

# CENTRAL TEXAS RURAL TRANSIT DISTRICT

City And Rural Rides



Quarterly Newsletter

www.cityandruralrides.com

July - September 2014

## Safety Recognition ~ 2013

In 2013, CARR recognized 15 drivers for their commitment to safety. To be recognized a driver had to be employed for the full year with no extended leaves of absence, no at-fault accidents, and no policy violations (such as speeding, failing to assist, not completing pre-trip, etc). These fifteen drivers were recognized at the March 2014 Staff Meeting with a certificate presented by their supervisor and a “Commitment to Safety” pin to wear on their lanyard.



Top (L-R): Felix Vitandi, Rafael Cuellar, Allen Cole, Brian Burke, Gerald Hutchens, Bottom (L-R): Marie Masiel, Leta Hurt, Joyce Dyer, and Dena Jernigan



### Inside this issue:

#### Page 1

Safety Recognition 2013

#### Page 2

Employee Birthdays

New CARR Staff

TxDOT reminds drivers...

Safety Drawing Winner

#### Page 3

10 Top Secrets of Portion Control

Upcoming Events

#### Page 4

Dangers of Workplace Gossip

#### Page 5

Healthy Recipes

#### Page 6

Dangers of Workplace Gossip

#### Page 7

Helpful Reminders

#### Page 8

Announcements

L-R: Dylan Smith, Erica Draughan, Dustin DelaRosa, Tibby Egger, and Dago Venegas (Not available at time of picture Terri Joyner)



## Employee

## Birthdays:

### July -

9th - Joyce Dyer  
10th - Meranda Gibson  
13th - Dago Venegas  
20th - Tammy Nelson  
27th - Dena Jernigan  
30th - Brandon Hollingsworth

### August -

12th - Rhonda Vargas  
15th - Nora Adams  
17th - Armando Villarreal  
25th - Melvin Goetz  
28th - Terri Joyner  
29th - Darren Perot

### September -

5th - Felix Vitandi  
9th - Tracey McMillian  
18th - Josie Perez  
22nd - Ronald Allgood  
28th - Larry Stiffler

**HAPPY BIRTHDAY  
FROM YOUR FAMILY  
AT CARR!!**

## Welcome New CARR Staff:

Joel Venegas - Brownwood Driver  
Susan Seider - Comanche Driver  
Teresa Taylor - Breckenridge Driver  
Keith Henry - Abilene Driver  
Loretta Thompson - Eastland Driver

“Interrupt your thoughts of  
"I should", with your ac-  
tion of doing.”  
~ Steve Maraboli, *Life, the  
Truth, and Being Free*

## TxDOT Reminds Drivers to Stay Rested, Alert During Summer Road Trips

*Statewide Travel Information Centers offer rest areas, directions, picnic tables, more*

AUSTIN — With 88 percent of Texas Highways magazine readers planning to drive to their summer vacation destinations and [events](https://www.texashighways.com/events?rgn=6) (https://www.texashighways.com/events?rgn=6) this year, the Texas Department of Transportation reminds motorists to stay alert and well-rested as they travel.

"Family road trips are a great way to make memories, but driving long distances on our busy roadways requires focus and responsibility," said John Barton, TxDOT deputy executive director. "We remind drivers to pull over and stretch, minimize distractions, buckle up everyone in the car and always obey all traffic laws. Don't wreck your summer vacation."

Across the state, TxDOT operates 12 [Travel Information Centers](http://www.txdot.gov/driver/travel/information-centers.html) (http://www.txdot.gov/driver/travel/information-centers.html) where visitors can rest, get directions and stretch their legs. The centers are staffed by professional travel counselors who welcome visitors, help with routings and provide information on points of interest, events and road conditions. Internet access, restrooms and picnic tables also are available.

TxDOT reminds drivers also to carefully inspect their cars before hitting the road this summer. Simple steps such as checking your tire pressure and getting your car tuned up on schedule can reduce tailpipe emissions, improve fuel economy and save money at the pump. Proper vehicle maintenance also helps prevent your vehicle from breaking down and leaving you stranded on the side of the road. For more tips on keeping the air clean and saving money on gas, visit the Drive Clean Across Texas [website](http://drivecleantexas.org/). (http://drivecleantexas.org/)

## Congratulations to Brian Burke!!!

Brian Burke #123 from Taylor county won the March - May  
2014 quarterly \$100 safety drawing.

**Remember Safety Pays!**

# 10 Top Secrets of Portion Control

So many invisible factors cause us to eat more than we want. Here, easy-to-remember tips for becoming “portion aware.” ~Phillip Rhodes

- 1. Before Eating, Divide the Plate** - A simple rule to portion a plate properly: Divide it in half. Automatically fill one side with fruits or vegetables, leaving the rest for equal parts protein and starch.
- 2. Pre-Portion Tempting Treats** - The bigger the package, the more food you'll pour out of it.
- 3. Head Off the Mindless Munch** - Five minutes after eating at an Italian restaurant, 31% of people couldn't remember how much bread they ate. If you're worried you might do the same, have the bread removed from the table.
- 4. Downsize the Dishes** - If you're one of the 54% of Americans who eat until plates are clean, make sure those plates are modestly sized.
- 5. Limit Your Choices** - The more options you have, the more you want to try.
- 6. Use Your Power for Good** - The person who chooses food, buy it, and prepares it wields power. If that's you, take advantage of it.
- 7. Avoid a See-Food Diet** - Office workers who kept candy in clear dishes on their desks dipped in for a sample 71% more often than those who kept their candy out of sight.
- 8. Turn Off the Television** - TV distracts you from how much you're eating, and the more you watch, the more you're likely to eat.
- 9. Think Before you Drink** - Most people pour 19% more cranberry juice in the short glass because the eye is a poor judge of volume in relation to height and width.
- 10. Serve Good-For-You Foods Family Style** - Not all portion-control strategies are about eating less. You can have as much as you want of some foods. Place the foods you want your family to eat more of - salads and vegetable sides - within easy reach on the dining table. In a soon-to-be published study, Wansink found people who kept baby carrots in plain sight ate 25% more during the day.

For the complete article visit: <http://www.cookinglight.com/eating-smart/nutrition-101/portion-control-tips-00400000062013/>

## UPCOMING EVENTS CALENDAR

**July 4:** Independence Day—no public transportation

**August 14:** CTRTD Board Meeting

**September TBA:** Stakeholder RCTP Meeting

**September 1:** Labor Day -no public transportation

**September 7:** Grandparents Day

**September 11:** 911 Remembrance Day

**September 23:** Autumn Begins



**HAPPY  
LABOR  
DAY**

# Dangers of Workplace Gossip

By: Lisbeth McNabb

<http://www.blogher.com/dangers-workplace-gossip>

It seems so harmless. The little chitchat at the water cooler about so and so. The debate over someone's relationship with someone else. The speculation about so and so. Is it chitchat or is it gossip? How can you tell the difference? And who cares? There is a very big difference, and it is an important one, because gossip run amok can be dangerous and destructive in the workplace.

## Gossip or idle chit chat?

Gossip is often negative, inflammatory and embarrassing to the person being spoken of. Here is a test: Consider the impact of what is being said. Does it cast negative aspersions? Does it create rifts? Does it exult in the misfortune of others? Does it have a negative emotional charge? Does it serve to perpetuate conflict or negativity? Is it something you would say in front of that person? Technically, any sharing of trivial or unsubstantiated information can be considered gossip—but if the story is told with negativity and lack of good will, then it is probably gossip.

## Gossip hurts

Gossip has many adverse side effects on an organization. It can increase conflict and decrease morale. It results in strained relationships. Gossip breaks down the trust level within the group, which results in employees second-guessing each other and ultimately running to the supervisor to clarify the directions or instructions, or to settle the differences that will arise. Gossip is the death of teamwork as the group breaks up into cliques and employees start refusing to work with others.

Rampant negative gossip also results in the supervisor spending an enormous amount of time trying to figure out who said what to whom. Productivity is lost, as are good employees who do not want to work in that toxic environment.

## Breaking the gossip cycle

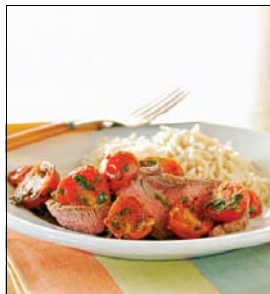
Let's say you are not a gossip. You simply listen to your coworkers so as not to be rude. But here's the thing that most people don't realize—as a listener, you are a co-narrator to the gossip. In other words, the act of active listening actually supports and promotes gossiping. The more you listen, the more you encourage it. If you don't listen, the gossip has nowhere to go.

Here's how to get out of the gossip pipeline:

- Be busy. Gossipmongers want attention. If you're preoccupied with your work, you can't be available to listen to their latest story.
- Don't participate. Walk away from the story. Don't give visual clues that you are interested in listening. If someone passes a juicy story on to you, don't pass it any further. Take personal responsibility to act with integrity.
- Turn it around by saying something positive. It isn't nearly as much fun to spread negative news if it's spoiled by a complimentary phrase about the person being attacked
- Avoid the gossip. If you notice one person who consistently makes trouble, take the necessary actions to have as little interaction with that person as possible.
- Keep your private life private. Don't trust personal information with coworkers. Remember, if they are gossiping about others, they will gossip about you, too.

[Continue on page 6](#)

## Healthy Recipes Around the Web



### Broiled Frank Steak with Warm Tomato Topping

Ingredients for 4 servings:

1 1/4 tsp ground cumin, divided  
3/4 tsp salt, divided  
1/8 tsp ground red pepper  
1 (1-lbs) flank steak, trimmed  
Cooking spray

1 tsp olive oil  
1 tsp bottled minced garlic  
1 jalapeno pepper, seeded and minced  
(about 1 T)  
2 cups grape or cherry tomatoes, halved  
1/4 cup chopped fresh cilantro

1. Preheat broiler
2. Combine 1 teaspoon cumin, 1/2 teaspoon salt, and red pepper; sprinkle evenly over steak. Place steak on a broiler pan coated with cooking spray; broil 10 minutes or until desired degree of doneness, turning once. Cut steak diagonally across grain into thin slices.
3. Heat oil in a large nonstick skillet over medium heat. Add garlic and jalapeño to pan; cook 1 minute. Add remaining 1/4 teaspoon cumin, remaining 1/4 teaspoon salt, and tomatoes to pan; cook 3 minutes or until tomatoes begin to soften. Remove from heat; stir in cilantro. Serve tomato topping with steak.



### Golden Summer Squash & Corn Soup

Ingredients for 4 servings:

1 T extra-virgin olive oil  
1 medium shallot, chopped  
2 medium summer squash, (about 1 pound)  
diced  
3 tsp chopped fresh herbs, such as thyme or  
oregano, divided

1 14-oz can reduced sodium chicken  
broth or vegetable broth  
1/4 tsp salt  
1 cup fresh corn kernels  
1 tsp lemon juice  
1/4 cup crumbled feta cheese

1. Heat oil in a large saucepan over medium heat. Add shallot and cook, stirring, 1 minute. Add squash and 1 teaspoon herbs and cook, stirring occasionally, until the squash starts to soften, 3 to 5 minutes.
2. Add broth and salt; bring to a boil. Reduce heat to a simmer and cook until the squash is soft and mostly translucent, about 5 minutes more. Transfer to a blender and puree until smooth. (Use caution when pureeing hot liquids.) Return the soup to the pan and stir in corn. Bring to a simmer over medium heat and cook, stirring occasionally, until the corn is tender, 3 to 5 minutes more. Remove from the heat; stir in lemon juice. Serve garnished with the remaining 2 teaspoons herbs and feta.

Continue from page 4

- Choose your friends wisely at work. Share information sparingly until you are sure that you have built up a level of trust. Also, close association with gossipers will give the perception that you are a gossip.
- Be direct. Confront the gossip and confidently tell him or her that such behavior is making it uncomfortable for you and other coworkers.
- Go to a superior. Gossiping wastes company time and hurts morale. A company interested in a healthy work environment will value the opportunity to correct this type of situation.

### **What the employer can do**

While regulating gossip can be very difficult, there are some things that employers can do to minimize negative gossiping and rumor mongering:

- Communicate regularly and consistently with employees. Regular communication minimizes the influence and need for gossip, because everyone is "in-the-know." A communication vacuum is a breeding ground for gossip.
- Discourage gossip in official company policy. Convey to your employees that such talk is injurious to morale and productivity and will not be tolerated.
- Nip it in the bud. If an employee comes to you complaining of gossip, or if you know an employee to be a gossip, be proactive. Tell the offender that you are aware of his behavior. Describe how his behavior negatively impacts the workplace and request a new behavior.
- Incorporate employee driven group discussions and expectations about gossiping. This gives permission to coworkers to hold each other mutually accountable for having a "gossip-free" workplace.
- As a supervisor or manager—do not engage in gossip yourself. What is good for the goose is good for the gander.



Staying away from coworkers who gossip can be a good career move.

## **Regional Coordination**

The state of Texas is working toward coordinating public transportation services across metropolitan, suburban, and rural areas throughout Texas. There are currently 24 Regions in Texas and Central Texas Rural Transit District was recently appointed as the Lead Entity for Region 7. If you are a transportation provider and need to coordinate transportation in/through our region, please do not hesitate to contact me:

Heather Langley

Mobility Manager / Regional Coordinator

P.O. Box 712, Coleman, TX 76834

Phone: 800/710-2277 ext 239; Fax: 325/625-5044

Email: [heather@cityandruralrides.com](mailto:heather@cityandruralrides.com)

## Helpful Reminders

- Do not add oil while in checkered area on dip stick
- Go to a local vendor, they may top off oil for free in CTRTD vehicle.
- Turn on headlights when turning on windshield wipers due to weather
- The left lane is for PASSING ONLY. You may receive a ticket for driving in the left lane. Since this is a ticketable offense you will be removed from the Quarterly Safety Drawing if ticketed or observed while driving in the left lane.
- No smoking on CTRTD vehicles, this includes electric cigarettes.
- Remember if your MDC reflects no trips, notify dispatch every 15 minutes that you are available to assist. After 30 minutes, contact your Supervisor for direction.
- Review Daily Manifest for any questions / issues regarding schedule demands - report issues to Dispatch.
- 10-6 breaks should be taken at public locations or the local office - not at your home - and you MUST remain available for trips. You do not have to contact dispatch for 10-6, as you should be available.
- 30 minutes allowed prior to Pull Out and after Pull In.
  - PRIOR to Pull Out is required (this does not include routes)
  - AFTER Pull In is Optional with supervisor approval but DO NOT put it on your timesheet if you did not work!



*Counties:*  
*Brown*  
*Callahan*  
*Coleman*  
*Comanche*  
*Eastland*



*Erath*  
*Nolan*  
*Runnels*  
*Shackelford*  
*Stephens*  
*Rural Taylor*

**Public Transportation**  
**1-800-710-2277**  
**325-625-4491**

# Congratulations

## On 5 years of service

- Diana Guerrero (May 2014)
- Tibby Egger (May 2014)
- Mike Gloria (June 2014)
- Dylan Smith (June 2014)
- Dustin Dela Rosa (August 2014)

## On 10 years of service

- Rosevelt Duffie

Congratulations to Leta Hurt, who became a Grandma on Saturday, May 17, 2014 to a beautiful granddaughter Kennadee Faith!!

**Great minds discuss ideas; average minds discuss events; small minds discuss people.**

**- Eleanor Roosevelt  
(1884 - 1962)**

If anyone has items of interests, ideas, or issues for our next newsletter please contact Heather Langley at (325) 625-4491 ext. 239 or [heather@cityandruralrides.com](mailto:heather@cityandruralrides.com)