

CN/WC BLET Local Negotiation Document Synopsis of Changes

Note: This list is a simplified overview of the proposed changes to be made to the BLET CN/WC CBA. All detailed language added or changed can be found in the body of the actual document.

Article 6 (A): Verbiage added due to moving all extra board information to Article 11.

Article 7 Sec. 3: All districts were eliminated for the purpose of creating more accurate and simplified Zones. The Zones we created were based upon today's actual CMC bid locations. Home Terminals and sources of supplies were left as is. Guidelines for the Company to establish new Home Terminals along with defining outlying points were added. An order of reduction in forces outline was set up for the Company to utilize, if it becomes necessary.

In consideration of the departure from using Districts, Zones in which a furloughed engineer would be able to exercise options were established to aid in employee attraction and retention. This will also aid the Company for engineer qualifications. Also, in-depth protocol was established for recalling engineers when positions re-open at locations.

Article 7 Sec. 5: Recall procedures were cleaned up to coincide with Zone language and more practical acceptable methods of notification(s) were added.

Article 8 Sec. 1 (C): The two types of out-of-cycle (OOC) are clearly defined along with how engineers may be utilized under each scenario. Defined calling orders were added. Temporary vacancies and extra assignments were defined for the purpose of utilizing GEB and OOC engineers.

Article 8 Sec. 2: DMIR bi-weekly mark was eliminated in order to standardize all Change of Card bidding and awarding across the WC System.

Article 10: Zone language was established for displacements and timelines to exercise seniority.

Article 11 (A-1): All GEB positions will be 5 and 2 vs. previous 6/2 – 5/1 option.

Article 11 (A-2): New paragraph added. Replaced "Local-Only" side letter with new provisions to keep engineers home or to bring back home to observe Rest Days, PLDs, SDVs and Vacation.

Article 11 (B): Any conditions where an engineer is placed on the GEB will be at 06:01 vs. 00:01 which was occasionally done in the past. This would not apply to engineers who worked into their rest days, whereas they would still be placed back to the GEB upon the expiration of 48 hours off.

Article 11 (D): Changed to better explain the utilization of GEB and out of cycle engineers, along with simplifying and standardizing calling order for the entire system.

Article 11 (F): We better defined guarantee and prorations based upon the 9.2 basic day amounts for 5/2 GEB assignments. We also added the ability to qualify for time and a half pay rate paid separate from guarantee for Engineers working rest days, along with provisions to define eligibility.

Article 12 (C): Language was established for how engineers who put themselves out-of-cycle can, at their option, potentially be utilized by the Company without requirement to pay if not used.

Article 14 (G): Added language to reschedule Rules/Recert when practicable and assured 48 hours rest for engineers who may end up attending classes on their rest days.

Article 16 (A): Language was added to eliminate “double pillowing” of all engineers with exception to emergency clauses as defined in Article 17, Section 1 (D).

Article 17 Section 2 (F): Calling order at the Away-From-Home Terminal (AFHT) for layover assignments was modified to bring engineers who are ordered out of their Home Terminal first, back from the AFHT first, rest permitting.

Article 20: All engineers will reach a maximum of 13 PLDs each year consistent with their overall years of service with the Company as defined in the included earnings chart. Local Chairmen or their designates will now handle all allotted PLDs/SDVs for their jurisdictions.

Article 21 (C): Adjusted the guarantee reduction for Holiday annulments to be consistent with 9.2 basic day language.

Article 22 Section 10: Vacation qualifications for Medical Leave of Absence was adjusted from 60 days to 120 days to allow for a better chance to qualify for vacation. We also cleared up any confusion on “sickness” on or off duty from the previous language.

Article 26: Updated 20+ year old non-applicable pay day language to comport with the current pay schedule.

Article 37: Added in-law family members to current excused Bereavement Leave.

Article 40: Adjusted language to comport with protecting this Agreement and the November 21, 2022 National Agreement being the only ones in effect going forward. Also maintained the ability for the Organization and Company to make any future mutually beneficial on-property agreements outside of National Handling and Section 6 of the Railway Labor Act.

Attachment “A” – Standing Bid: NOTE: There are no language changes, though the Company stated they intend to institute the 28-day Permanent Change of Card at some future point as allowed for in the current Standing Bid language. The Parties agreed to leave in the current 120-day (triannual) language in the event the Company chooses not to change from the 120-day or the Parties agree in the future to move back to it.

Attachment “C” – Now Limited System Seniority clarifications: This Attachment further defines the details of order of reductions and how they are to be applied from Article 7 changes in the CBA.