



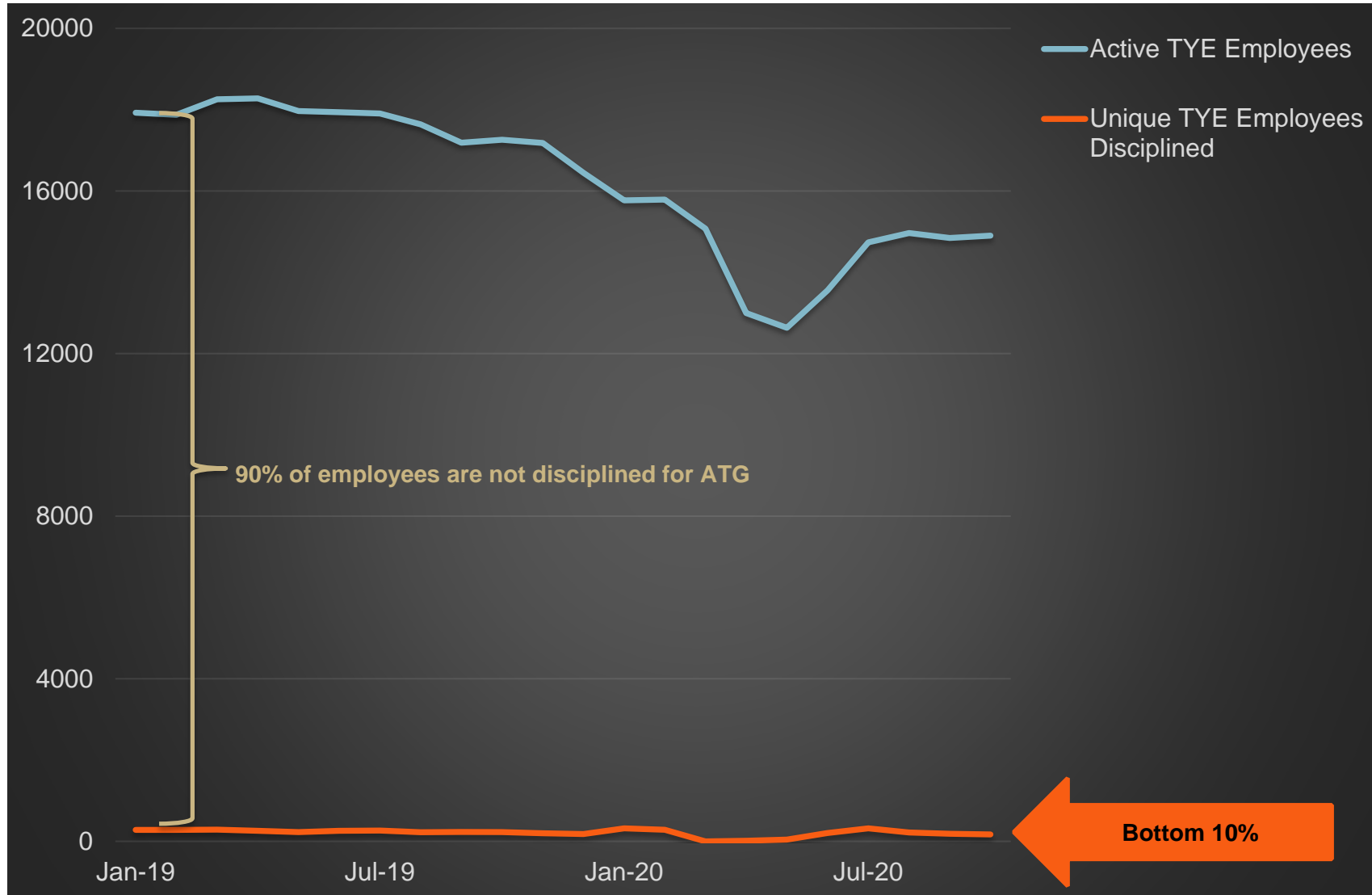
January GC Update – ATG Changes

You've Heard About the Need for Change

Communication Efforts

- October 28 GC Meeting – Supply chain and the need for change
- November 24 GC Call – TYE availability ahead of Thanksgiving holiday
- November 30 GC Call – post-Thanksgiving TYE availability and performance; overall availability discussion
- December 17 GC Call – notification that we're reviewing final decisions

Changes are Targeted to Improve the Availability of the Bottom 10%



10% of Employees Continue to Burden the Other 90%



				1 LOS-07:59 (3 TO)	2	3 YBIR103103
				LOS-3 TO		WORK
4 YBIR102104	5	6 LOS-00:06 (2 TO)	7 LOS-06:33 (5 TO)	8 HKCKBIR108	9 HMEMBIR308	10 LOS-11:46 (1 TO)
WORK		LOS-2 TO	LOS-5 TO	WORK	WORK	LOS-1 TO
11 LOS-13:32 (1 TO)	12 GWICWHW909	13 LOS-18:57 (1 TO)	14	15 HSPMBIR414	16 VAC-04:00 (1 TO)	17 HBIRGAL116
LOS-1 TO	WORK	LOS-1 TO		WORK	VAC	WORK
18 LOS-12:59 (4 TO)	19 VAC-05:30 (0 TO)	20	21	22	23	24
LOS-4 TO	VAC					
25	26 LOS-07:14 (2 TO)	27 LOS-22:10 (2 TO)	28	29 LOS-08:11 (3 TO)	30 LOS-11:30 (4 TO)	31 LOS-11:39 (3 TO)
	LOS-2 TO	LOS-2 TO		LOS-3 TO	LOS-4 TO	LOS-3 TO

Example of an employee avoiding work

Unpaid Layoffs	
FOB Bump Notify	
Intermittent FMLA	
Union Business	
Company Business	
Covered Layoffs	
Work Events	
Rest Days	

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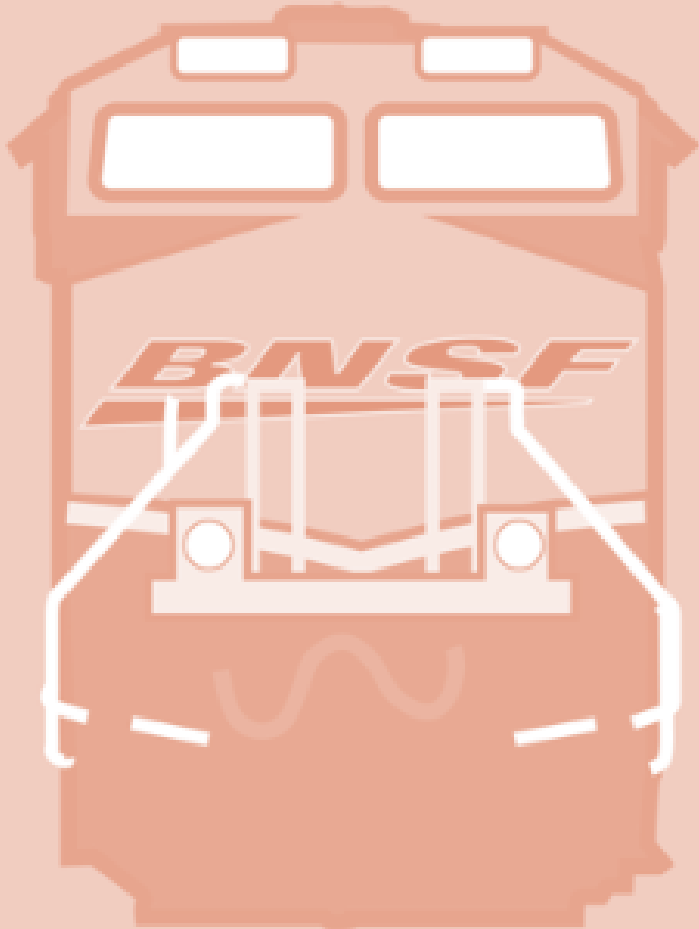


		VAC-05:45 (2 TO)				
VAC						
6	7	NTF-11:03	9	10	PLD-05:14 (1 TO) MRU-11:46	12
NTF LRC				PLD MRU		
13	14 NTF-16:26	15 NTF-11:11	16	17	18	19
NTF						
20	21	22 NTF-09:05	23	24 LOS-10:43 (2 TO)	25 MRU-10:42	26
		NTF		LOS	MRU	
27 NTF-07:51	28	29	30 NTF-00:30	31		
NTF			NTF			

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Upcoming Policy Changes



What's Changing:

- The ATG disciplinary steps will be reduced from four to three before the employee may be subject to dismissal.
 - After January 11, any TYE employee who violates the ATG policy for the first time will receive a 10-day suspension rather than a formal reprimand.
- In accordance with PEPA, an employee may receive an actual or record suspension.
- TYE employees who already have a violation on their record prior to Jan. 11, 2021 will continue down the progression previously established.
- TYE employees who are charged with an attendance violation on or after Jan. 11, 2021 will be handled under the new progression.

NOTE: There are no changes to the layoff thresholds

Upcoming Policy Changes



A. Progression

When an employee violates TYE Attendance Guidelines the following discipline matrix applies. In accordance with BNSF's Policy for Employee Performance Accountability, where the Attendance Guidelines provide for an imposition of a Suspension, a supervisor has the discretion to impose an Actual or Record Suspension.

Attendance Guideline Record	Result
First violation	10 day suspension
Second violation	20 day suspension
Third violation	Employee may be dismissed

In addition to the discipline matrix above, dismissal may occur if an employee has either (1) two active Attendance Guidelines violations and an active Level S violation, or (2) five rule violations of any kind in a 12-month period (which may include any combination of Standard, Serious and Attendance Guidelines violations).

Timeline and Communication Efforts

- **January 6**
 - GC Call
 - BNSF Company Announcement

- **January 6 – 8**
 - GMs to facilitate calls with Superintendents to discuss changes
 - Divisions to facilitate calls with the Local Chairmen to discuss changes
 - Labor Relations portal site to be updated
 - Labor Relations to brief/train DOAs, Admins, Transportation Workforce Team and Personnel Records

- **January 11**
 - Implement ATG changes
 - Issue System General Notice with revised ATG Policy
 - Reissue BNSF Company Announcement



Single Day Vacation/PLD Allocations

Allocations are Currently Under Review

- Some locations have reported the allocations are low
- The goal is to have the allocated spots equal the days employees have earned for the year
- Workforce Management is reviewing every station; will be completed by February
- If the allocations are low, they will be increased