



**BROTHERHOOD OF LOCOMOTIVE ENGINEERS - TRAINMEN
LOCAL COMMITTEE OF ADJUSTMENT – DIVISION 622**

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“The Future of American Railroading”

Explanation of new Layoff Policy per GN 291

Per the new GN and layoff procedures we will try to explain what, why, and how to utilize so this division can assist you in what you need.

1st - the why of the situation. The GCA and Labor Relations of the carrier approached **both union LC's** of the Alliance and Gillette divisions for a pilot layoff policy. This was brought about account of the Alliance and Gillette terminals having the most purges on approved layoffs in the system and because of so many using LOS and LOF, by rights we should have a minimum of 35 – 40 slots available for layoff/day not including vacations but because the carrier using the (sometimes valid) excuse that it cannot plan for those LOS and LOF layoffs we are limited to 15 *which has been raised to 21 for weekdays and from 10 to 20 on weekends*. Once we get the allocation raised we get the extra board allotment raised to where it should be. When a person lays off sick or fatigued falsely he/she plays right into the carrier's plans because they don't have to maintain an extra board for something we don't have an Agreement for. The carrier allows a 3% allocation for LOS/LOF that is probably closer to 10% - 15% from our brothers/sisters therefore we are being cheated by 7% - 12% of our organizational members.

Meetings were held and the LC's, with the carrier came up with this program. (We are having problems with the allocations being made available at this time- as they should be, with the carrier having them zeroed out- **but till it is rectified just call this office and leave a message or e-mail for the days you need off** because if and when this is working correctly any day that has allocation slots available will be awarded at the time of request on the TSS system)

2nd - as to what it entails is this. One of the reasons for the Agreement is it allows us to meet with the carrier face-face once possibly twice a month to discuss **known advance layoffs** instead of by Email alone. I don't believe the

organization has ever failed to secure a layoff request that a member has submitted in a timely manner. Agreement was made that individuals will have no more than 7 pre-approved layoffs per a 90 day period. The LC's will meet with a carrier officer twice a month (in our division the LC will meet usually the first Wednesday and 3rd Wednesday) to review and approve requested layoffs and to assign the 7 approved should there be more than 7 requested.

EXAMPLE: TSS Layoff Screen

- 1- Jan 28th(0001-2359) PLD out of town
- 2- Jan 29th(0001-2359) PLD out of town
- 3- Jan 30th(0001-2359) PLD out of town
- 4- Feb 12th(0001) thru Feb 15th(2359) LOP Birthday
- 5- March 15th(0001-2359) LOP
- 6- March 16th(0001-2359) LOP
- 7- March 17th(0001-2359) LOP
- 8- May 6th(001) thru May 9th(2359) LOP Turkey Hunting
- 9- June 11th(0001) thru June 15th PLD Family reunion

And etc.

In this scenario the first 7 could be approved and request 8 and 9 would be purged, ***but remember once the requests above these are used then your allocation of 7 become available again (request 1 thru 3 utilized- resubmit your previous requests (8 &9 to be reviewed for approval).*** Also remember that each request is counted as 1 so that the group requests are 1 as a whole- not as individual days.

3rd - This division would like you to request individual days so that if any of the days you are requesting is compensated, and you do not need days 2, 3, or 4 that were approved you can purge those individual request days – before using them-without purging the whole group. This also allows for compliance within the Attendance Guidelines Policy.

4th - Should individual days be needed , such as a child's program, sporting events, Dr visits, etc. and these total more than 7 requests - **LET US KNOW SO WE CAN APPROACH THE CARRIER AND WORK TO GET THEM APPROVED.** This program is for *known* events and happenings.

5th - Please let the office know when and the reason for any purges so we may show the carrier that the days were needed, however the conditions

warranted the request i.e. may not get back from tour of duty in time, may get out before the day needed, etc.

Hopefully this helps and in closing - Keep putting them in one day at a time Communicate that they are for one event which we will see by your comments for the layoff.

Purge the requests not needed in as timely a manner as possible communicating the reason for the purge.

The only requests submitted in advance are for known events which a person knows he/she will be off and for the time frame needed.

Remember the reason for the Agreement is that we are Locomotive Engineers, we have the right and the expectation to adequate layoffs. If the perception is that some have to BEG; it is because we are not using the tools and Agreements afforded us through the organization but standing by ourselves. We need to hold our head up, look the carrier in the eye, getting what is provided however this is ONLY by Agreement and ONLY through the organization. None of us employed by the BNSF Railway made individual agreements for how much we could layoff, but as an organization we have and these are the agreements we will hold the carrier to.