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MEET THE RAILWAY SUPPLY INSTITUTE QUALITY ASSURANCE COMMITTEE

Submitted by Gary Alderson – AllTranstek, LLC

The Railway Supply Institute (RSI) Quality Assurance Committee (QAC) consists of members of the RSI who volunteer their time to maintain quality within the RSI, our members, and their suppliers. The current members of the committee are from different industry modes and have various backgrounds in Quality Assurance and related disciplines. The current members of the RSI QAC are:

AllTranstek, LLC – Gary Alderson, Manager, Quality Processes
AllTranstek, LLC – Alfredo Ricardo, Quality & Regulatory Consultant
AllTranstek, LLC – David Ronzani, Director, Railcar Regulatory Compliance
American Industrial Transport Corporation, Jake Sternberg, Quality Engineer

Amsted Rail – Tom Garner, Quality Assurance Manager

Amsted Rail - Donna Jacobi, Manager, Quality Systems – (RSI QAC Chairperson)

Amsted Rail – Mark Michel, Director of Engineering/Quality Manager

Amsted Rail – Ed Weedmark, Manager, Quality Audits

Greenbrier Rail Services – Sara Hopper, Regulatory Manager

Greenbrier Rail Services – Chad Meinholdt, Director of Quality Assurance

Greenbrier Management Services – Paul Conner, Performance Assurance Engineer, Regulatory Services Group

Marmon Rail – Ken Campbell, Manager Coating and Lining Processes

Marmon Rail – Jason Riggs, VP Technical Services

Progress Rail – Bob Wolbert, Director Quality

Railway Supply Institute – Sheena Prevette, Director of Regulatory and Industry Affairs

Salco Products, Inc. – Tom DeLafosse, Vice President, Regulatory Compliance Services

Trace Applications Inc. – Ted Power, President

Trinity Industries – Dean Matzo, Vice President, Quality

Trinity Industries – Michael Ruby, Director Quality Assurance

Trinity Industries – Jay Tullmieri, Vice President Portfolio Management

Union Tank Car – Jeffery Cameron, Director of Quality

W.E. Lott Company – Ric Olt, President

The RSI QAC has three technical advisory groups (TAG's): the M-1003 TAG, the Education TAG, and the Newsletter TAG. The M-1003 TAG will participate with with the AAR QAC M-1003 task force to develop the 2023 revision the AAR MSRP Section J, Specification for Quality Assurance. The Education TAG aims to develop and formalize its annual education and training portfolio, which will include training during the AAR

Quality Assurance Conference in February 2023. The Newsletter TAG publishes this quarterly newsletter to a wide distribution of people throughout the industry.

WHAT IS GPAC? RSI'S WORK IN WASHINGTON – WHY YOUR BUSINESS SHOULD CARE ABOUT GOVERNMENT AFFAIRS

Submitted by Jack Todd – Trinity Industries, Inc.

If you are reading this you know that taxes, regulation, transportation, workforce, manufacturing and energy issues impact your business. In some way or another, all of these issues have a direct impact on your company's employees, operational costs and bottom line – which in turn could affect your competitiveness and ability to conduct business.

As the Chair of the Railway Supply Institute (RSI) Government & Public Affairs Committee (GPAC), it is my goal to raise the political profile of rail suppliers and enhance the excellent work being accomplished by RSI on Capitol Hill and within the Administration on behalf of the entire rail supply industry. By being engaged with your relevant RSI committee, and also the GPAC, we can speak with a united voice and be stronger than ever to shape public policies that benefit us all.

The best way to band together is by participating in the RSI GPAC. You don't have to be a lobbyist or a government affairs professional to be in GPAC, and what you can learn about governmental issues that impact you, and us all, will give you an advantage and help you make informed business decisions.

In the RSI GPAC, we discuss, inform, and plan strategies around the numerous governmental issues that are worked through the legislative process each year. Simply put, the issues that matter most to your business are the same issues being legislated on Capitol Hill. RSI GPAC is part of the process and is actively advocating for rail suppliers, railcar manufacturers and lessors.

In times like these, it is critical for you and your business to be informed and involved in government affairs, and RSI is the only independent advocate of the entire railway supply industry in Washington, DC. RSI is working tirelessly to represent its membership and to promote the primary interests of all segments of the industry and we want you and your business at the table. The RSI GPAC is open to all member companies who have an interest in RSI's rail supplier advocacy program. The ongoing goals for RSI's advocacy strategy includes:

- Protect and promote the interests of the railway supply industry before Congress and the Administration.
- Educate and influence legislators, policymakers, and stakeholders nationwide on key policies impacting RSI members.



Have an Idea for an Article?

Please submit your drafts to
Gary Alderson at
alderson@alltranstek.com
or Alfredo Ricardo at
ricardo@alltranstek.com

Interested in Joining RSI QAC?

Contact Sheena Prevette at
sprevette@rsiweb.org



Not Getting the Newsletter and Want to Subscribe?

Contact Sheena Prevette at
sprevette@rsiweb.org

- Continuously strengthen and develop the capacity and capabilities of RSI to both effect change and be a thought leader in the industry.

To be stronger as an industry, we need your participation and involvement to continue to make headway on issues that are of importance to us all. There are various ways to become more involved: you can participate in the monthly RSI GPAC Zoom calls where we discuss policy issues and share intelligence on our priority issues (we also have Members of Congress regularly attend as guest speakers); you can host a facility tour for your Member of Congress (RSI staff will help set this up if you are new to this process); we can help you write an advocacy letter to your elected officials and set up meetings in your congressional district’s office.

This is just a sample, but make no mistake about it – big or little – your voice matters and we need everyone’s participation. To learn how to become more active in RSI’s Advocacy work and join the GPAC, please contact Nicole Brewin, Senior Vice President Government & Public Affairs at, brewin@rsiweb.org.

ARBITRATION AND RULES COMMITTEES: COORDINATION AND INTERFACE

Submitted by Patrick Ameen – Amsted Rail Company, Inc.

The Arbitration and Rules Committee is one of the most powerful committees within the entire AAR Committee structure. It is sometimes said: “*All roads lead through ARB*”. That is literally true since any revisions to the Field or Office Manuals of the *AAR Interchange Rules (the “Rules”)* must be docketed and duly promulgated by the Arbitration & Rules Committee. This is true for even minor or editorial revisions.

The vast majority of proposed technical revisions originate from six (6) Technical Committees specifically the Equipment Engineering Committee (EEC), the Brake Systems Committee, the Coupling Systems & Truck Castings Committee, the Specially Equipped Freight Car Committee, the Tank Car Committee, and the Wheels, Axles, Bearings, and Lubrication Committee (WABL).

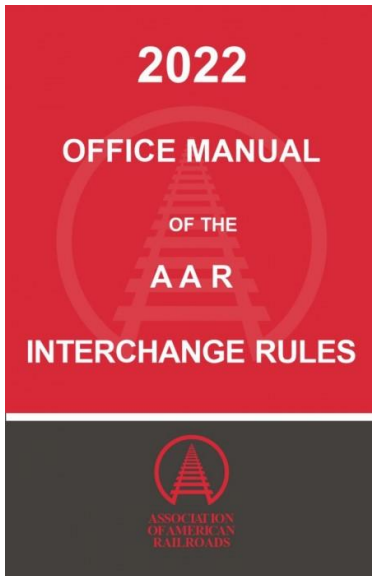
Occasionally, revisions are proposed by other AAR standing committees such as the Quality Assurance Committee, the Open Top Loading Rules Committee, the Umler Committee, and the Equipment Assets Committee. The Asset Health Strategy Committee and the Equipment Health Monitoring Committee may request Rules revisions however, those are usually first vetted and coordinated through Technical Committees of jurisdiction. Sometimes industry groups (i.e. North American Freight Car Association) propose revisions directly.

REVISIONS to the FIELD MANUAL of the AAR INTERCHANGE RULES

Technical Committees have primary influence over the major sections of the individual component “repair” rules within the Field Manual:

- Section A - defined condemning limits and causes for repair attention,
- Section B - proper repairs and allowable component substitutions,
- Section C - component reconditioning requirements if applicable,
- Section D - welding requirements if applicable, and
- Section E - general information (the technical portions thereof)





REVISIONS to the OFFICE MANUAL of the AAR INTERCHANGE RULES

The Equipment Engineering Committee (EEC) is the primary “owner” of Rule 88, *Mechanical Requirements for Acceptance*, which contains the detailed mechanical requirements for new, newly acquired, modified, increased gross rail load, rebuilt, extended service status, and increased life status cars. Other Technical Committees may propose revisions to Rule 88 and other Office Manual Rules (non-billing) however they generally come from the EEC.

The Car Repair Billing Committee has ownership of the billing and reporting portions of the other Office Manual Rules and of course the quarterly Price Matrices.

In any event, all Office Manual Rules revisions must be ultimately be approved by the Arbitration & Rules Committee.

OFFICE MANUAL RULE 121---ARBITRATION AND RULES COMMITTEE

The Arbitration and Rules Committee structure and duties are detailed in Office Manual Rule 121. Specifically, ARB must: “Give consideration to requests for changes, amendments, or additions, and revise the AAR Interchange Rules where necessary.” (Section B.2.)

Section C.1. details “Arbitration and Rules Committee/Standing Committee Responsibility for Progressing Rule Revision to the AAR Interchanges Rules”. ARB must:

- a. Evaluate recommendations from AAR Mechanical Committee(s) to ensure consistency and effectiveness of inclusion in AAR Interchange Rules and structure changes to facilitate compliance.
- b. While avoiding technical judgments, perform impact assessment of proposed changes to AAR Interchange Rules to determine the significance of economic and safety factors, and resolve differences with sponsoring committee(s) in order to avert advancement to the Mechanical Committee to settle disputed items.
- c. For proposals originating within the Arbitration and Rules Committee, prepare and submit basic descriptions of the proposal with requisite cost benefit estimates; coordinate the proposal with affected mechanical committee(s), and make presentations when deemed necessary.

Section C.2. details Mechanical committee responsibilities for advancing Rules revisions to ARB:

- a. Prior to actions, advance each proposal for revisions to the AAR Interchange Rules to the Arbitration and Rules Committee for review.
- b. Prepare and submit the following: (1) A basic description of the proposal (2) An estimated cost of implementation (3) A cost benefit analysis as required by Rule 123 (4) Presentations when deemed necessary.
- c. Make presentations when necessary.
- d. Resolve differences with the Arbitration and Rules Committee and, as necessary, jointly advance to the Mechanical Committee to settle disputed items.

The dispute resolution process referenced above affords each sponsoring committee the right of appeal to the Mechanical Committee. This can only occur 90 days after it has identified the nature of the impasse(s) to the Executive Director Rules and Standards and advised that a duly processed submittal has reached a stalemate that will inhibit timely consummation.

OFFICE MANUAL RULE 123 – REVISION OF RULES

Cost-benefit analyses are required, with a few well-defined exceptions, when the total estimated cost of a proposed revision exceeds either \$5 million in any calendar year or \$50 million NPV over 15 years. Additionally, any member of a sponsoring committee may make a written request for a cost-benefit analysis regardless of whether the above thresholds are reached.

The Arbitration and Rules Committee determines if proposed Rules revisions are editorial or significant in nature. Purely editorial revisions are usually handled via informational Circular Letters.

Comments on substantive proposed revisions are solicited via Circular Letter allowing stakeholders 30 days to file comments. The Arbitration and Rules Committee reviews all comments received prior to final adoption action on proposals. When appropriate, ARB circles back to the sponsoring committee with some of the circular comments.

CLOSING COMMENTS

The language addressing ARB coordination with sponsoring committees has been in place since the 1980's. Prior to inauguration of the Equipment Engineering Committee in 1992, there were separate autonomous technical committees, all reporting directly to the Mechanical General Committee: Brakes & Brake Equipment, Car Construction, Coupler & Draft Gear, and WABL. (EEC was formed in 1997 reporting to the Technical Services Working Committee and the Specially Equipped Freight Car Committee was eventually put under the EEC.) Many years ago, there were occasional heated disputes and impasses between sponsoring committees and ARB on specific proposals and language.

The Rule 121 and Rule 123 language, along with the EEC structure, have fostered a genuine spirit of cooperation between the ARB and the technical committees. In my experience, I cannot recall an instance where an ARB/sponsoring committee impasse/dispute was referred to the Mechanical Committee or the former Technical Services Working Committee for resolution.

(Patrick Ameen is Vice President Industry Relations for Amsted Rail Company, Inc., a member of the AAR Arbitration & Rules Committee, a former AAR Director Rules & Inspection, Executive Director-Mechanical, and Assistant Vice President Technical Services.)

HIRING BEFORE COVID COMPARED TO TODAY

Submitted by Debbie Taylor of Edna A. Rice, Executive Recruiters, Inc.

Hiring in the past 24 months has come full circle – intentional to crazed to again cautious and deliberate. Of course, this is not true for every position, in every geography with every company. But there were evolutions in the hiring process happening before Covid that were accelerated with Covid. Companies that embrace these changes and put a process in place have higher retention, more success attracting talent, and are better prepared for the evolving landscape of talent management.

#1 Trend: Demands of candidates changed and are not returning to "normal." A new normal is being reset for each company, position, and geography. Remote work, salaries, total compensation packages, work-life balance, and amount of travel are discussed very early in every hiring discussion. While needing policies, flexibility is a company's best friend when it comes to attracting talent.

#2 Trend: A hiring brand is essential and best serves a company when it is intentional. During Covid, the pressure to get someone on board became intense. Companies "dumped" their standards and made many mistakes out of fear of not having someone. As Covid is further and further in the rearview mirror, we are trending back to more measured intentional hiring. Organizations that intentionally identify their corporate hiring brand and consistently execute on the brand attract more talent and the right talent.

With the trends above pushing change in our industry, some constants need attention.

#1 Constant: We are experiencing a growing skills gap and must bring in more people from outside the industry at every level of the organization. The skills needed to run our organizations 20 years ago are very different than today. The need for more technology and technical expertise continues to grow, and we struggle to bring this expertise in.

#2 Constant: Diversity, equity, and inclusion (DEI) are critical to a sustainable, high-performing workforce. Traditionally we've identified people for roles from "the ranks." If we continue that path, we will not have enough people to do the jobs, and we will not have enough people thinking and questioning outside the box to bring innovation to our industry. Diversity and inclusion are 1) the right thing to do, 2) ensure we have enough people to fill our jobs, and 3) bring innovation through diversity of thought. The best DEI focused companies are very deliberate about executing DEI programs.

In conclusion, while much has changed during Covid, much has stayed the same. Making talent acquisition part of the strategic plan will guide the ever-changing landscape.

If you want to discuss in more detail, please email me at debbie@ednarice.com or call 713-447-9569.



2022 AAR Quality Assurance Training

Root Cause & Corrective Action Class - In Person

The Root Cause Analysis and Corrective Action course is an interactive two-day training program and is designed to improve the problem-solving skills of employees by promoting the understanding of the processes and techniques used for effective root cause analysis and corrective action implementation. The intent is to enhance awareness of the underlying causes of problems that negatively impact many organizations' operations, quality, and profitability. Instructors will utilize lectures, group discussions, hands-on exercises, and other interactive activities to develop the knowledge and skills of the attendees.

Session Dates: June 21-22 (Chicago, IL) December 6-7 (Fort Worth, TX)

M-1003 Basic Auditor Training Class - In Person

The M-1003 Basic Auditor Training is intended to improve the participant's knowledge, background, and skills needed in conducting M-1003 internal or external audits. This course provides a thorough review of the M-1003 requirements; development of an organization's Quality Assurance Manual/Procedures; and administration of a facilities audit program. Personal auditing experience is gained through active interaction in class discussions.

Session Dates: June 7-9 (Kansas City, KS) July 12-14 (Nashville, TN)
September 20-22 (Puerto Vallarta, MX) November 15-17 (San Diego, CA)

M-1003 Advanced Auditor Training - In Person

The M-1003 Advanced Auditor Training Seminar is designed for those parties seeking in-depth training in AAR Quality Assurance Program auditing techniques and practices. Attendees must have attended the AAR Basic Auditor Training seminar. The attendee must have performed at least one internal or external audit prior to attending the seminar. The course will include: case study work, a detailed quality assurance manual review using the QAPE checklist, and various role-playing activities. Hands-on experience is obtained through participation in an on-site compliance audit. Personal protective equipment (PPE) is required for this class including hard hats, safety glasses, hearing protection, and steel toe shoes.

Session Dates: May 17-19 (Tlaxcala, MX) July 26-28 (Greenville, SC)
August 23-25 (Dallas, TX) October 25-27 (Dallas, TX)

Spots are limited.

Register now at:

aar.com/qa-training



For additional information:
Email AAR Quality Assurance at QA@aar.com

USEFUL LINKS

[Railway Supply Institute](#)

[AAR Circulars](#)

[RSI QAC & Previous Newsletters](#)

[MSRP Publication Current Revision Status](#)

[RSI Tank Car Resource Center](#)

[AAR Online Material Nonconformance Reporting System \(Chapter 7\)](#)

[Registry of M-1003 Certified Companies](#)

[AAR FAQ Page includes QAPE](#)

[M-1003 Frequently Asked Questions](#)

[American Society for Quality - Training](#)

[RSI 100](#)

[AAR M-1003 Certification on-line Application](#)

[AAR M1003, Section J Specification for Quality Assurance](#)

[AAR Training Schedule](#)

THE FOLLOWING RSI QAC TEAM MEMBERS WORKED ON THIS NEWSLETTER:

Gary Alderson – AllTranstek

Donna Jacobi – Amsted Rail

Alfredo Ricardo – AllTranstek

Michael Ruby – TrinityRail

Bob Wolbert – Progress Rail

Sheena Prevette – RSI

The information given in this newsletter is for informational and educational purposes only. It is not intended to provide legal advice and should not be relied upon to make business decisions about any existing, future or prior rule, regulation or interpretation.