



BROTHERHOOD OF MAINTENANCE OF WAY EMPLOYEES DIVISION
of the International Brotherhood of Teamsters

Allied Federation

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General Chairman

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Dear Brothers & Sisters:

On November 17, 2010, the Union negotiated a final agreement for the implementation of the new January 1, 2011 Agreement applicable to the former Missouri Pacific territory **and** a one-year agreement governing the use of the TRT 909 concrete production crew and attached work groups on the former Union Pacific and Missouri Pacific territories for the calendar year 2011. The following is a highlight summary of the agreements. However, **please read the agreements in their entirety.**

Implementing Agreement

❖ New Division Rosters

- Each employee's existing System, District Tie and Division roster dates will be "dovetailed" onto the applicable rosters on the employee's home seniority division. Each employee's oldest date in a classification on those rosters will now become the employee's Division seniority date in that classification. That date will be used by the employee to bid on Division, Zone and System positions. Existing System Rail and District Tie rosters will cease to exist on January 1, 2011.
- Welders, Water Service and Six-Ton Plus Truck Drivers will retain "District" seniority because those dates are the equivalent of Division seniority for other classifications.
- All prior rights end, effective January 1, 2011. Assignments to positions will be made solely on the basis of seniority.

❖ Conversion of Gangs and Assignment of Employees

- All gangs in existence prior to January 1, 2011 will be continued.
- The designation of gangs may change, for example, all tie gangs will be designated as "System" and some Division gangs will be designated as "Zone".

- On December 3, 2010, the Carrier will advertise all new positions, such as completely new System, Zone or Division gangs and any vacancies in current gangs. Bids will close on December 13, 2010 and positions will be awarded no later than December 24, 2010 with an effective date of January 1, 2011.
- ❖ The "Walk Off" Option
 - Because we agreed not to abolish and re-advertise all System and Zone gangs, some people may be in positions on January 1, 2011 that they do not wish to hold. Therefore, everyone with a seniority date before January 1, 2011 will have a one-time "walk off" exercise of seniority that may be used anytime between January 1 and March 31, 2011.
 - How does the "walk off" work?
 - The employee notifies his supervisor of the desire to "walk off" and uses Itrak or Iforce to find a position he wishes to displace.
 - A "walk off" is treated like a bid for qualification purposes. Unlike the normal displacement rule which requires the employee to be qualified to bump a position; the "walk off" will be handled under new Rule 19 which means the only time the employee must be qualified is when using the "walk off" to obtain a specialized position.
 - If you have not used your "walk off" and you are bumped, you can convert that bump into the "walk off" for purposes of bumping under the Rule 19 qualification rules.
 - You can use the "walk off" even if you bid for and are awarded a position in the December 3, 2010 advertisements.

❖ Expenses

- Effective January 1, 2011, employees on headquartered gangs who are held away from home will receive the following expense provisions:
 - If the Carrier provides a CLC card for lodging, the employee will receive reimbursement of up to \$25.00 daily for meals. No charge will be made to the employee if the room costs more than \$32.00 and no deduction will be taken from meal money to make up the difference in the cost of lodging.
 - If no CLC card is provided, the employee will receive \$57.00 per day.

2011 TRT Agreement

- ❖ TRT will work over both Union Pacific and Missouri Pacific territories.
- ❖ TRT will be filled on a 50-50 split between Union Pacific and Missouri Pacific employees
 - Currently 172 positions in TRT and attached gangs
 - 86 positions identified on Appendix 1 of the 2011 TRT Agreement will be advertised to Missouri Pacific employees in the first half of December 2010 to be effective January 1, 2011.

- Assignments will be made under Rule 19 of the January 1, 2011 Agreement.
- The TRT gang will operate under the Union Pacific collective agreement in the same way it did when working on the Illinois Division this Fall.
- An employee may "walk off" the TRT when it leaves the Missouri Pacific territory. An employee has a second "walk off" opportunity after the TRT leaves the Missouri Pacific territory and it is located more than 500 miles from his "home station."
 - A "home station" is the location on the railroad closest to the employee's residence.
- This "walk off" is treated like a displacement and is not the same as the one time "walk off" available to employees between January 1 and March 31, 2011.
- While the TRT is working on Missouri Pacific territory, the Carrier agrees to protect 86 employees who otherwise would have been furloughed. A similar provision protects 86 employees when the TRT is working on Union Pacific territory.
- Holding a position in the TRT will not give a Missouri Pacific employee seniority on the Union Pacific side and vice versa.

These are the highlights of the two agreements. If you have any questions, please call your local System Officer or the Federation office.

In Solidarity,



Dennis R. Albers, General Chairman
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