

This brief synopsis of changes has been compiled merely for the benefit of the member who is trying to navigate the differences between the current CBA, the failed agreement, and the proposal that has recently been introduced. You are encouraged to physically compare the current CBA with the proposal to better understand all the changes, not just those listed below.

Highlighted Changes/Gains

SCOPE RULE

- Article 4 Expanded duties of the Utility Position to include more driving opportunities associated with train movement and crew transport.
- Article 4, Note 4 Reminder to all Trainmen: One or more Trainman position(s) must be on all assignments. Trainman shall have the exclusive right to perform the duties of a Conductor on all assignments/positions, as described herein.

SENIORITY

- Article 7, Sect. 7-B Hybrid District Seniority
- Article 7, Sect. 7-C Trainmen not required to exercise seniority outside of their District.
- Article 7, Sect. 10 Trainmen with a minimum of 120 months of service as a Conductor not required to accept a transfer to engine service.

GUARANTEED EXTRA BOARD

- Article 11, item A-3 Early mark off at 1200 before time off with early mark up at 0001 following time off.
- Article 11, item A-4 Ability to deny a call for an AFHT assignment before Rest Day, PLD, SDV, or Vacation. If the Carrier can't accommodate, employee will be cabled back to Home Terminal. Also, any reduction to the GEB Guarantee changed from 1/9 to 1/10.
- Article 11, item D GEB is called ahead of Out of Cycle for all TEMPORARY vacancies. Out of Cycle can be called ahead of GEB for EXTRA assignments.
- Article 11, item F GEB guarantee restored to a minimum of 9.2 basic days' pay for a bi-weekly period and any rest days worked are paid in addition to any GEB guarantee earned, provided the guarantee isn't reduced due to an unpaid absence.

ON AND OFF DUTY POINT

- Article 14, item E Single Pillow Rule for entire property when tied up at AFHT.

CALLING FOR DUTY

- Article 15, Sect. 6 Called out of hotel in same order as called out of home terminal.
- Article 15, Note AFHT crews take precedence on trains that operate to/through their home terminal over any other source of supply.

EXPENSES

- Article 17, Sect. 1-D Held Away "on pay" restored to 16 hours away from home.

PERSONAL LEAVE DAYS

- Article 18, item A PLD accrual over 3, 6, and 10 years.

VACATION

Article 21, Sect. 3 One split week is now equal to seven single days of vacation and two split weeks is now equal to fourteen single days of vacation.

Article 21, Sect. 9 Medical Leave of Absence vacation credits increased from 60 to 120 days.

CREW CONSIST

Article 35 A standard crew shall consist of a Conductor. The Company may assign more than one (1) Trainman to any crew.
This is not a new addition, however, this is a very important highlight to the entire agreement, in addition to Article 4, Note 4.

SIDE LETTER 9 All Trainmen allowed three routine and preventative medical care visits per year, with 30 days' notice, with no AMC repercussions.

Attachment "A" 28 OR 120 Permanent Change of Card

Attachment "B" Q&A that helped tighten up language.

Question 2: Once a crew (Conductor and Engineer) are on duty and working as a unit, can the Company elect to tie the Engineer up and redirect the Conductor to a different assignment or position?

Answer 2: No.

Question 8: Can a Trainman who is not assigned to a Utility position operate a Company vehicle?

Answer 8: Yes, but strictly for the purpose of transporting themselves and their crew between on and off duty locations, worksites, and crew change points, as well as expediting switching operations in connection with their assignment.

Question 11: Can a Trainman be forced to work outside of their seniority district?

Answer 11: No, the Company cannot force a Trainman to work outside of their seniority district.

Question 33: Can an away from home terminal Trainman be used at that terminal to perform work when a GEB Trainman at that terminal is available, then deadhead to their home terminal?

Answer 33: No, it shall be filled in accordance with Article 11-D, 1-3.

Attachment "C" 8-Day Board added

Attachment "E" Retention Boards added

Concessions

SIDE LETTER 18 Withdrawal of all claims/grievances with occurrences prior to 3/1/2025.

Furthermore, the Company requested language consistent with the BLET in various areas, some to our benefit, including:

- Article 11 – GEB Language (to our benefit)
- Article 17 – Driving Language
- Attachment "A" – 28 OR 120-Day Permanent Change of Card
- Attachment "E" – Retention Boards (to our benefit)