

Southern Pacific Transportation Company

JUL 10 1988

Southern Pacific Building • One Market Plaza • San Francisco, California 94105

LABOR RELATIONS

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ASSISTANT VICE PRESIDENT

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R. M. WINKENBACH

SPECIAL PROJECTS OFFICERS
B. S. FELD
N. E. FEBUS

July 8, 1988

Mr. D. E. McMahon, General Chairman
Brotherhood of Maintenance of Way Employes
Suite 260, Alhambra-Jay Building
930 Alhambra Boulevard
Sacramento, CA 95816

MofW 2-64
MofW 2-66

Dear Sir:

In regard to our several recent discussions concerning the Company's intent to establish a new surface gang to be used on all divisions, Southern Pacific Transportation Company (Western Lines), on or about August 1, 1988.

In our discussions, I advised you that the Company is now purchasing a new continuous action tamper (Class 2-B). It is our intent to operate this new Class 2-B tamper with two newly-trained Maintenance of Way operators accompanied by possibly, but not limited to, one foreman, one tamper, one liner, two ballast regulators, one ballast compactor and approximately four laborers, (per diem) on or about August 1, 1988. Therefore, it is agreed that:

1. Due to the highly technical operation of this new tamper, it is the Company's intent to assign the operators from amongst the senior qualified tamper applicants (Classes 6, 6A, 6B) on Western Lines making application for the two initial operator positions. As it only takes one operator to man the machine, it is anticipated that the two operators will relieve each other during their tour of duty each day. The initial set of operators will be trained in the operation and maintenance of the tamper by Plasser Company representatives during the initial work projects.

The operators must be fully qualified tamper operators with mainline experience. If assigned, they must agree to remain on the positions for a minimum of at least six months unless they are disqualified, sick, resign, retire, emergency purposes, or displaced by a senior tamper operator.

2. a System informational notice shall be posted for operators (Class 2-B) for a period of not less than ten (10) days on all seniority districts, Western Lines. The notice shall include rate of pay and location. Applications shall be made in writing and forwarded to the officer indicated, with a copy to the General Chairman, not later than ten (10) days following date of the informational notice.
3. Subsequent displacements and/or bids for positions of Class 2-B shall be accepted from all employees who hold seniority in Tamper Classes 6, 6A or 6B until a future point in time which shall be determined by agreement between management and the General Chairman, Brotherhood of Maintenance of Way Employes.

4. Only one displacement will be accepted at a time against a Class 2-B tamper operator. One qualified operator must be retained at all times.

If after at least ten working days of instruction the employee making the displacement does not show satisfactory improvement in his capabilities to properly learn, operate and maintain the tamper, he will be disqualified in writing given the reasons therefore, and handled in accordance with the provisions of Appendix "V" of the current Brotherhood of Maintenance of Way Employes' Agreement.

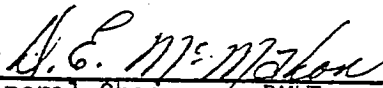
Employees on the new surfacing gang shall be allowed the \$2.25 travel allowance now paid to other system and/or regional gangs.

5. An employee assigned to the gang who is laid off due to force reduction shall be returned to his home seniority district. For time spent traveling, he shall be compensated at straight time rate during regular working hours, and on rest days and holidays during hours established for work periods on other days.
6. Rule 22 of the agreement covering starting time shall be relaxed so as to permit the starting time of the surfacing gang to vary between the hours of 4:00 AM and 10:00 AM. Starting times may be changed by giving the affected employees as much advance notice as possible but not less than prior to the end of the preceding work day. Hours other than those specified above may be worked provided a majority of the employees of the gang are agreeable.

Yours truly,



CONCUR:



General Chairman, BMW

bc: Mr. G. L. Murdock
Mr. E. P. Reilly
Mr. J. K. Young

Mr. E. W. Buckles

Mr. G. A. Greblo
Mr. J. W. Lynch
Mr. D. K. Medley
Mr. G. R. Fetty
Mr. M. L. Wells

bc: Mr. M. R. Christensen (3)
Mr. J. J. Deis (3)
Mr. R. D. Walker (3)
Mr. R. A. Branstetter (3)
Mr. D. T. Wickersham (3)

NOTE: For distribution to all Maintenance of Way employees concerned.

bc: Mr. F. Fradelizio (Attn: Bill Luque, Chief Timekeeper, MofW)

bc: Mr. R. O. Naylor (Info only)

NOTE: The new gang will be operated on the Tucson Division between El Paso and Tucumcari for the first several months. All advertisements and assignments will be handled by Mary Bailey in Tucson. On leaving the Tucson Division, control of bulletins will be passed to the division on which the gang will work on. All rules applicable to System/Regional Gangs will apply to this gang.

H. L. Moles

