BMWED TALKING POINTS FOR 8 AND 6 WORK SCHEDULE

What was the reason?
On May 10, 2019, the Carrier served notice that it was changing most, if not all, System/Zone Gangs to 9 days on 6 days off (9 and 6) work schedule beginning in June 2019. The Carrier said a 9 and 6 schedule is permitted because its new Precision Scheduled Railroading (PSR) business model creates an operational necessity, as provided in the 2012 Local/National Agreement. BMWED rejects that the UPRR’s PSR business model constitutes an operational necessity permitted under the 2012 Local/National Agreement, and we further maintain that UPRR’s actions are a violation of the Agreement. We were preparing for the dispute, however, the dispute would have likely taken several months, (and possibly years) to resolve, all the while our members possibly being forced to work the 9 and 6 schedules.

Therefore, in an effort to resolve the dispute in a more timely manner, the parties have come to a proposed 8 days on and 6 days off work schedule. The schedule is a 10-hour workday, Tuesday to Tuesday. This schedule provides the following benefits over a 9 and 6 schedule:

• Schedule will allow only for 10-hour days on a straight time basis and nothing less or nothing more except where holidays are observed in the cycle where 2 hours for each holiday will need to be made up. Anything in addition to 10 hours would be paid at the respective overtime and/or double-time rate of pay.

• Schedule will allow employees to enjoy every other weekend off. All scheduled workdays and rest days will be set and will be better for planning vacations and other time off which will include every other weekend.

• All 11 Holidays will be observed. This prevents the Carrier from play games with the holidays, in addition, this means that out of the approximate 24 work weeks in a year 7 work weeks will be 7 days on and 7 days off. 2 of the work weeks will be 6 days on and 8 days off.

• While it is popular belief that guys will be working an exorbitant number more days in the calendar year vs. the compressed half, that is not true. Remember it is not the traditional compressed half work period we would need to discuss but rather a 9 on and 6 off compressed half since that is the Carriers alternative to this proposal.

• With the implementation of the 8 on and 6 off work schedule we will avoid the dreadful 9 on and 6 off Compressed Work Schedule, which could ultimately force employees to work more weekends.

• This agreement would also move B&B gangs who are already working a 9 on and 6 off compressed work schedule to the new 8 and 6 schedules.
What is the alternative?
By not agreeing to the 8 on and 6 off work schedules, the UPRR will most certainly likely impose the 9 and 6 compressed work schedules upon the work force. Again, this would leave the BMWED to fight the dispute for months and possibly years, all the while our members possibly being forced to work the 9 and 6 schedules. We feel very good about our position if this should be the case., However we believe the right thing to do for the quality of life of the membership is to avoid the hardships the 9 and 6 compressed work period would impose by reaching this compromise. We will be posting what the schedule for the remaining 2019 year would look like. You may share it with anyone.

Frequent Questions:
1. Question: Will I lose work hours and thereby lose pay on this schedule?

Answer: No! There is approximately 6 more hours in the fiscal year that you will work on this schedule than a traditional compressed half schedule. Some pay checks will be higher and some lower but as seen in the calendar, it averages out through the year.

2. Question: Will there be T2 and T1 under 8 and 6?

Answer: No! All schedules will be Tuesday to Tuesday or Wednesday to Wednesday. Gangs may work opposite weeks with 2 overlap days.

3. Question: Can they work me 11- or 12-hour days on this schedule?

Answer: No, unless they want to pay overtime. All hours past 10 hours will be paid at respective overtime and/or double-time rates of pay, except in the case where hours are being made up for holiday allowance.

4. Question: Can they go back or continue traditional compressed halves?

Answer: Yes, but they cannot work less than 10-hour days, thereby 9 days on and 6 off cannot be worked.

5. Is this agreement permanent?

Answer: No, this schedule is on a pilot basis and will be re-evaluated at the end of 2020 for the possibility of making it permanent.