

## **Agreed Upon Implementation**

**Between**

**UNION PACIFIC RAILROAD COMPANY**

**And**

**THE BROTHERHOOD OF LOCOMOTIVE ENGINEERS & TRAINMEN**

**Union Pacific Eastern District**

**(Denver Hub)**

---

The Carrier and the General Chairman have jointly selected the Denver Hub to implement the work/rest scheduled established per the 2022 BLET National Agreement & PEB 250 Work Rules.

### **Board Definition**

1. The WD640 RE01/XE01 will be combined into one board established as the WD640 XE02. Engineers on days 1-10 of the work/rest cycle, as defined by Article 1, Section B (1a), will be used as prescribed in the agreement. Engineers on day 11, as defined in Article 1, Section B (1b), will be used as prescribed in the agreement. The XE02 will be the primary source of supply for any Hours of Service Relief/Turnaround service and any assigned vacancies between Denver and Cheyenne will be covered as prescribed by Article 1, Section B of the agreement. When the XE02 is exhausted, engineers on the XE03 will be used to protect any work primarily protected by the XE02. In the event an XE03 engineer is used on their 11<sup>th</sup> day to protect out of town work on the XE02 board, such engineers will flip home upon completion of their trip to the away-from-home terminal.
2. The WD640 RE02/RE03/XE01 will be combined into one board established as the WD640 XE03. Engineers on days 1-10 of the work/rest cycle, as defined by Article 1, Section B (1a), will be used as prescribed in the agreement. Engineers on day 11, as defined in Article 1, Section B (1b), will be used as prescribed in the agreement. The XE03 will be the primary source of supply for any Hours of Service Relief/Turnaround service and any assigned vacancies between or at Denver and Phippsburg and Sharon Springs, KS will be covered as prescribed by Article 1, Section B of the agreement. When the XE03 is exhausted, engineers on the XE02 will be used to protect any work primarily protected by the XE03. In the event an XE02 engineer is used on their 11<sup>th</sup> day to protect out of town work on the XE03 board, such engineers will flip home upon completion of their trip to the away-from-home terminal.

3. The MX905 RE32/XE33, will be combined into one board established as the MX905 XE32. Engineers on days 1-10 of the work/rest cycle, as defined by Article 1, Section B (1a), will be used as prescribed in the agreement. Engineers on day 11, as defined in Article 1, Section B (1b), will be used as prescribed in the agreement. Any Hours of Service Relief/Turnaround service and assigned vacancies between or at Pueblo and Denver/Dalhart (not to include work covered by WD640 XE34), will be covered as prescribed by Article 1, Section B of the agreement. Pueblo to Dalhart RE39 Pool has elected to opt out of the 11/4 as outline in Article 1 Section E. 2.
  
4. The KP898 RE30/RE34/XE31, will be combined into one board established as the KP898 XE32. Engineers on days 1-10 of the work/rest cycle, as defined by Article 1, Section B (1a), will be used as prescribed in the agreement. Engineers on day 11, as defined in Article 1, Section B (1b), will be used as prescribed in the agreement. Any Hours of Service Relief/Turnaround service and assigned vacancies (not to include work covered by MJ439 XE31) at or between Grand Junction and Bond/West Elk will be covered as prescribed by Article 1, Section B of the agreement.

**Note 1:** The boards established above will be operated on a first in/first out basis pursuant to Article 1, Section E (1).

**Note 2:** The Boards established herein shall be maintained to a reasonable staffing level consistent with the traffic levels. It is not the intent to staff one board at a lower level just to be supplemented by another board.

**Note 3:** To facilitate the coverage of assigned vacancies the Carrier may create new board ID's for locals or yard jobs to ensure proper calling order.

**Note 4:** Nothing herein shall prevent the use of crews to perform work currently permitted by prevailing agreements, including but not limited to making multiple trips in turnaround service/hours of service relief in all directions out of a terminal where permitted in the BLET Denver Hub Agreement and Rule 22 of the 2011 BLET UPED Schedule of Agreement.

**Example:** An engineer on the WD640 XE02 work rest board is called on Day 11 of the work cycle under Rule 22 to perform Hours of Service relief on a train within the 25-mile zone between Denver and Cheyenne. Following delivering this train into Denver, the XE02 engineer may be required to travel east within the 25-mile zone to relieve a train that died between Denver and Sharon Springs and bring it into Denver even with available engineers on the XE03.

**Note 5:** In the event a primary board is exhausted, and the secondary board is being used to protect a turn to the away from home terminal, the parties agree the employees on Day 1-10 on the secondary board will be used prior to using the employees on the secondary board on Day 11.

### **Implementation Plan- Denver Hub**

Based upon our discussions all assignments within the Denver Hub shall be open for bid, and all engineers will be required to place their bids for the assignment they wish to work. The bid process will be implemented in the following manner: –

- By 02/21/2024, CMS will provide the Organization with the number of positions that will be assigned, including the number of positions in each work group.
- On 03/01/2024, the Organization will provide the Carrier with the list of senior bidders to each position.
- On 03/06/2024, all positions will be assigned.
- The Organization will handle all notifications during the implementation process.
- Any movement of vacation during this implementation period will be communicated to CMS by the Local Chairman the week prior to 03/06/2024.
- In order to facilitate the transition, the blueprint board order, trade turns, old heads and self-service seniority moves will be suspended on 02/28/2024 for all of the existing boards listed above.
- To further facilitate the transition mandatory 4/1 and/or 5/1 work/rest will begin three (3) days prior to the implementation date.

- Employees on-duty or at the AFHT who upon implementation would be observing rest days (days 12-15 or work/rest cycle) will not be entitled to any trespass time or extension of rest days.
- Before implementation the Carrier will provide the Organization with the proposed vacancies procedures for the newly established work/rest boards.

The Local Chairmen that represent the Denver Hub will be allowed off two (2) days to handle implementation process and two (2) days to gather bids/assign jobs. The Local Chairmen will need to coordinate the time off with CMS.

In the event that technical or service issues are identified that will delay the implementation dates listed above, the Director of Labor Relations will make notification to the General Chairman to make adjustments to the implementation dates as needed.

Any other issues that arise regarding the implementation will be discussed immediately between the General Chairman and the Director of Labor Relations so they can be handled in an expeditious manner. The parties acknowledge that there may be unanticipated operational issues resulting from protecting the work previously covered by one extra board in Denver (the former XE01 extra board) with three different boards at Denver. The parties commit to continuing to discuss and agree upon the most expedient way to provide coverage in those areas in the event disputes arise following implementation of the work rest boards in the Denver Hub per this Memorandum of Agreement.

For the Carrier:

\_\_\_\_\_

Date: \_\_\_\_\_

Beth Wilderman, Director Labor Relations

For the Organization

\_\_\_\_\_

Date: \_\_\_\_\_

Chad Lambert, General Chairman BLET

DRAFT