

# **Synopsis of the Tentative Agreement settling Article 5, 6, 7 of the National Contract**

## **Section I – Self Supporting Pools**

- All unassigned pool freight service will be turn removal. This means when you lay off, your turn will be removed from the board and will be placed back to the bottom of the board when you mark up.
- Permanent vacancies of seven (7) days or more will continue to be filled by applicable CBA.

## **Section II – Pool Regulation/Extra Boards**

- Pool service will be regulated by starts rather than mileage.
- The monthly start regulation range of a specific pool will be determined by the appropriate GC and BNSF LR.
- Start range may be modified by mutual agreement.
- A disputes committee has been created to resolve any dispute of start range.
- Pools and extra boards will be adjusted every Monday with a fifteen (15) day look back period.
- Current agreement rights to establish combined guaranteed road/yard extra boards retained.

## **Section III – Permanent Bid system**

- Assignment of engineers to permanent vacancies will be made using a Permanent Bid System
- All assignments will be listed for engineers to add in preferred order on a permanent bid sheet.
- Any new service or change in service will be bulletined for seven (7) days. (same as 2007 Article 11)
- Existing service (pool service, extra boards, assigned jobs, etc.) will not be advertised.
- The bid system will run twice per day at 1000 CDT and 2000 CDT.
- A courtesy notice will be sent when a job change is made.
- If a job change occurs while getting FRA rest, engineer will be placed to the board immediately but will have a 1-hour window to decide to keep current spot or drop to bottom of the board upon rest.
- Engineers displaced from an assignment will be moved to their next choice on their permanent bid sheet, seniority permitting.
- All engineers will have access to 30-day bumps.
- 30-day bumps may be requested at any time but will not be executed until the next job assignment time.

## **Section IV – Held Away From Home Terminal**

- Engineers will begin pay, on a continuous basis after sixteen (16) hours, until the engineer is called for service to the home terminal.

## **Section V – Away From Home Meals**

- An enhancement was made to the current AFHT meal allowance. First meal after four (4) hours will be raised to \$15. The second meal after an additional eight (8) hours will be raised to \$15. A third meal of \$15 is added and will be paid after an additional 10 hours. All meals subject to GWI and COLA.

## **Section VI – Paid Leave Handling “PRE”**

- All pre-scheduled/pre-approved vacation and PLDs will begin at 0900 and end at 0859.
- All pre-scheduled/pre-approved vacation and PLDs will have “pre” attached to them.

## **Section VII – Paid Sick Days**

- Engineers working under the jurisdiction of BLET agreements will be provided five (5) days of paid sick time annually.
- Engineers will also have the option to convert single days of vacation or PLDs or a combination of the two not to exceed a total of three (3) into paid sick days.
- Sick Days can be used at any time, except the listed 11 holidays (NOT HID) without approval.
- Sick Days will be treated as paid time and will not deduct points under the attendance policy.
- Sick Days will be paid at the basic day rate. Vacation days converted will be paid as vacation days.
- Unused paid sick days will be paid out after the end of the year or may be contributed to the engineers 401k.
- Engineers shall not be required to first exhaust paid sick leave before using FMLA, VAC or PLDs.

## **Section VIII – Work/Rest Implementation**

- The Primary work rest schedule for pool freight service will be Six (6) calendar days followed by three (3) voluntary days off wherein the rest days rotate.
- Engineers in pool freight service must give 48 hours’ notice of their intent to observe their rest days.
- The Primary work rest schedule for extra boards (road and combo road/yard) will be six (6) calendar days followed by three (3) mandatory rest days wherein the rest days rotate.
- Other considerations for work/rest schedules are available. Earned rest 6/3, 11/4, 7/3, PWS, 6/2-4/2, Home Cycle.
- Scheduled jobs may consider alternative schedules where the work will support it. (4/3 3/4, 3/2 2/3)
- Existing pool service that naturally provides predictable time off may remain in place unless changed by mutual consent.
- Any pools or extra boards that currently have an existing fatigue mitigation program currently in place will have the ability to maintain their current fatigue mitigation system.

## **Section IX – Turn Swap**

- A tool has been created to allow engineers to swap places on the board to facilitate better flexibility.
- All swaps will be made through the workforce hub.
- Engineers that swap up on the board are expected to take a call to go to work and cannot layoff or have a pending paid leave day in the next 24 hours.
- Can only swap once between trips.
- Does not change your ability to FOB.

## **Section X – Earned Day Off**

- Engineers with perfect attendance during a quarter will receive an Earned Day Off (EDO).
- Perfect attendance means no unpaid layoffs in a quarter. Paid days are considered available.
- EDOs must be taken in the quarter following the quarter it was earned. Cannot be carried over or cashed in.
- EDO must be requested five (5) days in advance.
- If an EDO is denied, the engineer making the request will be paid a basic day and retain the EDO for later use in the quarter.

## **Section XI – Bereavement Leave**

- The current Bereavement leave rules have been amended to eliminate the 7-day restriction.
- The three (3) days paid for bereavement leave must be observed within 30 days following the death.
- If a need to extend the 30 days arises, additional supervisor approval is required.

## **Side Letter #1- 6/3 Rest Cycle**

- Allows a BLET division to make the 3 voluntary rest days mandatory in a pool if they desire.

## **Side Letter #2 - Lay Off Miles**

- Preserves the former ATSF mileage layoff with the caveat that it will be converted to starts.

## **Side Letter #3 - Vacation Qualification for Extra Board Employees**

- Addresses vacation qualification for extra boards in case mandatory rest creates an issue.

## **Side Letter #4 - Use of UNB (Union Business) on Rest Cycle Extra Boards**

- Addresses UNB layoffs on guaranteed extra boards.

### **Side Letter #5 - Routine and Preventative Medical Care Days**

- Amends Side Letter 3 of the National Agreement and allows all engineers access to preventative care days.
- Allows assigned jobs (yard, road switcher, locals, etc.) up to three (3) calendar days per year for routine and preventative care visits.

### **Side Letter #6 - Side Letter No. 6 - System Modernization and Expediting of Discipline**

- BLET agrees to negotiate a single system discipline rule that uses electronic platforms.
- Parties will meet and discuss the potential to expedite discipline claims and grievances involving employee termination.

### **Side Letter #7- Mark-up from Vacations of 7-days or More**

- Markup time when returning from a vacation of seven (7) continuous days or more will be adjusted from 0900 to 1100. Engineers will not be marked up prior to the 1000 job assignment time unless they voluntarily mark up early.