



SYSTEM COUNCIL NO. 16

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

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Jeff Allred **Brad Carothers** **Jeff Burk** **Mike Tschacher** **Amanda Jacobs**
General Chairman Vice Chairman Sec Treasurer Asst Gen Chairman Admin Asst

July 15, 2024

First & Second Quarter Report to the Members of System Council 16

Dear Members,

I would like to begin with the elephant in the room which everyone is aware of, PSR. In the latter part of 2023, it seemed that PSR was becoming a thing of the past. Unfortunately, it is back in full force. BNSF and UP are in a bidding war to have the lowest shipping rates to take freight from each other. It seems they want to lower their rates but not their profits as the rate cuts and letters of disappointment from Warren Buffet are usually associated with a cut in forces. We are aware of another cut in management this week.

National Negotiations will be beginning soon, Locals in National Negotiations should have received an email from Director Russo asking for suggestions for our Section 6 Notices. If you didn't receive the email, contact Director Russo directly. **Your suggestions are due by 8/15/24 and need to be emailed to ibewsc16@outlook.com. This should be done by your Local not individually.**

We are nearing completion of a Sick Day Agreement with the CPKC. This process was more complicated as the NCF&O (Laborers) signed their agreement before we were finished negotiating. The CP wanted to be able to subcontract work or allow management to do our work when employees were using sick days. They also attempted to change healthcare benefits for new hires to a high-deductible plan. It appears that we were successful in removing this language and the same will probably be afforded to the Organizations that signed prematurely.

We are currently negotiating sick days on the Belt.

The Former GTW members on the CN now fall under the modern IC/WC Agreement. This allows our telecom members to work under a monthly rate, compensating them for being on call after hours and on their rest days.

We have exchanged Section 6 Notices on NICTD and negotiations will begin in the coming months. This round of bargaining will probably be difficult as the property is currently under construction for a double-track project.

Recently, we have endured many furloughs in the BNSF Mechanical Department. There is no doubt in my mind that the number of members furloughed was exacerbated by the

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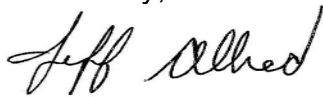
NCF&O's willingness to take our service track work. We continue to fight for this work and are nearing the arbitration process.

Negotiations for a BNSF Electronic Maintainer positions are nearing completion. Attached is a Q&A of how it will work if an agreement is signed.

We have received information that BNSF Mechanical is not allowing Personal Days to be used after October 31st. This contrasts with the Agreement and we are working to rectify the issue.

I hope everyone has a pleasant summer.

Fraternally,

A handwritten signature in black ink that reads "Jeff Allred". The signature is written in a cursive style with a large initial "J" and a long, sweeping underline.

Jeff Allred
General Chairman
System Council 16

Attachments: TEM Q&A
Financial and Travel Reports

Electronic Maintainer Position Q&A

Q: If an ET and MT bid a bulletined EM position, who is awarded the position? Does one craft have priority over the other?

A: The EM position is awarded to the employee with the most seniority on their respective roster.

Q: Will there be a new seniority roster for the EM positions?

A: Yes, there will be a separate roster for EM positions.

Q: What if someone has seniority on both ET and MT rosters? Do they get preference when bidding an open EM bulletined position?

A: No, the position will be awarded to the person who has the highest seniority on either roster.

Q: What is the timeframe to obtain all qualifications for the EM position?

A: Employees are required to obtain all required qualifications (for example -- ET Test, BOR, FPBL, MO1, PTC, EREG, BTCO) within 180 days in order to qualify for an EM position. For newly-hired EMs, there is an additional 120 day qualification period exclusively to extend the time in which employees are required to obtain their Commercial Driver's License. Extensions can be requested for extenuating circumstances; however, such requests must be approved by both the Carrier and the IBEW General Chairman or his designated representative. Every effort needs to be made to complete all qualifications within the applicable time frame.

Q: If the carrier wants to convert an ET or MT position to an EM, am I forced to take the EM position?

A: The carrier will determine where EM positions make the most business sense. Not all locations will have EM positions. No one will be displaced if they are offered an EM position and do not accept it. Positions will be offered to the most senior employee and if that employee does not want the EM position it will be offered to the next senior employee. If no employees want the EM position, then the carrier will wait until there is an open position at the location and it will then be bulletined as such.

Q: When EM's are hired off the street, will they get seniority on the EM, ET, and MT rosters?

A: They will be placed on the EM roster only, they will not be on the ET or MT roster.

Q: If an EM was a new hire and only has EM seniority and wants to bid an ET or MT position, do they have seniority on the other two rosters and can they bid a different job?

A: This is no different than MT's bidding ET positions. EM's can bid an ET or MT position; however, if there is an employee with existing seniority on the roster of the positioned bulletined, that employee would be awarded the position before someone having only EM seniority. An EM would be awarded an ET or MT position if it goes unbid by someone having ET or MT seniority. Additionally, an EM could place themselves on an open, unbid ET or MT position.

Q: What if an EM and a MT are the only bidders on an open ET bulletined position and it goes unbid by any ET's, who is the position awarded to?

A: The position is awarded to whoever has the most seniority on their current roster.

Q: Who would an EM report to if there is no EM Foreman?

A: The EM would report directly to the TMM, or other supervisor designated by the TMM.

Q: What is the territory of an EM? Would it follow ET or MT territory for the shop they report to?

A: The Carrier's expectation is that, if an ET position is converted to an EM position, the territory would follow the ET territory. Conversely, if an MT position is converted to an EM position, the territory would continue to follow the MT territory. This general expectation is subject to change based on the needs of the business.

If it is a new position, it will be designated to follow either the ET territory or the MT territory. The designation of the assigned territory will be noted on the job bulletin.

Q: Will EM positions be bulletined as Relief positions?

A: EM positions could be bulletined as a Relief positions but this will be on a case by case basis. For example, it likely would not make sense to bulletin an EM Relief position in a 1 or 2 person shops.

Q: What are the duties and responsibilities of an EM position?

A: EM duties and responsibilities will generally include all of the established duties and responsibilities of ET and MT positions.

Q: Will employees filling EM positions be assigned to climb frequently enough in order to keep their climbing skills and competencies at a satisfactory level?

A: Employees filling EM positions will be expected to climb on a frequent enough basis to ensure their climbing skills and competencies are kept current.

Q: How many EM positions can the Carrier create?

A: While there is not a specific threshold, the general operating goal is to limit the number of EM positions to approximately 25-30% of the total active Telecom workforce. If there is a concern regarding the percentage of EM positions established compared to the total active workforce, the parties have agreed to work together to ensure the intent of the Agreement is being maintained.

Jeff Allred's Travel 1st Quarter 2024:

January 16—18, 2024 – Fort Worth, TX – BNSF Mech Meeting

January 22—27, 2024 – Tampa, FL – Staff Meeting and Arbitration Class

February 5—6, 2024 – Tacoma, WA – BNSF Telecom Investigation

February 7—8, 2024 – Vancouver, WA – Local 1769 Officer Training

March 4—6, 2024 – Independence, KS – Discussions with IAM

March 17—18, 2024 – Fort Worth, TX – BNSF Mech Meeting

March 19—21, 2024 – Westlake, TX – BNSF Mech LAT Meeting

March 26—28, 2024 – Lenexa, KS – BNSF Signal Dept Meeting

Jeff Burk's Travel 1st Quarter 2024:

January 16—18, 2024 – Fort Worth, TX – BNSF Mech Meeting

January 22—27, 2024 – Tampa, FL – Staff Meeting and Arbitration Class

January 31—February 2, 2024 – Fort Worth, TX – BNSF SAC Meeting

February 5—6, 2024 – Tacoma, WA – BNSF Telecom Investigation

February 7—8, 2024 – Vancouver, WA – Local 1769 Officer Training

March 18, 2024 – Fort Worth, TX – BNSF Mech Meeting

March 19—21, 2024 – Westlake, TX – BNSF Mech LAT Meeting

March 26—28, 2024 – Lenexa, KS – BNSF Signal Dept Meeting

Brad Carothers' Travel 1st Quarter 2024:

January 16—18, 2024 – Fort Worth, TX – BNSF Mech Meeting

January 22—27, 2024 – Tampa, FL – Staff Meeting and Arbitration Class

March 4—6, 2024 – Independence, KS – Discussions with IAM

March 17—18, 2024 – Fort Worth, TX – BNSF Mech Meeting

March 19—21, 2024 – Westlake, TX – BNSF Mech LAT Meeting

Mike Tschacher's Travel 1st Quarter 2024:

January 16—18, 2024 – Fort Worth, TX – Meeting with BNSF Mechanical Leadership

January 22-27, 2024 – Tampa, FL – Arbitration Training Seminar with Labor Arbitration Institute

February 12—14, 2024 – Phoenix, AZ – BNSF Trainers' Conference

March 4—6, 2024 – Independence, KS – Discussions with IAM

March 17—21, 2024 – Fort Worth, TX – Discussions with BNSF Mechanical Leadership and Q1 System LAT and Local Chairmen Meeting

Jeff Allred's Travel 2nd Quarter 2024:

April 23—25, 2024 – Fort Worth, TX - BNSF Telecom Meeting/Director Kautzman's Retirement in FTW

April 30—May 2, 2024 – Memphis, TN – BNSF and CN property visits

May 13—16, 2024 – Temple, TX - LU418 Meeting BNSF – BNSF Mech Meeting in Fort Worth

Jeff Burk's Travel 2nd Quarter 2024:

April 23—25, 2024 – Fort Worth, TX - BNSF Telecom Meeting/Director Kautzman's Retirement in FTW

April 29—May 2, 2024 – Minneapolis, MN - BNSF LAT Meeting/Setup new computer for Amanda

May 13—16, 2024 – Temple, TX - LU418 Meeting BNSF – BNSF Mech Meeting in Fort Worth

May 28—31, 2024 – Commerce, CA LU946 visit and Victorville, CA LU 1023 Officer Training

June 10—14, 2024 - Hot Springs, AR – IBEW 10th District Progress Meeting

Brad Carothers' Travel 2nd Quarter 2024:

April 9-10, 2024 – Homewood, IL – Vladimir Gauthier Investigation

April 29—May 2, 2024 – Minneapolis, MN - BNSF LAT Meeting

May 13—15, 2024 – Temple, TX - LU418 Meeting BNSF – BNSF Mech Meeting in Fort Worth

May 28—31, 2024 – Commerce, CA LU946 visit and Victorville, CA LU 1023 Officer Training

Mike Tschacher's Travel 2nd Quarter 2024:

May 14—17, 2024 – Chicago, IL – Local 533 Investigation - Meeting with Local 757 – Attend CN Safety Summit meeting at Homewood, IL

June 24—28, 2024 – Pocatello, ID – IBEW 8th District Progress Meeting