

UNIFIED SYSTEM DIVISION
BROTHERHOOD OF MAINTENANCE OF WAY EMPLOYEES DIVISION
INTERNATIONAL BROTHERHOOD OF TEAMSTERS



January 26, 2023

Mr. Patrick Crain
Canadian National/ Illinois Central
17641 S Ashland
Homewood, IL 60430

RE: Modifications to bulletin cycle

Mr. Crain,

This letter of agreement is a result of the parties' desire to have consistency among bulletining positions for both regular assigned workdays and alternate assigned schedules as contemplated in the traditional 5-8 or Four (4) ten (10) agreements as well as the seven (7) on, seven (7) off schedules of the SPG agreement. The following will amend the July 1, 2007 IC/ BMWED agreement Rule 14 (A) and (C) only, as follows:

The current language of the agreement states:

(A). All new positions or vacancies expected to last more than 30 days, except for Group D machine operators, will be posted for a period of 15 days at the headquarters of the gangs in the subdepartment of the employees entitled to consideration in filling the positions, during which time employees may file their applications with the official, whose name appears on the bulletin. Such bulletin will show headquarters' point, title of position, temporary or permanent, rate of pay, hours of service, gang, machine or position number, and rest days of position bulletined. Appointments will be made not less than 15 days or more than 30 days from date of bulletin. Name of successful applicant will be posted. Copy of bulletin and award will be furnished local chairman and general chairman. Successful applicants must remain on the position assigned for a minimum of 180 days for Bridge Department positions, 60 days for Machine Operator positions or 45 days for all other positions, unless the position is abolished, the employee is displaced, or the employee has an opportunity to bid on a bulletined position which is ranked higher or has a higher rate of pay. When differentials are applicative to particular positions, such differential will be included when calculating higher rate of pay.

(C). Machines in Group D will not be bulletined and will be operated by members of the gang with senior employees given first choice of the machines they wish to operate. Subsequent machines will be assigned in seniority order in the same manner. If more than one gang is working together, the most senior employees of the combined gangs will be given their choice of the machines they wish to operate.

It is agreed to alter this language in the following manner:

(A) 1. Position Advertisements:

All new positions or vacancies expected to last more than 30 days duration, will be posted for a period of 7 days starting on Thursdays at 3:00pm and continuing until Wednesday at 11:59pm, Awards will be issued at 3:00pm on Thursday to be effective for release in accordance with section (A) 3. They should be posted at the headquarters of the gangs in the subdepartment of the employees entitled to consideration in filling the positions and sent to employees by email for all with their emails on file with the carrier, during which time employees may file their applications with the official, whose name appears on the bulletin. Bulletins can be submitted by fax, email, hand delivered or entered into the WDS system for processing. Such bulletin will show On-line assembly point location or headquarters' point, title of position, temporary or permanent, rate of pay, hours of service, gang, machine or position number, and start days / rest days of position bulletined.

(A) 2. Position Awards/ Appointments:

Awards/ Appointments will be made the following Thursday from the initial advertisement.

Name of successful applicant and all other applicants will be posted at a convenient location for all employees to view. Copy of bulletin and award will be furnished local chairman and general chairman.

Successful applicants must remain on the position assigned for a minimum of 180 days for Bridge Department positions, 60 days for Machine Operator positions and 45 days for all other positions accept as identified herein, unless the position is abolished, the employee is displaced, or the employee has an opportunity to bid on a bulletined position which is ranked a higher classification or has a higher rate of pay. When differentials are applicative to particular positions, such differential will be included when calculating higher rate of pay.

In the event that an employee is able to bid a position that is closer to their respective residence during the hold down period, they will be allowed to be re-assigned and released to that position in such cases where the position is a lateral position (Same model/type of machine or position) or higher rated position.

(A) 3. Release of re-assigned employees:

Employees bidding to and from the regular 40 hour workweek arrangements of 5-8s or 4-10s will be released at the end of the work week the Award is issued in. No employee will be shorted a 40 hour work week by being released in the middle of a work week.

-Employees being reassigned to or from an alternate work schedule will be handled in the following manner:

-Employee bidding from M-F 5-8 hours days or M-TH/T-F 4-10 hours days to 7/7 SPG schedule commencing work the following Wednesday following assignment date, will be released end of shift on Friday. The employee may request to continue to work until Wednesday if the employee elects to do so. In such cases straight time for the regularly assigned hours of the position will be paid.

-Employee bidding from M-F 5-8 hours days or M-TH/T-F 4-10 hours days to 7/7 SPG schedule commencing work the second Wednesday following assignment date, will be released end of shift on the 2nd Friday after the assignment date. The employee may request to continue to work until Wednesday if the employee elects to do so. In such cases straight time for the regularly assigned hours of the position will be paid.

-Employee bidding from 7/7 SPG schedule to M-F 5-8 hours days or M-TH/T-F 4-10 hours days will finish their alternate work week assignment and will not be forced to report to the new assignment until the following Monday after the end of the alternate 7/7 schedule convenes. The employee may request to continue to work the new position following the completion of the alternate 7/7 schedule. In such cases straight time for the regularly assigned hours of the position will be paid.

*If any other schedules are arranged or not contemplated herein the parties will promptly meet and agree on the appropriate release of employees so that they are not placed in a worse position by bidding to or from alternate work cycles.

(C). Group D machines

Group D machines will be bulletined by type of machine and machine number. Machine operators may be used to operate other machines or to perform other work as long as no one operates their machine.

It is understood this agreement only applies to the identified sections and if not specifically addressed herein, all other provisions of the respective rule(s) will remain in full effect and force.

If the foregoing correctly sets forth the parties' understanding, please sign in the space provided below.



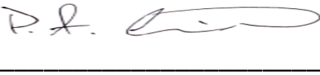
Brian Rumler, USD General Chairman



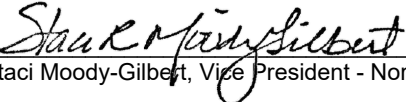
Tom Hilliard – Chief Engineer S&C, US Track



Rolando Del Muro, EJ & E General Chairman



Patrick A. Crain – Manager – Labor Relations



Staci Moody-Gilbert, Vice President - Northwest Region



Galen Owen, Vice President - West Region