

## **Agreed Upon Implementation**

**Between**

**UNION PACIFIC RAILROAD COMPANY**

**And**

**THE BROTHERHOOD OF LOCOMOTIVE ENGINEERS & TRAINMEN**

**Southern Pacific Committee of Adjustment**

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The Carrier and the General Chairman have jointly selected the Southwest Hub to implement the work/rest scheduled 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 SP317 RE70/XE70, will be combined into one board established as the SP317 RE70. 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 RE70 will be the primary source of supply for any Hours of Service Relief/Turnaround service east of Tucson (36<sup>th</sup> Street east to, but not including Lordsburg) and assigned road vacancies (current or new) working east of Tucson. When the RE70 is exhausted, engineers on the RE72 will be used to protect any work primarily protected by the RE70, followed by the RE73 and lastly the RE71, subject to conditions set forth in the January 27, 2025, Dispute Interpretation.
  
- 2- The SP317 RE72/XE70, will be combined into one board established as the SP317 RE72. 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. When the RE72 is exhausted, engineers on the RE70 will be used to protect any work primarily protected by the RE72, followed by the RE73 and lastly the RE71, subject to conditions set forth in the January 27, 2025, Dispute Interpretation.
  
- 3- The SP317 RE73/XE70, will be combined into one board established as the SP317 RE73. 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 RE73 will be the primary source of supply for any Hours of Service Relief/Turnaround service associated with Phoenix and Nogales only (22<sup>nd</sup> st to Nogales/Phoenix, to, but not including Phoenix), assigned road vacancies (current or new) working on the Nogales Subdivision. When the RE73 is exhausted, engineers on the RE72 will be used to protect any work primarily protected by the RE73, followed by the RE71 and lastly the RE70, subject to conditions set forth in the January 27, 2025, Dispute Interpretation.

- 4- The SP317 RE71/XE70, will be combined into one board established as the SP317 RE71. 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 RE71 will be the primary source of supply for any Hours of Service west of Tucson (22<sup>nd</sup> street, to, but not including Gila Bend), trains coming from Yuma only and assigned road vacancies working west of Tucson. When the RE71 is exhausted, engineers on the RE73 will be used to protect any work primarily protected by the RE71, followed by the RE72 and lastly the RE70, subject to conditions set forth in the January 27, 2025, Dispute Interpretation.
- 5- The primary source of supply for yard vacancies at Tucson will be the RE70. When the RE70 is exhausted, engineers on the RE71 will be used to protect vacancies, followed by the RE72 and lastly the RE73, subject to conditions set forth in the January 27, 2025, Dispute Interpretation.
- 6- The stand alone extra boards at Phoenix (LB432), El Centro (SY131) and Yuma (SP563), will continue to protect the work as they do today and the boards will be implemented on a 6/2 work schedule, subject to the conditions set forth in the January 27, 2025, Dispute Interpretation.

**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:** 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 3:** 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 Southwest Hub Agreement and the BLET SPWL Schedule of Agreement.

## **Implementation Plan- Arizona Hub**

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

- By 2/18/2025 CMS will provide the Organization with the number of positions that will be assigned, including the number of positions in each work group.
- On 2/25/2025, the Organization will provide the Carrier with the list of senior bidders to each position.
- On 3/4/2025, 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 3/4/2025.
- In order to facilitate the transition, trade turns, old heads and self-service seniority moves will be suspended on 2/25/2025 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 that represent the Arizona 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*

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Rebecca Cates, Director Labor Relations

For the Organization

*Brian Carr 02/17/2025*

Brian Carr, General Chairman BLET