

THE FACTS

The facts are: The modernization agreement is a job and wage killer!

Article I and II not much change, so moving on to the important stuff...

Article III MAKE WHOLE PAYMENTS:

Here is an example of what it currently costs the carrier in Tucson when they choose to regulate the extra board with an insufficient number of employees to cover vacancies. Timeslip for 2nd half of June. This engineer received \$3442.00 in penalties/MAKEWHOLE. Under the new agreement he would have only received \$2485.80. A result of \$956.20 less! **PAYCUT**

	Paid	new rate 828.60, NO next calendar day	
06/16/20-	270.98	270.98	
06/18/20-	627.29	627.29	
06/19/20-	768.29	766.29	
06/20/20-	627.29	627.29	
06/22/20-	1226.00	1214.00	
06/23/20-	162.24	162.24	
06/23/20-	460.05	460.05	
06/25/20-	0.00	0.00	
06/25/20-	533.88	533.88	828.60
06/25/20-	307.03	307.03	
06/26/20-	0.00	0.00	
06/26/20-	0.00	0.00	
06/26/20-	524.11	524.11	
06/27/20-	622.29	622.29	828.60
06/28/20-	994.74	994.74	
06/29/20-	504.82	504.82	
06/29/20-	293.18	293.18	
06/30/20-	624.03	624.03*	828.60
06/30/20-	627.29	627.29	
TOTAL EARNINGS	9159.51		
Shove monies	-3442.00	2485.80	9159.51
Total	5717.51	5717.51	-8203.31
total		8203.31	

\$956.20 **PAYCUT** if your shoved under this agreement.

Section B You must work your next assignment to receive the make whole rate, unless you had a scheduled compensated layoff (prearranged). Currently you are only on the hook until your money man returns to your home terminal.

Article IV BEREAVEMENT:

Only real change you have up to 30 days when a family member dies.

Article V LOCAL FREIGHT/REGULAR WORK TRAIN SERVICE:

Reduce to a five day work week and a bulletined relief Job may (and will) work in a different location. A relief job for Nogales may work Monday and Tuesday in Nogales, Casa Grande on Wednesday, Thursday (137 mile drive) and Casa Grande hauler out of Tucson on Friday. No Compensated time to DH to each location only auto miles from the bulletined home location.

Regular Engineer will receive an additional \$35.56 but loses the six day work week (PAYCUT).

Article VI Personal Leave Days:

Only real change you can request to be paid out some or all of your banked PL's each year before March 15th.

ARTICLE VII AWAY FROM HOME LODGING:

PLAIN AND SIMPLE THIS AMOUNT NEEDS TO GO UP! You do get to elect each trip if you want the \$20.00.

ARTICLE VII BLET ARTICLE 16 YARD LOCATIONS:

No longer allowed to work your days off. PAYCUT

Article IX GUARANTEED EXTRA BOARD MODIFICATIONS:

- A. You will now be paid for a DH to an outside point, whether or not regular engineer is on vacation. Currently only paid 1st and last day of the year.
- B. The carrier is no longer allow to take your PL's when you work a job that has holiday pay.
- C. Can not forfeit guarantee for FR rest but will still be docked each day.
- D. Will NO LONGER receive the earnings of the man behind you for Company Business or Jury duty only a flat rate \$476.09.
PAY CUT
- E. SMART REST after 4th or 5th start to avoid FR rest. Benefits the carrier, less men on extra board. JOB KILLER!

ARTICLE X CALLING ENGINEERS:

You will not get a call for a regular job, every job with bulletin hours & will be WILL SHOW!

ARTICLE XI RSIA TIME OFF AFTER 6/7 STARTS FOR HOLIDAY PAY

Not a whole lot here, you are not penalized if due Holiday pay and you fall into FR time off.

ARTICLE XII MILEAGE REGULATION

Most divisions have asked for this- (Pool adjusted to include only line miles). However this was before the Carrier's attendance policy. If the extra board does not have a sufficient number of people on the board, THE POOLS will be the extra board. You will be working every day and if you lay-off you will be docked points toward the magic number of 28. In April, Tucson would have cut **16** pool jobs. Remember that number it comes into play...

Article XIII DELAYED LOGGING

Minute by Minute- nothing there, we get it if you appeal it.

ARTICLE XIV POOL OPERATIONS AND EXTRA SERVICE

TOW-IN FOR EVERYONE WILL NOT COME INTO PLAY FOR YEARS- WE ALL HAVE IT!

ENGINEER'S THAT DON'T WILL NOT SEE THE SEAT FOR YEARS.

Giving up your turn only comes into play if we are regulating the pools under the mileage parameters. If you continue to regulate pools weekly you can still cut your turn, seniority permitting.

ARTICLE XV EXTRA TURNAROUND FREIGHT SERVICE

YOU ARE GIVING UP SO MUCH HERE. **PAYCUT!** You will be working on an eight hour day with OT or mileage run, which ever is lessn... Not more. Currently if you patch a train outside the zone (say 30 miles round trip = 60), you receive a basic day and a basic day for each train after that, three train \$831.00. If you give this up and you patch a train 30 miles out, and two trains 10 miles out, total for the day, basic day \$277.00 and any OT after eight hours.

ARE YOU WILLING TO GIVE UP TURN AROUND SERVICE? **PAYCUT**

LET'S MOVE DOWN TO THE BIG ONE.. **JOB KILLER!!**

ARTICLE XVII RESERVE BOARD, SIGNING BOUNES & RESERVE BOARD CLAIMS:

PLAIN AND SIMPLE...YOU WOULD BE SELLING YOUR JOBS DOWN THE RIVER FOR \$10,000.00. IF IT'S WORTH \$15 MILLION TO THE CARRIER, IT'S WORTH A \$100 MILLION!

THE FACTS- IF THIS AGREEMENT WOULD HAVE BEEN RATIFIED BEFORE THE MONTH OF APRIL 2020, 70 ENGINEERS IN TUCSON WOULD HAVE CUT BACK TO WORK AS A CONDUCTOR. TUCSON HAD 55 ENGINEERS ON THE RESERVE BOARD AND WOULD HAVE CUT **16 JOBS** DUE TO LINE MILES (ARTICLE XII). ENGINEERS' WITH A SENIORITY DATE 12/10/2004 WOULD HAVE BEEN WORKING AS CONDUCTORS. **PAYCUT FOR 70 ENGINEERS! AND YES 70 CONDUCTORS UNEMPLOYED...**

THE COST TO THE CARRIER, IN TUCSON WE HAD 55 ENGINEERS AT \$5372.00 PER MONTH ON THE ER70 TOTAL PAYOUT PER MONTH **\$29,5460.00** PAYOUT FOR THREE MONTHS **\$88,6380.00** PAYOUT PER YEAR **\$3,545,520.00**. (THREE AN A HALF MILLION DOLLARS). NOW ADD WEST COLTON, LA, EL PASO, & SMALLER DIVISIONS WITH RESERVE BOARDS, THE CARRIER PAY'S OUT OVER \$15 MILLION A YEAR EASY. WHY WOULD YOU SELL YOUR JOBS FOR \$10,000 BUCKS (minus taxes)??? SMH!