

**RAIL UNIONS' JOINT PROPOSAL
BEFORE PRESIDENTIAL EMERGENCY BOARD 250**

(1) Wage Increases:

Effective Date	GWI
Jan. 1, 2020	6%
Jan. 1, 2021	6%
Jan. 1, 2022	8%
Jan. 1, 2023	4%
Jan. 1, 2024	4%

(2) Health and Welfare:

Maintain the *status quo* with the exception of the following plan design changes:

- (a) Hearing Benefits.** Increase the annual benefit limit to \$2,000.
- (b) Autism Spectrum Disorder Benefits.** Remove age limits on speech therapy and provide coverage for Applied Behavioral Analysis (“ABA”) without age or dollar limits.

Employee monthly cost sharing remains at \$228.89.

(3) Paid Leave:

- (a) Sick Leave.** Provide 15 days of paid sick leave annually where it does not currently exist or is less than 15 days every January 1st. Prorate leave allotment for first year of employment. Employees allowed to carryover any unused sick days with no limits on accrual. This does not replace more generous sick leave agreements currently in place, if any. Employees will not accrue any penalty points under any carriers’ attendance policies for taking sick leave and days requested are on demand and cannot be denied.
- (b) Holidays.** Addition of Veteran’s Day, Martin Luther King, Jr. Day and Juneteenth as paid holidays, or paid equivalent thereof for crafts not provided holiday leave. For operating craft road crews, they shall be provided equivalent Annual Leave Days (ALDs)/Personal Leave Days (PLDs) consistent with current treatment of holidays for these employees.

(4) Savings Clause:

All proposals contained herein, or any part of them, shall not apply on any property where they are already in effect, or where more beneficial provisions are

already in effect. Any request for changes herein is not an admission, express and/or implied, directly and/or indirectly, that those changes requested are not already contained within the terms and conditions in any existing collective bargaining agreement and/or established practice.

(5) Duration:

January 1, 2020 through December 31, 2024.

INDIVIDUAL CRAFTS' PEB PROPOSALS

BLET & SMART-TD

- (1) Attendance Policies: On the effective date of the agreement, all non-negotiated attendance policies will be abolished and BLET and SMART TD General Committees of Adjustment shall have the right to serve notice on their respective rail carrier(s) invoking mandatory negotiations on attendance rules and requirements. General Committees of Adjustment having more generous existing agreements have the right to retain those agreements.
- (2) 5&2 work scheduled: On the effective date of the agreement, all General Committees of Adjustment shall have the right to serve notice on their respective rail carrier(s) invoking mandatory negotiations providing for voluntary scheduled days off for all unassigned road service. General Committees of Adjustment having more generous existing agreements have the right to retain those agreements.
- (3) Meal Allowance: Adopt BLET CSX Single System Agreement meal allowance schedule as national agreement standard. General Committees of Adjustment having more generous existing agreements have the right to retain those agreements.

BMWED

- (1) Amend all Travel Allowances to include weekend and mid-week assembly point changes to be paid at the effective Internal Revenue Service (IRS) standard mileage rate for business travel for all miles traveled by the most direct highway route.
- (2) Amend Expenses Away from Home Provisions to be paid at the special transportation industry daily meals and incidental expenses allowance as well as the standard CONUS daily lodging allowance established by the General Services

Administration in effect for the applicable fiscal year when single-occupancy lodging is not provided by the carrier.

- (3) These proposals are meant to establish a minimum payment and reimbursement, and are not meant to replace and/or reduce payments and reimbursements that currently exist on any carrier as provided by local rule and/or practice

SMART-TD (Yardmasters)

- (1) Scope Rule: Clearly define the duties and responsibilities of Yardmasters to include instruction and supervision over all crews occupying trackage in their respective districts, including data input and handling of all electronic devices used by train crew members. Further, clearly define parameters for transferring, consolidating, combining, or centralizing assignments, and provide New York Dock or similar compensation to all who are adversely affected.
- (2) Vacations: Apply the principles of Article V, Section 2(d), of 1996 UTU Arbitration Award No. 559 (vacation benefits eligibility and scheduling) to all SMART-TD Yardmasters; apply a 1/52 or basic day (whichever is greater) principle when calculating vacation pay; recognize days of compensated service in other crafts when determining qualifying days and compensation for vacations, and make other changes necessary to align Yardmaster vacation rules with that of the Operating Crafts.

Shopcrafts - BRC, IAM, IBB, IBEW, NCFO, SMWIA, TWU

- (1) Provide a weekend and shift differential of ten percent (10%) over normal rates.
- (2) Employees required to work more than three hours beyond their bulletined working hours will be allowed reasonable time off with pay for a meal period. A meal allowance of \$25.00 shall be granted to the employee which will be received with his regular pay.

TCU/IAM-Clerical

- (1) Utilization of collectively bargained sick leave will not result in discipline being assessed. Collectively bargained sick leave cannot be used against an employee's attendance record. This proposal is without prejudice to the Union's ability to grieve this issue in accordance with the procedures outlined in the existing collective bargaining agreements.

BRS

- (1) A rate increase effective January 1, 2020, in the amount of \$5.00 per hour, to be applied before any GWI, for maintenance employees and those employees directly responsible for or signatory to FRA-required safety-critical repairs, tests, and inspections.

NCFO

- (1) Effective January 1, 2020, increase base wage rate by \$1.58 to adjust the pay relationship between NCFO-represented employees and shop mechanics to account for changes in job responsibilities resulting from assignments under the incidental work rule.

ATDA

- (1) Supplemental Sickness Benefit Plan: Establish a supplemental sickness plan that mirrors current SMART-TD Yardmaster Plan where such presently not in effect.