

## **Agreed Upon Implementation**

**Between**

**UNION PACIFIC RAILROAD COMPANY**

**And**

**THE BROTHERHOOD OF LOCOMOTIVE ENGINEERS & TRAINMEN**

**Southern Pacific Committee of Adjustment**

---

The Carrier and the General Chairman have jointly selected the Dalhart Hub to implement the work/rest schedule established per the 2022 BLET National Agreement & PEB 250 Work Rules and the August 16, 2023 Agreed Upon Interpretation and Application of Articles V, VI & VII.

### **Board Definition**

- 1- The SW523 RE35/RE33/RE36/XE30, will be combined into one board established as the SW523 XE31. 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 XE31 will be the primary source of supply for any Hours of Service Relief/Turnaround service and any assigned vacancies at or between Dalhart, Vaughn, Lubbock and Childress, including Amarillo will be covered as prescribed by the agreement. When the XE31 is exhausted, engineers on the XE32 will be used to protect any work primarily protected by the XE31.
  
- 2- The SW523 RE30/XE30, will be combined into one board established as the SW523 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. The XE32 will be the primary source of supply for any Hours of Service Relief/Turnaround service and any assigned vacancies Any assigned vacancies between Dalhart and Pratt, including the Dalhart AE/LE 30 and Amarillo AE50. When the XE32 is exhausted, engineers on the XE31 will be used to protect any work primarily protected by the XE32. In the event the Pratt XE50, is exhausted the XE32 will be used to protect vacancies at Liberal, KS:

3- The SW279 RE51 pool is abolished, employees currently assigned will be placed on the SW279 XE50 for purposes of implementation. Only prior right Pratt employees may place to the XE50. The XE50 will be the primary source of supply for vacancies at Liberal, KS. In the event the XE50 is exhausted vacancies will be protected off the Dalhart, XE32. The carrier reserves the right at a later date to implement the 11-4 schedule. The Director of Labor Relation will provide notice of when said implementation would occur to the General Chairperson

**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 Dalhart Hub Agreement and the BLET SPWL Schedule of Agreement.

**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

**Note 6:** In the event an engineer is called to cross protect either the XE31 or XE32 and they are not qualified, if needed, a pilot may be called.

**Note 7:** Employees used to cross protect either the XE31 or XE32 will not be entitled to over and above guarantee payments as provided in the Southwest Hub.

## **Implementation Plan- Dalhart Hub**

Based upon our discussions this will be implemented in the following manner:

- By 1/30/2024, CMS will provide the Organization with the number of positions that will be assigned, including the number of positions in each work group.
- On 2/6/2024, the Organization will provide the Carrier with the list of senior bidders to each position.
- On 2/13/2024, 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 2/13/2024.
- In order to facilitate the transition, trade turns, old heads and self-service seniority moves will be suspended on 2/6/2024 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 11-15 of work/rest cycle) will not be entitled to any trespass time or extension of rest days.

The Local chairman and another designee that represent the Dalhart Hub will both be allowed off two (2) days to gather bids/assign jobs. The Local chairman will also be allowed two (2) days to handle implementation process. The Local chairman 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.

For the Carrier:

Rebecca Cates

Rebecca Cates, Director Labor Relations

For the Organization

B.P. Carr 1-30-2024

Brian Carr, General Chairman BLET