

Message from our General Chairman:

Brothers and Sisters,

As most of you are aware, we have continued to work on an agreement with Union Pacific to maintain the existing travel pay structure. The reason for the discussion is simple, the membership has spoken over the last month desiring to maintain the existing structure, but with escalated allowances. This obviously means that the discussions included a form of travel allowance for non-drivers (fly/ ride) as well as a fixed per diem for lodging, rather than Railroad provided lodging, which differs from the tentative agreement. I will address the framework of the negotiations over the past weeks.

We do not have the liberty to create an agreement for travel and per diem that involves new money from those values of the tentative agreement. The reason for this is that all tentative agreements involve a "me too" clause. If they introduced new money, they would have to share that same economic value with all other crafts on all other railroads involved in the National Handling. What this means is that we must take the tentative agreement and cost each part of it out so that we are aware of what values we are working with and plug those numbers into a flat rate per diem. This is specific to the travel provisions of Article V of the tentative agreement.

As discussions began, Union Pacific alluded that they wanted to maintain the same structure of per diem. Discussions took place with ideas and concepts where they seemed willing to come to a mutual agreement. The following week they stated only the driver of the vehicle would be allowed the IRS mileage and the fly home agreement would be void due to the recommendation failing to cover those topics. We disagree. UPRR indicated that they would be providing lodging as they would be able to obtain lodging for a fictitious \$50.00 per night average. The discussions lasted into the next day, stating they would provide their projection of hotel costs. When they returned, they stated that the parties were not getting anywhere, and they were finished with discussions on this subject. BMWED President Cardwell was privy to those discussions and was asked that he apply some pressure to the NCCC and Union Pacific to continue negotiations. Negotiations continued through the following week (9-19 through 9-20). At the start, it was clear they were only going to bargain with what was in the tentative agreement. With this information being provided and knowing the goals, we knew that we needed to know what their average rate would be for securing lodging for the membership. This number was not that difficult to obtain; being other Carrier's use this same structure. Using these same numbers, we moved money around and valued some changes to obtain an amount for lodging and passenger allowance. All other provisions remained unchanged. In the end the parties agreed to a per diem allowance and the numbers were to be verified over the next day(s). Instead of verifying the agreed to allowances, their counter proposal to the discussions included a cut and paste version of the current 2012 Local National agreement, including unsavory travel provision that were removed under the PEB recommendation.

Thinking back to the last meeting, their side did say "same structure", but this was taken to mean that we had done all the work on the marker board and that the same structure was the per diem situation that we are all familiar with. This was not to involve dismissing those gains that were not costed out of the current tentative agreement. This was a coy tactic by Union Pacific. Once this draft was finally received from Union Pacific on 9-22-22, we immediately provided a modified draft of the tentative agreement with the modifications that were discussed and recommended by the PEB. Our counter was sent on Thursday 9-23-22. Currently we have not heard back from UPRR. We are willing to meet Union Pacific at any time to accomplish what the membership desires. Once again, it is Union Pacific that is not acting in Good Faith to resolve the concerns and desires of their own employees.

Brian Rumler

General Chairman USD/ BMWED