



Brotherhood of Locomotive Engineers & Trainmen

Union Pacific Western Lines & Pacific Harbor Line, Inc.
1902 Orange Tree Lane, Suite 120
Redlands, CA 92374
(909) 792-1200
(909) 792-1211 FAX

D.W. Hannah
General Chairman

May 24, 2014

SENT ELECTRONICALLY

Org. File-0444 (5, 56, & 660)
Org. File E-33337

Divisions 5, 56, and 660 Presidents, Local Chairmen, Secretary Treasures

Subject: 4 and 1 Pools and Extra Boards:

First Vice Chairman Brian Carr and I met with the Carrier in the railroad office in Las Vegas, Nevada on May 21, 22, and 23, 2014, regarding seventeen (17) different issues on our system's General Committee: Here is my report to you regarding the issues discussed that effects your specific jurisdictions.

With the concurrence of your Local Chairmen I have agreed to the following effective June 1, 2014. For a four month trial period the RE10 Pool, the XE10, and XE11 Boards will have a right to "voluntarily" tie up for 22:01 rest, with a two hour call, making the time off totaling 24:01. **This 22:01 tie up can ONLY be done after working FOUR (4) consecutive days.** There will NOT be any offset to guarantee payments for this specific tie up *AS LONG AS YOU PERFORM YOUR NEXT SCHEDULED SERVICE WITHOUT LAYING OFF.*

May 22, 2014, there was 75 Engineers on the RE10 Pool who had gone into "Federal Rest Status (FR)." No 200 mile pool should ever go into FR, however due to manpower issues the RE10 does just that. The intent of what we have agreed to will obviously stop the FR and increase manpower. The Carrier does not favor "voluntary" 4 and 1's but did reluctantly agree to try this pool, and supporting extra boards, on a temporary basis.

Nothing like this is programmed into the Carrier's computer system so the Local Chairmen have the responsibility to "police" compliance. **Engineers can only kick for the 22:01 rest after working four (4) straight starts.** Abuse will cause the Carrier to cancel this pilot program which I have worked hard to get through many different meeting with the Carrier.

ABUSE

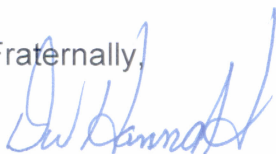
I WILL REMOVE ANY ENGINEER FROM THE WORKING LIST TWO DAYS EACH TIME THEY ABUSE THE AGREEMENT. THE CURRENT CBA IN ARTICLE 32, SECTION 6(K) ALLOWS JUST SUCH A THING, AND IT HAS BEEN SO APPLIED BY PREVIOUS GENERAL CHAIRMEN. THIS APPLIES TO ALL ENGINEERS REGARDLESS OF DIVISION OR UNION AFFILIATION. THE BLE AGREEMENT IS CONTROLLING.

The Carrier's computer system does automatically tie engineers up for rest when the pool is set to "mandatory" instead of "voluntary." However, Local Chairman Richards would not agree to mandatory tie ups. The Carrier's concern is that "voluntary" engineers will NOT tie up voluntarily on their fourth start on Wednesdays and Thursdays, and thereby continue work to sharp shoot the weekends in FR.

If we can make this work on the RE10, XE11, and XE10 Boards, we can expand it to the entire system, and I would like to do just that. That's why we are going to aggressively "police" this trial program for abuse. So, for the four (4) month period I have also negotiated two basic day's pay for the Local Chairmen in June, and one basic day's pay in July, August, and September. The Local Chairmen can use the CMS Scheduler to apply for the days off. Please don't use this on the holidays!

The agreement is for four (4) months but can be extended at that time if it accomplishes what we intend it to do. Let's make this work here so the rest of our system can eventually come under the same agreement. I remain,

Fraternally,



D.W. Hannah

cc: Executive Committee