract fumes while they are in use, resulting in noticeably cleaner air in the Diesel Shop. He has also been working hard to ensure proper PPE is in place to protect employees, particularly eye protection. In addition, Kevin has been conducting Safety Talks with employees to keep everyone engaged, discuss relevant issues, and keep safety top of mind.

Both Kevin's have been working hard to establish training standards for topics such as engine attendant, switching, and forklift. With the assistance of Barry Bamford (engine attendant and switching) and Steph Perron (forklift) they are actively designing, testing, and implementing Standard Operating Procedures (SOPs) to make sure that all standards and acceptable practices are being written down and communicated to current and future staff.

**Congratulations to our winners!
Keep up the great work!**



New and Improved Work Safe Awards

The Health and Safety Department has re-launched their Work Safe Awards to make them bigger and better than ever!

According to the ON Voice Survey distributed earlier this year, only 56% of respondents agreed that they receive appropriate recognition when they do a good job. However, on that same survey the Safety Index was the highest scoring index at 73% favourable. We have taken many strides to improve safety at Ontario Northland and we want to recognize YOU for your part in it.

The Work Safe Recognition and Awards Program aims to encourage, recognize, and reward employees for taking action to improve workplace safety. It also reinforces the importance of teamwork and engagement, while helping to ensure a world-class safety culture.

As part of the re-vamped Work Safe Recognition and Awards Program, new award categories have been announced:

- **On-the-Spot Awards:** given by managers/supervisors to employees right “on-the-spot” whether it’s on the tracks, shop floor, office - wherever you work!

- **Quarterly Awards:** Called ‘Safety Star Awards’, these are awarded every three months to individuals who go outside their typical job duties to promote a safe work environment.
- **Annual Awards:** The big leagues! There are two yearly awards, one for managers called the ‘Work Safe Leadership Award’ and another called ‘Work Safe Champion Award’ that is available to all employees, groups, departments, and/or workplace health and safety committee representatives.



To learn more about the criteria for each award, visit the Health and Safety page on the [Junction](#).

No matter where you work in the system or what your role is, all employees are eligible to be nominated and are encouraged to nominate their fellow co-workers, managers and groups for an award. Nominations can be submitted online through the [Dispatch App](#) or the [Junction](#) or by printing and completing the nomination form and sending it to worksafe@ontarionorthland.ca.



Motorcar Tour Welcomed Once Again

Ontario Northland welcomed back the Great Lakes Rail Car Operators Association which is affiliated with the North American Rail Car Operators Association (NARCOA) on a trip across a large portion of our rail system this past September. Prior to the introduction of Hi-Rail vehicles, railroad motorcars were used for Maintenance of Way to inspect the track for defects and to handle track maintenance. These cars or “speeders” have been phased out by the railroads in favor of Hi-Rail Vehicles, which are standard road vehicles with retractable guide wheels that can operate on road or rail.

The group of 19 motor cars started their five-day journey from North Bay travelling to New Liskeard, Cochrane

and many stops in between after heading back from Kapuskasing. These rail enthusiasts are from all over the United States and Canada. It was a great opportunity to promote our railway and to provide them with a fantastic opportunity to take in the beauty of Northern Ontario.

Special thank you to Guy Langis (Manager of Rail Safety, Rules, and Regulations) for coordinating and travelling with the group to protect them as they travel. Guy is pictured here with Jeremy Girard and Chad Martin right before the start of their motor car journey. They delivered a safety briefing to the group, went over the trip details and accompanied them in two Ontario Northland Hi-Rail units.

AMO Team Member Recognized

Congratulations to Asset Strategy and Planning Specialist Blair Carmichael for winning the 2022 AMP Capstone Award from the PEMAC Asset Management Association of Canada! Blair started the Asset Management Professional Program (AMP) back in the Fall of 2020 and has excelled in their studies ever since.

In the program’s final project, the Capstone, participants get the opportunity to apply their new knowledge and skills to develop a real-life project recommendation. Blair was able to draw on their experience working closely with Ontario Northland’s Enterprise Asset Management Program to complete their project titled Implementing Asset Management at Ontario Northland’s Motor Coach Division.

One of Blair’s instructors was so impressed with their work, they nominated Blair for the AMP Capstone Awards and Blair was chosen as a winner! As a Capstone Award recipient, Blair was invited to present their project at the PEMAC MainTrain conference in September and was recognized for this achievement at an awards celebration dinner.



Welcome New Employees

Since June 2022, 138 employees have joined us. Be sure to introduce yourself and personally welcome them to Ontario Northland!

James Avery Production Worker North Bay	Owen Closs Production Worker North Bay	Jude Fox Conductor Trainee North Bay	Angelle Hume Financial Accountant North Bay	Shane D McConnell Conductor Trainee North Bay	Jeffrey J Rekiel Production Worker North Bay
Kristin Ash Clerk B Accounts Payable North Bay	David M Cockerline Engine Attend North Bay	Christopher Fraser Production Worker North Bay	Dante Jeffrey Production Worker North Bay	Brandon McCulloch ITS Support Analyst North Bay	Paul Renaud Electrician Cochrane
Matteo Aquino Track Labourer Englehart	Cody Cooper Production Worker North Bay	Alain R Gagnon Cont. Improvement Special North Bay	Eric Jirovec CSSA Cochrane	Jacob McNair Track Labourer Englehart	Deltalee Rheault Bus Operator North Bay
William G Austin Cleaner Cochrane	Isaac Collins Production Worker North Bay	Madisyn Gaudette Engine Attend North Bay	Jonathan Kobel Production Worker North Bay	Donald Mercier Machinist Cochrane	Michael Riutta Bus Operator North Bay
Noah Beaulieu Production Worker North Bay	Robert Couchie Track Labourer Englehart	Alexa J Goodwin Document Control Specialist North Bay	Emmanuel Koritsaris Production Worker North Bay	Steven Mejia HKSP/Front Desk Cochrane	Brian Robinson Track Labourer Englehart
Eric G Beck CSSA Sudbury	Alex Courvoisier Electrician North Bay	Scott Gorman Production Worker North Bay	Isaiah Lanthier Production Worker North Bay	Kevin D Mikovitch Spare Rail Traffic Controller Englehart	Micheline Rochefort Corporate Serv. Centre Rep North Bay
Anthony Beckett Track Labourer Englehart	Daniel J Coventry Machinist North Bay	Chancellor Graham Track Labourer Englehart	Nicholas Loiselle Track Labourer Englehart	Afraz A Mohammed Business Process Analyst North Bay	Krista Rootes Clerk B Records North Bay
Sage Bellaire HKSP/Front Desk Cochrane	Brad Craig Business Process Analyst North Bay	Alain Gravel Cleaner Cochrane	Andrew Lynett Production Worker North Bay	Chandler Mulvany Production Worker North Bay	Ryan Rootes Production Worker North Bay
Christopher Bennet Production Worker North Bay	Fernando Cruz Production Worker North Bay	Amanda Gravel Production Worker North Bay	Shannon M MacCarthy Learning & Dev. Specialist North Bay	Hailey Noel Customer Service Unit Clerk Englehart	Devin Rotondo Programmer Analyst North Bay
Alexander Bernardi Internal Comms Coordinator North Bay	Chloe Disney Asset Analyst Rail Mech. Englehart	Ashton Gravelle Engine Attendant North Bay	James MacCarthy Production Worker North Bay	Yanik Olivier Track Labourer Englehart	Karamjit Saini CSSA Timmins
Ricky Bissessar Electrical Apprentice 1 Cochrane	Samuel Doire Track Labourer Englehart	Michael Greco Production Worker North Bay	Andrew Macdonell Track Labourer Englehart	Joshua Ouellette CSSA North Bay	Alain D Savard Cleaner North Bay
Lisa Broderick Clerk B Maintenance of Way Englehart	Angela Douma CSSA Moosonee	Carl Griessmeier Bus Operator North Bay	Braden Maclean Production Worker North Bay	Mario Ouellette Refurb. Electrical North Bay	Amelie Savoie Carman Apprentice 1 Englehart
Lockie Bryce Production Worker North Bay	Melaine Dubeault Stockkeeper Cochrane	Jennifer Guerard Cleaner Cochrane	Roy Main Refurb. Electrical North Bay	Steven Owen Machinist North Bay	Christopher Sayers Cleaner North Bay
Tyson Buttgieg Machinist Apprentice Englehart	Mona Evans Clerk A Treasury North Bay	Tanner Harman Track Labourer Englehart	Maxim Marien Carman Apprentice 1 Cochrane	Thomas Page Production Worker North Bay	Louis Scaglione Production Worker North Bay
Andre Cantin Track Labourer Englehart	Zachary Evans Production Worker North Bay	Abdul Fatir Haider Manager Multimodal Serv. Cochrane	Gary J Martin Machinist Ramp North Bay	Isaac Paul Production Worker North Bay	Ramkrishan Singh Track Labourer Englehart
Jennifer Chapman Production Worker North Bay	Gordon Faulkner Machinist North Bay	Crystal Hayes-Boulet Clerk B - Pass. Revenue North Bay	Paige Mathieu Refurb. Support Staff North Bay	Jessy Poulin-Chenier Bus Operator North Bay	Donald J Smith Conductor Trainee North Bay
Kendra L Chatelain Production Worker North Bay	Pierre Ferri Leadhand Mech. - Bus Gar. North Bay	David Hilgartner Mangr., Invent. & WHS North Bay	William Matte Production Worker North Bay	Michael Prokopick Production Worker North Bay	Ryan Snider Production Worker North Bay
Curtis Chenier Electrician North Bay	Marc Fletcher ITS Support Analyst North Bay	Gregory Hilton Production Worker North Bay	Jori Maxwell Production Worker North Bay	Judith Rawling Financial Analyst North Bay	Noah St-Denis Production Worker North Bay
Andrew Chestnut Track Labourer Englehart	Andrew Fleury Production Worker North Bay	Jessica Holm Clerk B - Accounts Payable North Bay	Joshua McEwen Production Worker North Bay	Michelle Redgrave Supervisor Cust. Service North Bay	Luc St Pierre Production Worker North Bay

James Stamler Marketing Specialist North Bay	Jason Thompson Refurb. Electrical North Bay	Douglas R Turan Refurb. Painter North Bay	Kristina Vukelic Clerk B Accounts Payable North Bay	Joshua G Williams Refurb. Electrical North Bay	Nicole Zettler Digital Transformation Lead North Bay
Aaron-Kane Sterling Electrician North Bay	Ryan Trainor Spare Warehouseman Cochrane	Derek Turgeon Production Worker North Bay	Christopher Wallace Bus Operator North Bay	Jordan Wilson Production Worker North Bay	
Tyler Stoutenburg Bus Operator Sault Ste. Marie	Keir Trudel Maintenance Planner North Bay	Steven Turgeon Production Worker North Bay	Jeremiah Webb Maintenance Support Staff North Bay	Steven Winkworth Super.- Reman. & Repair North Bay	
Arash Tanzadeh Production Worker North Bay	Mark Tuffy Production Worker North Bay	Donovan Viger Carman Apprentice 1 Cochrane	Daniel Westerveld Track & Machinery Trainer North Bay	Deven Young Production Worker North Bay	

Helping Those in Need During the Holidays

Ontario Northland is always proud to help the communities we serve. Over the years we have participated in various local initiatives, many of which have become an annual tradition!

Toy Drive

Santa's elves were at it again! Ontario Northland representatives from Unifor Local 103 visited our North Bay locations on December 8th to collect toys and financial donations for the Low Income Peoples Involvement (LIPI). Thanks to the generosity of our employees the team was able to collect two truckloads of toys and raise over \$2,000 to donate to LIPI.

North Bay Santa Fund

2022 marked the North Bay Santa Fund's 75th Anniversary! Ontario Northland is always happy to be a part of this local initiative to support their mission of no families going without food and no children without toys during the Holidays. On December 22nd, employees were on hand to help assemble grocery hampers for families. The following day employees braved the snow and cold to help deliver these hampers and toys in our cube van and mail van. Overall, the Santa Fund surpassed its fundraising goal and was able to deliver food and gifts to over 400 families.

Finance Fundraiser

Our Finance Department gave back this Holiday season by collecting 40lbs of food for the North Bay Food Bank. The team also donated several toys to the Joy Project - an initiative run by the Children's Aid Society of the District of Nipissing and Parry Sound. Thank you to all our employees who took the time to give back to the community and support local charities this Holiday Season and throughout the year!



Congrats Tammy!

Congratulations to Tammy Cockerline for retiring after 35 years with Ontario Northland. The team at our Remanufacturing and Repair Centre put on a very special luncheon to celebrate this great achievement. Congratulations on this major milestone and best wishes on your retirement Tammy!

Photo of the event submitted by Kim Desrochers



Best Wishes in Your Retirement

Pensioner	Last Position	Location
Janet Alexander	Lead Hand Cleaner	Cochrane
Tammy Cockerline	Work Cell Leader 334	North Bay
Louis Chakasim	Track Labourer	Englehart
Norma Dorzek	CSU Clerk	North Bay
Richard Fournier	Work Cell Leader	Cochrane
Roderick Henderson	Track Labourer	Englehart
Ronald Hodgins	Electrician	Cochrane
Derrick Lafontaine	Bus Operator	North Bay
Deborah Lalonde	Refurbishment Support Staff	North Bay
Lillian Laporte	Food Services Coordinator	Cochrane
Agnes Legault	Clerk A A/P	North Bay
Pierre Loranger	Track Technician	Porquis
Sandra Ann Maceachern	Clerk A Principle Car Hire	North Bay
Brent McLeod	Track Maintenance Foreman	North Bay
James McWhirter	Electrician	Cochrane
Donald Parker	Engineman	Englehart
Pierre Pellerin	Bus Operator	Timmins
Ian Pennell	Manager Maintenance and Fabrication	North Bay
Jean-Paul Perron	Maintainer Work Equipment Shop	North Bay
Marian Puchala	Production Worker	North Bay
Larry Schiavo	Track Maintenance Foreman	North Bay
Peter Smith	Engineman	Englehart
Peter Straus	Maintainer Work Equipment Shop - Leadhand	North Bay
Wynn Stitt	Engineman	North Bay



Motor Coach Services' Innovative New Wash Bay

What do robots and the environment have to do with our new wash bay at the North Bay Motor Coach Maintenance Facility?

As part of the wash bay project, Motor Coach Services added a new Washbot Vehicle Cleaning System to clean the outside of our buses and service trucks. This battery powered unit is designed to wash oddly shaped vehicles of all sizes with little effort. The Washbots not only increase productivity, but they also help reduce our environmental impact by using an eco-friendly cleaning solution made of a hyper concentrated, enzyme-based formula without any harsh chemicals.

“With the new Washbot System, a bus can be washed in about 8 minutes compared to the old pressure washer method which takes about 20 minutes,” says Director of Motor Coach Operations Ken Grube. *“The other benefits are that we will use less soap and water than the pressure washer, with less greywater going down our drains to help minimize our impact on the environment. The new system will also help with the longevity and look of our bus decals, as it is more forgiving than the pressure washer wand if held too close to the side of the bus.”*



You can see this handy machine in action on the [ON Stories](#) section of the [Dispatch App](#).

The new wash bay addition will also be used as an area to fuel motor coaches and will provide additional space to service our growing fleet. The new fueling system that has been installed features a card-lock control system which allows our operators to fuel from inside as opposed to outside in the elements.

As part of their Capital Project planning, Motor Coach Services has preliminary plans to enhance the North Bay Motor Coach Bus Maintenance Facility even further by building a bus structure to shelter parked motor coaches from the elements. This canopy-style structure will provide shade coverage to help buses quickly cool down during the summer season allowing more efficient operations and reducing fuel costs, as well as keep snow and ice from accumulating on the tops of the buses in the winter. From an environmental sustainability standpoint, a solar panel system will be incorporated in the design that will power all forms of electricity used in the new shelter such as power receptacles and LED lighting. The excess power will be returned to the main building to reduce the bus garage's electrical load.



Bed and Breakfast a Life-Sized Piece of Ontario Northland History

Are you one of those people who loves finding one-of-a-kind hotels and Airbnbs? Well, say hello to an Ontario Northland- themed Bed and Breakfast built out of one of our old cabooses! Employees and rail fans alike will surely be blown away by the refurbished rail car situated in Kilworthy, Ontario.

Owner Jason Jongen started looking for a caboose in the Spring of 2008 and after reaching out to Ontario Northland he discovered that three were going up to auction. Jason made the trip to North Bay to view the cabooses and chose to bid on #122 as it was in great shape. In October of that year, the caboose made the 187-kilometer journey from Ontario Northland's North Bay yard to its new home in Kilworthy with the help of two cranes and a shipping company.

Originally planned to be Jason's "Man Cave", his good friend was the one who brought up the idea of turning it into a Bed and Breakfast. In 2020, Jason started playing around with the idea and began searching the internet for other cabooses that were turned into B&B's. "There were a lot of amazing ideas to be found, including Clearview Station B&B in Creemore, Ontario featuring ONR Caboose #111," says Jason. "I wanted to make this a unique, year-round Muskoka experience as well as keep the history of the Ontario Northland Railway alive".

Jason has always had a love for trains – having many model trains growing up and supportive parents who took him all over Ontario and the Midwestern United States to photograph and video trains. As he grew up, he never lost his passion for the railway and worked as a track labourer for the Barrie Collingwood Railway in 2001 before becoming a career firefighter.

In the winter of 2020-2021, Jason started toying with design ideas for his B&B and in the late Spring, groundwork was officially started. Although he admits that he's more of the brains and design behind the project, Jason was able to use his background as a track labourer to help build a 50ft section of track for the caboose to rest on within his property. To help him with the build, Jason brought in skilled family members and professional contractors, plumbers, electricians, painters and metal fabricators.

Transforming a 43-year-old rail car into a Bed and Breakfast is no easy task with Jason and his team running into numerous challenges. The biggest issue was removing the old fuel tank which still contained product that had leaked into the flooring and areas of the wall over the years of service. They also had to deal with numerous leaks in the roof. "It has been a long project, it has taught me so many things about design, project management, construction and patience," says Jason.



The caboose is best suited for a couple or group of three with a master bedroom containing a queen-sized bed and a twin XL bed available in a loft Jason calls the “Hobo Hideaway” above the washroom area. The B&B has all the comforts of home with a small kitchenette and three-piece washroom. Guests will be comfortable in any weather with air conditioning and two electric wood fireplaces on either end. In the coming years, Jason has plans to add more storage space, a deck, a hot tub and a fire pit.

Many of the design features inside the caboose pay homage to Ontario Northland’s history including the tiles in the shower stall featuring our traditional paint scheme. *“When the 1730 heritage locomotive was released, I made numerous trips up to North Bay and Englehart to photograph it and absolutely fell in love with the paint scheme,”* says Jason.

Jason and his team have also transformed the outer walls of the washroom into an old box car that wore the Ontario’s Development Road Logo (pictured here). *“The car number, 1902 0317 is unique to represent the date Ontario Northland/Temiskaming and Northern Ontario Railway broke ground.”* Jason also intends on keeping the

exterior paint of the caboose as original as possible. When asked how he came up with the unique B&B’s name, Jason says *“the side-tracked part came from the railway. When a train is put into the sidetrack to await another train it can be used as a time to relax and reflect on the trip.”* He continues, *“Muskoka is a world-renowned place; it is a year-round playground that offers so much. Travelling the backroads of Muskoka can get you easily sidetracked from the rigors of everyday life.”*

Jason is hoping to do a soft opening to work out any issues that may pop up but come Spring of 2023 it will be full steam ahead!



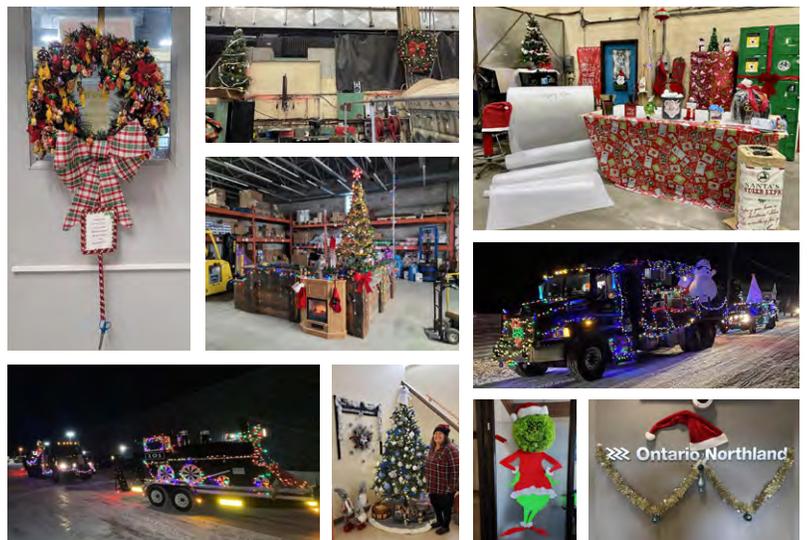
You can view more progress pictures of the caboose and stay up to date on the official opening day by following @sidetrackedinmuskoka on Facebook and Instagram. At the time of writing this, Jason is still in the process of setting up a website and Airbnb link however he can be reached at sidetrackedinmuskoka@gmail.com.

Employees Deck the Halls

During the month of December employees were asked to show their Holiday Spirit by posting photos of their workstations decorated for the Holidays. Take a look at some of the creative submissions!

Parades

Our employees also spread some cheer in their communities by participating in Holiday parades. Our infrastructure group put together a festive float for the Englehart Parade of Lights and in Cochrane, our Mechanical team’s floats won first place in the Cochrane Christmas Parade.





What is an Asset Analyst?

An Asset Analyst is a new role at Ontario Northland that was created to ensure we have the best data available to make better business decisions about our assets (i.e., everything from our tools, equipment and parts to our locomotives and motor coaches). Certain business units have been assigned an Asset Analyst who essentially becomes an “expert” in their area’s assets. These asset experts are critical for the enhancement and maintenance of asset data as well as supporting the business unit with asset strategy, planning, risk, and asset performance management.

Ontario Northland currently has four Asset Analysts:

- Amanda DeLeeuw – Rail Infrastructure (Englehart)
- Chloe Disney – Rail Mechanical (Englehart)
- Chantal Berube – Motor Coach Operations (North Bay)
- Melanie Johnston – Corporate Facilities (North Bay)

As part of the Enterprise Asset Management (EAM) Program roll out, this team of Analysts will primarily be focused on data collection efforts and supporting EAM System implementation.



Employee Profile: Chloe Disney, Asset Analyst – Rail Mechanical

Chloe Disney joined the Rail Mechanical team in August 2022 in the newly created role of Asset Analyst.

As an Asset Analyst, Chloe plays a critical role in the overall maintenance of the asset data related to our rolling stock (i.e., locomotives, freight cars, passenger cars); ensuring quality, completeness and accuracy of the data. She also analyzes various maintenance and replacement activities to assist the Division with decision making. As part of her role, Chloe works closely with the Asset Management Office (AMO).

Born and raised in Englehart, Chloe is happy to be based out of her hometown. With a diploma in Business, Chloe has worked in both finance and accounting. Having spent most of her career in banking as well as some time in the mining sector, Chloe brings a diverse skillset and knowledge base to her new role.

“I am excited to be working with locomotives, railcars and equipment. I will be in the field learning as much as possible!” says Chloe. Chloe will be visiting our shops and yards so be sure to say hello if you see her.

During her free time, Chloe loves being outdoors in any season. You can find her kayaking, snowshoeing and spending time by the campfire.

Welcome to the Ontario Northland team Chloe!

Environmental Benefits of ONTC's Rail Freight Highlighted by RAC

Ontario Northland was featured in a publication from the Railway Association of Canada (RAC) titled [The Critical Role of Shortline Railways in Canadian Supply Chains](#). The article outlines the many economic and environmental benefits shortline railways provide and their important role in the supply chain – especially for providing first mile/last mile connectivity to customers and industries that are often located in rural and remote settings.



The farm's loading system to transfer agricultural product from truck to covered hopper railcar on ONTC's spur line.

According to the publication, "railways are three to four times more fuel efficient than trucks, creating an immediate reduction in GHG emissions when a shipper chooses rail, or transloads from truck to rail. The RAC estimates that shifting 10% of truck traffic to rail would reduce GHG emissions by 4.1 megatonnes per year."

Ontario Northland is highlighted twice in the publication for rail freight, including a case study on the environmental benefits and cost-savings brought forth by providing agricultural transload for a local farm in Earlton, Ontario. Starting in 2021, four railcars of oats were shipped per week (approximately 200

annually) from the farm to Trois-Rivières, Hamilton and Iowa markets, through our connections with other railways. These 200 railcars of oats remove approximately 400 truck trips annually, which results in an estimated reduction of 1.3 kiloton of GHG emissions per year!

For the 2022 season, the farm shipped all oats and canola with Ontario Northland, increasing the number of rail cars annually from 200 to 400. This brought the estimated GHG

savings to 2.6 kt, the number of truck trips removed to 800, and the transportation cost savings to \$400,000 per year.

In December 2022, the Rail Division purchased four high-capacity hoppers to ensure we continue to have the capacity to help our agriculture customer in the North. These cars will be in service within a couple of months and allow greater tonnage to be hauled in a car.

This case study provides a practical example of how Ontario Northland continues to show our commitment to the environment and the communities we serve!

PBX Crew Prepared for Anything

Our employees from the Polar Bear Express participated in emergency equipment familiarization training in November 2022. Manager of Passenger Services Eric Rochon led the training and went through key systems on the train and how to use the emergency equipment on board, including the 100-person shelter pictured here that inflates in only 3 min! Thank you to our staff for ensuring our passengers get to their destination comfortably and safely each and every trip.





Curtis Carr



Greg Porter



Tanya Forget

The Results are in for the 2022 Corporate Services Survey

The Corporate Services Survey is an annual survey distributed by Corporate Services to get feedback on the services provided by Information Technology, Human Resources, Finance, Business Analysis-Project Management Office, Marketing-Communications and Corporate Facilities Management. Corporate Services uses the feedback from employees to continuously improve their diverse service offerings.

The anonymous survey was distributed in digital and hard copy formats throughout the month of August. A total of 304 employees responded to the survey – the highest response rate ever seen! Results showed

that 88% of respondents are satisfied with the overall services received from Corporate Services.

The full results of the Corporate Services Survey have been shared with each department's leader who are working to plan ways in which we can continuously improve based upon the feedback provided.

Thank you again to everyone who filled out the survey and congratulations to our winners Curtis Carr, Greg Porter and Tanya Forget for each winning a YETI Roadie Hard Cooler for their participation in the survey.

Ontario Northland Strikes Artist's Inspiration

University student Alexys Smalling recently used Ontario Northland as her inspiration for an art piece she did while studying Fine Arts at Nipissing University. For the project, Alexys was tasked with creating a sculpture based on the notion that she had been commissioned by a major corporation to create a sculpture that captures the spiritual vision of their company.

To create the piece, Alexys drew inspiration from her personal experience with Ontario Northland as her dad Mark Smalling is a Motor Coach Operator. She based the sculpture, titled Gateways, on the principle of unity as Ontario Northland unifies Northern and Southern Ontario by providing a means of moving both goods and people between the two regions.

Alexys says that the sculpture could be installed at Station and that "if made to a 'full size', viewers would be able to walk inside of the installation through any of the 7 entryways and leave it through any of the 6 others". The sculpture then becomes a representation of the station itself, as it is a connecting site for many different bus routes.

Each element of the art pieces is thoughtfully combined starting with the circular placement of the gateways which symbolizes of unity and connection. The number

of gateways is also significant as they represent the "7 C's" of customer service which Alexys believes "each one of the company's employees represent spectacularly". Each of the sturdy, 10lbs units are used to represent the heavy machinery the skilled employees work with. These units also have a hole in the top to focus light and wind into means and whistles to invoke emotion in the viewer similar to Alexys' fond childhood memories exploring Northern Ontario on her dad's bus.



ON Summer Turns into ON Winter

The changing of seasons not only brings new opportunities to enjoy the great outdoors but also new ON Dispatch App contests! In July we asked employees to tell us what their favourite summer activity is by posting a picture on the ON Dispatch App with the hashtag #ONSummer. Almost 70 employees participated in the contest for a chance to win an iPad! Now it's time to show how us Northerners enjoy the snow.

The ON Dispatch App is back with another fun giveaway to help you enjoy the winter weather and we've doubled your chances to win! There will be TWO prizes given to lucky Dispatch users throughout the months of January and February, all you have to do is post a picture of what you're up to this winter to the Photo Share section of the Dispatch App with the hashtag #ONWinter by Tuesday, February 28th.

Draw 1: January 31st

Congratulations to Yanik Brunette for winning our first draw of an Eskimo Quickfish 3 Pop-up Portable Ice Fishing Shelter!

Draw 2: February 28th

Snowshoeing is a great activity for all ages to get outdoors! February's prize is an Atlas Helium-TRAIL Snowshoe Kit.

Good luck!

Winter Giveaway

JANUARY DRAW

We want to help you enjoy the winter weather!

Post a picture of your favourite winter activity on the Photo Share section of the ON Dispatch App with the hashtag #ONWinter for a chance to win a portable ice fishing hut or a snowshoe kit.

Search "ON Dispatch"

Available on the App Store

ANDROID APP ON Google Play

FEBRUARY DRAW

Deadline to enter is Feb 28th | ONE entry per employee





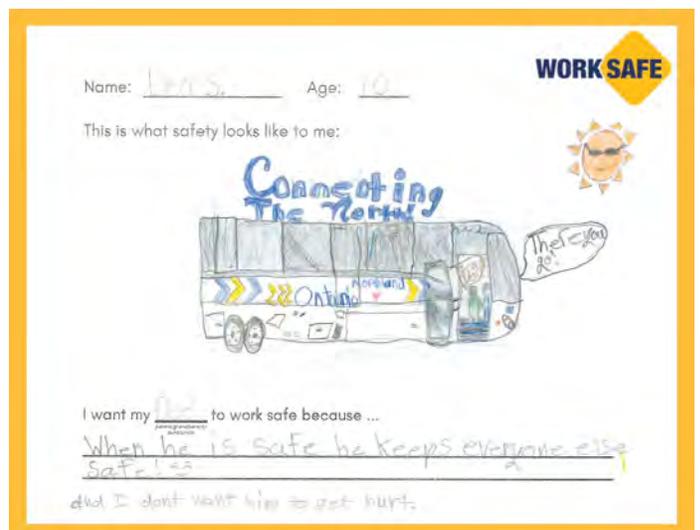
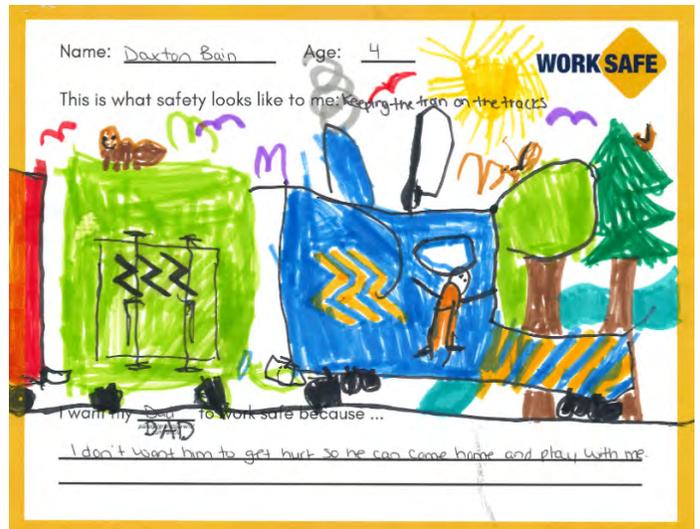
Safety Gets Closer to Home

Over the month of November, children and relatives of Ontario Northland employees were invited to participate in the inaugural Health and Safety Calendar colouring contest. Asset Analyst Chloe Disney had the idea of creating a safety calendar featuring drawings submitted by employee's children, reinforcing how important it is to come home safely each day. When Chloe brought the idea forward to our Health and Safety team, Manager Laurie Laronde was happy to jump on board.

Participants were tasked with drawing a picture and writing a statement about why they want their loved ones to work safely, reflecting our value of Safety. Full Stop. Each child received a t-shirt for their submission with the top 12 participants providing the content for this year's Safety Calendar. To make the hard decision, the team chose one winner from each age range and ensured a variety of our operations were represented.

With over 100 submissions received, the team has concluded that there are simply not enough months in a year (thanks a lot, Julius Caesar) and have henceforth slated the rest of the amazing submissions to be featured in future Health and Safety campaigns. Please keep an eye out for your child's artwork and/or statement in the coming months!

To get your copy of the most heartwarming calendar of the year, please email worksafe@ontarionorthland.ca with your name and work location. Thank you again to all our participants and their families for reinforcing the importance of working safely.



Skills Enhancement Program Gets Rolling



In Summer 2022, Motor Coach Services introduced their new Skills Enhancement Program. Driver trainers Jerry Scappatura and Jason Boucher as well as managers Earl Segriff and Herb St. George ran the program across our service area with drivers in Thunder Bay and Sault Ste. Marie the first to complete the program last June.

The program requires drivers to complete a 30-question written test and demonstrate their driving skills (ex. lane shift, serpentine driving), how they conduct a pre-trip inspection, as well as how they operate the accessible lift when boarding passengers in wheelchairs. Each driver is given two hours to complete all the skills. To add a bit of friendly competition, each of the skills are scored and the top three drivers are awarded a prize.

Earl Segriff, Manager of Motor Coach Services, says that the program *“allows the team to collect data that can be used to improve our training based on the needs of our drivers”*.

Ontario Northland offered a similar program back in 1994, albeit smaller and voluntary. Funny enough, driver trainer Jerry excelled at the event and was invited to an Ontario-wide competition where he took first place!

Jerry says that the new Skills Enhancement Program is a great opportunity to brush up on skills. *“A lot of our drivers have been driving for over 20 years,”* he says. *“Taking the time to go through all these tasks can be a fresh reminder of little non-regulatory things they may have forgotten out of habit”*.

Motor Coach Operator Mike Leblond, who has been with Ontario Northland for 21 years, agrees with Jerry saying that the program is great for ensuring drivers know how to consistently do their job which leads to a safer environment both on and off the road.

Other than the obvious driving skills, Mike says that people skills are a big component of his job. *“Everyone has a story,”* he says, *“it’s important to be kind, accommodating and empathic to any challenges our passengers are facing”*. Motor Coach Operator and program participant Tania Kennedy adds that patience and flexibility are also important skills for a motor coach operator to have.

Both drivers agree that one of the best parts of their jobs is getting to explore new places. Mike says, *“the scenery outside my ‘office’ window is always changing. It’s like driving around in a postcard”*.



Upon completion of the program, each driver was given a pin to show they have participated in the 2022 program. Following this inaugural year for the Motor Coach Skills Enhancement Program the team hopes to continue the program annually each summer.

Rene Fournier

Our condolences and sincere sympathies go out to the family and friends of our colleague Rene Fournier who passed away on Sunday, November 6th, 2022.

Rene worked for Ontario Northland for 41 years, starting his career as a Carman Helper on September 4th, 1981. Working as Trackmobile Operator for many years, Rene was given the title of “Honorary Carman” because of his vast knowledge, experience, and willingness to impart that knowledge onto others. Rene made a positive impact on everyone who had the privilege of knowing him and will be dearly missed by his Ontario Northland family. Our sincere condolences go out to his sons James and Jason and the rest of his family for their loss.



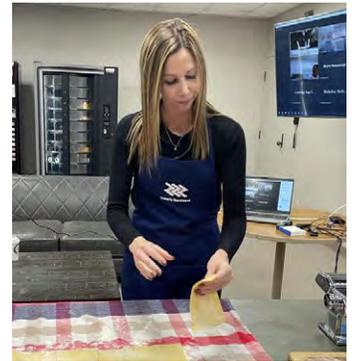
Lasagna, Fettuccini, and Everything Inbetweeni



With the guidance of local caterer Linda Nardilli Morrin, owner of Pasta Hostess, a group of Ontario Northland employees were shown how to put their heart (and backs!) in to shaping the perfect noodle during a special “after hours”

Lunch and Learn this December. Linda led the team of amateur operaio di un pastificio through a series of techniques such as mixing, kneading, and rolling pasta dough. The event was held in the cafeteria of the North Bay office, where rows of checkered tablecloths, wooden cutting boards, and pasta makers awaited those eager to get their hands dirty. There was even a live stream for attendees that couldn’t make it in person!

“You could open a package of spaghetti and cook it for somebody, but there is no comparison to handmade pasta,” stated Linda. Each employee went home with a package of their own handmade noodles and plenty of pasta knowledge.



In Memoriam

We would like to extend our condolences to the families and friends of our pensioners who have passed away.

Employee	Last Position Held	Department	Years Worked
Norman Spiess	Metal Fab. Foreman	Mechanical	1957-1986
Guy Morin	Track Maintenance Foreman	Infrastructure	1947-1987
Benjamin Moulton	Bus Operator	Passenger Services	1991-2001
Neil Smith	Engine Service Brakeman	Transportation	2005-2020
Bonnie Courville	Telephone Operator	Telecommunications	1962-1996
Roman Tichinoff	Extra Gang Labourer	Infrastructure	1953-1994
Ernest Aubin	Bus Operator	Passenger Services	1965-1994
Hilda Bamford	Principle Senior Clerk	Administration	1951-1994
Ronald Ellerton	Track Maintainer	Infrastructure	1979-2004
Isabelle Grant	Archive Clerk	Archives	1957-1994
Glen Oglestone	Security Guard	Legal	1951-1990
Leo Morrissette	Locomotive Engineer	Transportation	1952-1990
Harold Bradt	Agent/Operator	Passenger Services	1956-1992
Ernest Larochelle	Track Maintainer	Infrastructure	1972-2000
Gary Tripp	Leadhand Mechanic	Passenger Services	1974-2004
Rene G Fournier	Track Mobile Operator & Engine Attendant	Mechanical	1981-2022



Recruitment Efforts Ramp Up

Like many companies across the country, Ontario Northland has been actively looking for ways to address labour shortages across the organization. Our leadership team along with the Human Resources and Marketing and Communications departments are working hard to attract new employees to Ontario Northland and have implemented various recruitment campaigns to increase our visibility across Ontario.

The Company You Keep campaign that was launched in 2022 has received an overwhelming amount of positive response. This campaign is focused on increasing awareness about Ontario Northland as a premier place to work and grow your career. The campaign also highlights our long-standing legacy, corporate culture, secure pension, benefits, quality of life in the North and best of all our amazing staff. The Marketing and Communications Department has also been doing targeted ads in places such as Englehart for Diesel Mechanic positions.

In addition to traditional advertising, our staff have also participated in, and continue to plan for, many career fairs and expos throughout our service area. This allows for our experienced and knowledgeable staff to speak directly with potential applicants about the many career opportunities at Ontario Northland.

Our employees play a key role in helping us recruit top talent. Please share our job postings and positive news stories about Ontario Northland on your social media networks and reach out to friends and family you think may be a good fit for a position with us. Positive word of mouth goes a long way in ensuring we're seen as a good employer.

Other ideas for attracting skilled talent are currently in the works, and we hope to see an increase in applicants from these various campaigns. If you have any other ideas on how we can increase our visibility and appeal, please feel free to share them with your manager, supervisor, or director.



David Beadman in Cochrane completing the summary report following the safety walkabout



Safety Walks the Talk

During the Summer of 2022, Ontario Northland launched a new safety initiative called a Safety Walkabout. Headed by Vice President of Transportation Drew Duquette, the purpose of these walkabouts is to encourage good conversations between employees and supervisors/managers to generate ideas and suggestions on how safety can be improved in their work location.

After a morning kickoff call, small teams of managers and supervisors across all work locations set out to visit employees on the shop floors and in the field. *“By forming teams of supervisors/managers from different departments and having them visit areas they do not typically manage during their normal workday we’re able to get fresh eyes and ears at all these locations”* says Drew.

During the walkabout employees were encouraged to share their ideas and ask any questions they may have about health and safety. At the end of the day the managers/supervisors prepared a summary report capturing important information of ideas and concerns raised and who is accountable to deal with them. The data collected from these walkabouts is invaluable to the health and safety of Ontario Northland. By tracking the data, we are able to see trends and identify where to focus our efforts.

For the Fall Safety Walkabout, the focus was on asking employees how we can prevent injuries and incidents moving forward as well as gathering ideas for how to prepare for the winter months.

Both the Summer and Fall Safety Walkabouts were a success, receiving positive feedback and bringing forth many safety suggestions from employees. *“I want employees to know that we hear them and are taking action to address their concerns”* says Drew.

In total, 97 items were brought forward by employees from the two walkabouts completed. Of these items, 29 have been addressed, 1 has actions assigned to it and 67 are in the action planning stage.

“Safety is my number one value. We have achieved many improvements with safety over the last year including reducing lost time days and identifying and addressing some trending issues. The safety walkabouts are a great initiative to help continue this trend by going right to our front-line employees for their input.”

You may see participants in your work locations during the next walkabout as the team plans to conduct them quarterly – don’t be afraid to say hi and give your feedback.



Ontario Northland During WWI

This Remembrance Day we searched our archives to learn more about Ontario Northland during the First World War.

Enlistment

From the commencement of the war in August 1914, up to October 31st, 1917, over 12% of Temiskaming & Northern Ontario Railway (now Ontario Northland) employees had enlisted in the First World War. Many of these employees belonged to the Motive Power and Car Departments, the Road Department and the Bridge and Building Department. In order to serve their country overseas, these employees were granted leave of absence with partial pay. Many employees belonging to foreign nations as reservists joined the colours of their respective countries - particularly Russians and Italians.

Funds Raised

In 1915, employees formed themselves into a body known as "T. & N.O. Railwaymen's Patriotic Association" and through monthly amounts off their payroll they raised money for the Canadian Red Cross Society and the Canadian Patriotic Fund. Employees also contributed an impressive \$613,300 to Canada's five Victory Loan campaigns.

In addition, the Commission instituted an honorary recognition in the form of a money donation for employees who joined the ranks of the Canadian Expeditionary Forces prior to the Military Service Act of 1917 becoming effective.

Impact on Operations

As to be expected, labour shortages were common during this period due to many employees fighting overseas. The company also faced difficulties in obtaining materials required for repairs and renewals of equipment. One area that felt this the most was Maintenance of Way as employees were told that only the most essential work could be performed.

As for passenger rail, the company saw a decrease in the number of passengers carried due to legislation from the Canadian Railway War Board to eliminate all reduced fare arrangements. This was done to decrease all unnecessary travel so that facilities would be available to handle freight needed because of war conditions.

Lest we Forget.

Just Launched: Leadership Development Program

This January, Ontario Northland launched a new Leadership Development Program – a first of its kind for our leaders! The ON Voice survey showed us that we need to make an investment in improving our leaders' skills and capabilities so that we can build the best leadership team in our industry. Launching this leadership development program will equip our people managers with enhanced skills to become better leaders, which will ultimately foster a safer and more effective workplace.

The Leadership Development Program aims to help our people managers:

- Discover, enhance and develop leadership skills
- Expand their knowledge and abilities to lead teams and provide clear direction
- Adapt to and lead change
- Explore new skills with hands on approaches on learning how to give meaningful feedback



To hear first-hand how our managers feel about the training, [watch the Front Row with the Interim CEO video on the Dispatch App featuring Kevin Connolly, Operations Support Manager at our North Bay Diesel Shop.](#)

The program consists of four in-person, day-long training sessions with group coaching in between. The Senior Leadership Team was the first to complete the training in November and December, including all directors, vice-presidents and our Interim President and CEO. In January, managers and supervisors from across all locations and areas of the company participated in their first session.

Learning and Development Specialist Shannon MacCarthy and Manager of Labour and Employee Relations Keith Darbyson have been working hard to bring this program to life and are excited that it's officially launched. *"This program is a unique development opportunity for our leaders at Ontario Northland, and we are excited to see them apply these leadership techniques in the different departments within the organization"* says Keith.

The program has a combination of in-classroom learning, practical hands-on activities and on-the-job coaching. Corey Atkinson, Vice-President of Strategic Learning & Development from our partners CSPN helped the Project Team design and develop the training, making him the perfect person to deliver it to our employees. Corey says, *"The training is meant to get everyone on the same page in terms of leading the organization into the future"*.

Learning and Development Specialist Shannon MacCarthy has been sitting in on the training and says the first sessions have been extremely well received by participants. *"Corey says to each group on the first day of training that 20% of this training would be him talking, and the other 80% would be putting all the concepts and theories to practice, and he was absolutely right! The days are filled with roleplaying, group work, engaging conversations, and more"* says Shannon.

Manager of Strategic Procurement Jason Baker was part of the first cohort to complete session one of the training. *"I like how the program was designed specifically for Ontario Northland because it makes it easier to relate the learning to our daily work"* he says.

When asked what he's looking forward to in upcoming sessions, Jason says *"I am excited for us to learn more about our management styles and how we can build on areas of improvement. It's nice to know our personal strengths and weaknesses and work as a team to solidify our performance."*

Stay tuned for more updates as our leaders continue the training until April 2023.



Photo supplied by Bill Nuhn, Englehart High School

Supporting Skilled Trades

Ontario Northland would not be where it is today without the talented and hardworking trades men and women who make up almost 23% of our organization.



Father and son duo Jack and Grant Burton are the perfect example of how individuals can build their career in the trades at Ontario Northland.

The former employees worked a combined 78 years rising through the ranks at the rail division of Ontario Northland. Jack started as a chainman and advanced to machinist and foreman. Grant followed in his dad's footsteps, starting as a coach cleaner, and advancing to machinist and supervisor.

Now, a new bursary in their honour is helping future skilled tradespeople succeed. This year marks the first

time Canadore College has awarded the 'Grant and Jack Burton Trade Bursary' to a first-year student from northern Ontario entering a trades program.

Jack was a big supporter of training, making a bursary in their honour a great fit. *"He always told me if I got an opportunity to get training, take it. His theory was to take as much training as you can and become well-rounded, and that's exactly what I did"* says Grant.

Ontario Northland Skilled Trades Bursary

Last June, Ontario Northland was proud to offer the Ontario Northland Skilled Trades Bursary at Englehart High School. The school reached out to Director of Rail Infrastructure Paul-Andre Lajeunesse who was happy for the opportunity to support youth in the community and jumped on board to complete the submission.

The Ontario Northland Skilled Trades Bursary is awarded to a student who shows a proven aptitude in the Trades and wishes to pursue a post-secondary education in skilled trades upon graduation. At the June 2022 graduation ceremony, Logan Willard (pictured) was awarded the bursary. Congratulations Logan!



EAM System Up and Running!

Monday, December 5th was a monumental day in our Enterprise Asset Management journey as the system officially went live for select areas of the company including Motor Coach, Finance, Corporate Facilities and Land.



It's been a long road filled with lots of learning and data collection so, to celebrate our progress and officially kick off the system, two separate launch events were held - one at Head Office and another at our Bus Maintenance Facility.



Interim President and CEO Chad Evans stopped by the Bus Maintenance Facility to join VP of Passenger Rail and Motor Coach Tracy MacPhee in the morning's festivities and address employees. Bonnie Tam, Principal Consultant and CEO at our consulting partner Conectado was also in attendance to celebrate the day. Following speeches, Bus Garage Work Cell Leader Kevin Truchon opened up the very first work order using the new EAM system HxGN.

At 555 Oak Street, VP of Transportation Drew Duquette and Director of Finance Natalie Park shared words of encouragement and congratulations to employees. Maintenance Planner Keir Trudel created the inaugural work order for Corporate Facilities to conclude the event.



Our Program Team, including members of our Asset Management Office (AMO) and Information Technology Services department, was on hand to support users as they started to use the software in their daily work. Members were easy to find in their Program TEAM hoodies pictured here.

Congratulations to our EAM Program Team and Steering Committee Members for all your hard work in getting us to this day! A special thank you to all our employees in Motor Coach, Finance, Select Facilities and Land for being the first to learn and start using this new system.



As this is our first time implementing a system of this magnitude at Ontario Northland, we will be setting a date for the next two phases of implementing the software in RRC and Rail after the first group has had sufficient time to trial the system. Stay tuned for more information!



Collaboration Ensures Successful Prototype

This Fall the Remanufacturing and Repair Centre completed the successful refurbishment of Car 206, the prototype car for the Metrolinx Bilevel II Cab Refurbishment Project. This milestone represents the first of fifteen cab cars to be delivered to Metrolinx and serves as the gateway to the larger scale remanufacturing of 56 GO Transit bi-level rail coaches.

The detailed refurbishment process involves many different steps including stripping the entire coach, structural work, and renewing or upgrading parts such as new seating, electrical components, HVAC, and door system upgrades. As the first cab car to go through the entire process, Car 206 was used to gain insight on how to set the production path for the next 14 cars.

As is natural with prototypes, the journey to get to the final product had some learning curves and speed bumps along the way. Senior Manager of Operations Josh Dale says teamwork was the key to overcoming challenges. Over 120 employees, primarily in our Car and Paint Shops, had a hand in bringing this cab car back to its former glory (or even better!). The diverse team consisted of Railway Car Technicians, Electricians, Painters, Pipe Fitters, Production Workers, Cleaners, Project Managers, Engineers and more.

“Each of our employees played a role in bringing this car to the finish line,” says Josh. *“I’d like to thank everyone at RRC, from our longstanding employees and management*

for leading the way and helping to train others, to our new employees for learning quickly and working to improve on production”.

Director of Car Shop Operations Mark Roelcke says, *“This project was a huge undertaking, but our team really came together, and we’re excited to keep the momentum going”.*

Josh shared that the feedback from Metrolinx after receiving Car 206 indicated that it was a job very well done and they were pleased with the work our team put into it. When asked about the road ahead, Josh says the focus is on *“working together to push the next 70 cars out as a team.”*

Work continues on the project and Car 212 (pictured here) rolled out of the Shops at the end of January.

Employees can take a tour of Car 206 and get a closer look at the quality workmanship that went into it on the Dispatch App.





Ontario Northland Recognized for Rail Safety on a National Stage

Ontario Northland was recently acknowledged at the 2022 Railway Association of Canada's Safety Awards for our Operation Lifesaver decals initiative. RAC's Safety Awards recognizes organizations that exemplify the rail industry's tireless commitment to making rail the safest mode of transportation from coast to coast.

Signal Maintainer Shawn Harman and Director of Rail Infrastructure Paul-André Lajeunesse travelled to Ottawa to accept the award. Shawn was instrumental coming up with the idea to place "Look. Listen. Live" decals on the rear of our Rail Infrastructure vehicles — a key safety message from our partners at Operation Lifesaver. Shawn recognized that the public often sees our vehicles on the road or at railway crossings and noticed that the rears of the vehicles were blank, providing the perfect canvas for safety messaging.

"Safety is job one for all Canadian railways. And, every day, in communities across Canada, more than 33,000 railroaders work to deliver goods to market and people to where they are looking to go, safely. It is a responsibility

each railroader takes very seriously" says Marc Brazeau, President of RAC.

Paul-André is proud of Shawn and the team for always taking the initiative to promote rail safety in the communities we serve. He hopes that this will encourage other employees to share their ideas saying, *"No matter where you work, if you have ideas related to safety or safety initiatives, please bring them forward to your Manager or Supervisor. We are always amazed by the fantastic ideas that our front-line employees have in keeping our railways and roads safe for their fellow employees and the public."*

The decals provide a dynamic, far-reaching, and low-cost opportunity to spread Operation Lifesaver's message of "Look. Listen. Live." Operation Lifesaver loved the idea so much, they shared the idea with their network and included it in their annual report.

Way to go Shawn, Paul-André and the rest of the team for setting a great example of rail safety in action!



Work Safe Awards

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