



Rail Labor’s largest coalition reaches dead end on path to voluntary agreement

The Coordinated Bargaining Coalition (CBC) released the following statement on January 24, 2022:

After more than two years of bargaining with the major U.S. Class 1 railroads, discussions completely stalled last week. Accordingly, pursuant to the terms and conditions of the Railway Labor Act, top leaders of 10 rail unions applied to the National Mediation Board (NMB) for the assignment of a federal mediator to assist in our negotiations.

The Carriers represented by the National Carriers’ Conference Committee (NCCC) simply are not bargaining in good faith. This development is very frustrating, as the Unions in the Coordinated Bargaining Coalition have been at the negotiating table since November 2019. Throughout that time, despite our best efforts, the carriers have not made a comprehensive settlement proposal that we believe our members would even remotely entertain. In fact, the Carriers’ latest proposal is worse than bad faith; it is insulting.

After carrying our nation through the Pandemic, and as the carriers have posted record breaking profit margins due to their implementation of so-called “Precision Scheduled Railroading” practices, our members have earned, and rightfully expect a substantial contract settlement that recognizes the sacrifices they and their families make each day. Instead, the Carriers continue to push proposals that fail to even catch up to the cost of living. From the beginning of this round of negotiations, the CBC has adamantly refused to accept any type of concessionary agreement. Instead, the railroads continue to demand extreme changes to our members’ current benefits and attempt to unilaterally impose work rule changes that would further erode our members’ already taxed standard of living.

We anticipate that the involvement of the NMB will cause the industry to refocus on addressing the legitimate needs of the men and women whose labor generates their positive financial returns. In an effort to bring all affected members up to speed, the CBC’s latest proposal can be found at:

www.IBEW.org/Railroad

Additional information will be provided as developments warrant. We appreciate your continuing support, and we look forward to working with the NMB to reach a settlement that we can be proud of.

The unions comprising the Coordinated Bargaining Coalition are: the American Train Dispatchers Association (ATDA); the Brotherhood of Locomotive Engineers and Trainmen /

Teamsters Rail Conference (BLET); the Brotherhood of Railroad Signalmen (BRS); the International Association of Machinists (IAM); the International Brotherhood of Boilermakers (IBB); the National Conference of Firemen & Oilers/SEIU (NCFO); the International Brotherhood of Electrical Workers (IBEW); the Transport Workers Union of America (TWU); the Transportation Communications Union / IAM (TCU), including TCU's Brotherhood Railway Carmen Division (BRC); and the Transportation Division of the International Association of Sheet Metal, Air, Rail, and Transportation Workers (SMART-TD).

Collectively, the CBC unions represent more than 105,000 railroad workers covered by the various organizations' national agreements, and comprise over 80% of the workforce who will be impacted by this round of negotiations.

CBC SETTLEMENT PROPOSAL – January 19, 2022

1. Wages

a. Effective	7/1/2020	3.0% GWI
	7/1/2021	10.0% GWI
	7/1/2022	6.0% GWI
	7/1/2023	6.0% GWI
	7/1/2024	8.0% GWI
	7/1/2025	4.0% GWI

Full Retroactivity on all General Wage Increases dated prior to Agreement date.

- b. \$5,000.00 Signing Bonus
- c. 15% Pay Differential whenever an emergency is declared by local, state, or federal authorities or similar status that requires so-called “essential employees” to continue to work during adverse working conditions.

2. Paid Leave

- a. The Carrier shall continue to pay full wages and provide all health and welfare benefits for employees (and their respective spouse and dependents) that are not working due to any reasons related to an epidemic(s), pandemic(s) and/or Local/National Emergency(s) (“Epidemic, Pandemic and Local/National Emergency Protections”). The employees’ pay will be based upon their respective straight time rates of pay. The reasons for not working related to an epidemic or pandemic may include, but are not limited to, being treated for infection, diseases and/or sickness, isolating and/or quarantining due to exposure and/or suspected exposure, obtaining a test, traveling to and from testing and waiting for test results as well as for caring for a spouse and/or dependent(s).
- b. Additionally, the Carrier shall be responsible for providing and paying for a supplemental life insurance and Accidental Death and Dismember benefits (“Life and AD&D”) in the respective amounts of \$ \$500,000 and \$250,000 per each employee during an epidemic, pandemic and/or Local/National Emergency. These benefits are to be in addition to already existing Life and AD&D benefits in effect.
- c. The continuation of all pay, health and welfare benefits and the supplemental Life and AD&D benefits will continue and remain in effect until 30 days after the declaration of the end of an epidemic and/or pandemic.
- d. All employees shall be provided fifteen (15) days of paid leave (“paid sick leave”), at their respective straight time rates of pay, on an annual calendar year basis. Employees shall be permitted to observe their paid sick leave on an “as needed” basis with no Carrier right of refusal, and no discipline or other such penalty under any

applicable attendance policy. When an employee uses sick leave of three days or less in each instance, medical documentation will not be required. This paid sick leave is to be in addition to already existing “paid time off” under existing rules, understandings or custom and/or policy in effect.

- e. Revise and Improve Vacation rule in accordance with the following schedule:
 - 1. One week in first year of employment;
 - 2. Two weeks after one year of employment;
 - 3. Three weeks after five years of employment;
 - 4. Four weeks after eight years of employment;
 - 5. Five weeks after fifteen years of employment;
 - 6. Six weeks after twenty years of employment.
- f. Revise and improve bereavement leave rules to accommodate additional family members, such as but not limited to grandparents, grandchildren, stepchildren, stepparents, spouse’s stepparents, and step grandchildren
 - 1. Revise and improve bereavement leave rules to provide four work days of paid time off.
 - 2. Revise to permit additional flexibility in the timing of taking bereavement leave.
- g. Add Martin Luther King, Jr. Day and Veterans Day to the list of paid holidays

3. Health and Welfare

Railroad Employees National Health and Welfare Plan & NRC/UTU Plan

- a. Eligibility Improvements
 - 1. Extend coverage for suspended/dismissed and furloughed employees, as well as families of deceased employees, to be similar to the extension of coverage for disabled employees.
 - 2. Reinstate coverage for step-grandchildren and children placed by court order.
- b. Autism Spectrum Disorders – Expand coverage to include benefits for;
 - 1. Remove the speech therapy age limitation for children under 3 years of age as part of a treatment for infantile autism.
 - 2. Provide coverage of ABA services with no dollar limits per year.
 - 3. Provide all services with no age restrictions.

4. Explore options to manage the coverage via a managed autism/applied behavioral analysis program, administered by a qualified vendor chosen by the parties, which includes:
 - i. Dedicated, certified, physician-led team with extensive experience with autism spectrum disorder and ABA
 - ii. Evaluation and preauthorization procedures
 - iii. Assistance with network referrals
 - iv. Help providers develop individualized treatment plans
 - v. Clinical oversight, monitoring and ongoing benefit coverage review
 - vi. Family support and empowerment
- c. Hearing Benefits
 1. Increase the annual benefit to cover costs at 100%, including but not limited to exams, treatment and devices
- d. Networks, Co-Pays/Deductibles/Out-of-pocket Maximums, and Employee Contributions
 1. Status quo or better.
- e. Life/AD&D Insurance
 1. Increase Active Employee Life Insurance to no less than \$50,000.00.
 2. Increase Retired Employee Life Insurance to no less than \$20,000.
- f. AD&D - increase coverage to the following:

TABLE OF COVERED LOSSES AND BENEFIT AMOUNTS

COVERED LOSSES	BENEFIT AMOUNTS
Life	no less than \$50,000
A hand*	no less than \$8,000
A foot*	no less than \$8,000
Sight of an eye	no less than \$8,000
Loss of more than one of the above in any one accident	no less than
\$16,000	
Paralyzation	no less than \$25,000
Loss of sight of an eye means that the eye is entirely blind and that no sight can be restored in that eye.	
Loss of a hand means that all of the hand is cut-off at/or above the wrist.	

Loss of a foot means that all of the foot is cut-off at/or above the ankle.

*Loss of a hand or foot shall also include the loss of use of a hand or foot even if the limb is still intact.

Paralyzation means the loss of use of the extremities of the body as a result of an accident, such as, but not limited to paraplegia, quadriplegia, or hemiplegia occurring from a traumatic brain injury.

No less than \$50,000 will be paid for all covered losses caused by all injuries which are sustained in one accident.

g. Various Quality of Life Improvements:

1. 30-day fills at retail pharmacies
2. Voluntary sterilization for males
3. Increase opt-out bonus to a percentage of the carrier's premium
4. Increase hospice benefits to full cost of care
5. Introduce positive reinforcement/incentives for health risk assessments, biometric screenings, and attending annual checkups (including provisions for sufficient time off, without penalty, to attend such checkups and screenings).

h. Railroad Employees National Dental Plan (GP-12000) - Benefits –

1. Expand eligibility for new hires and eligible dependents to full plan benefits to become effective when medical coverage is effective.
2. Extend Plan benefits to dependents on the same basis as those under the medical plan, including but not limited to, age 26 without regard to marital status, residence or full-time student status.
3. Provide full Plan coverage to an employee and eligible dependent that is suspended or dismissed from service until final disposition under the Railway Labor Act.
4. Extend dental coverage for retirees and their eligible dependents until the employee reaches age 65 or becomes eligible for Medicare, whichever is the latter.
5. Benefits
 - i. Eliminate the annual deductible.
 - ii. Increase the annual maximum to dental plan standards but no less than \$4,000

- iii. Increase Type B coverage to 100%.
 - iv. Increase Type C coverage to dental plan standards but no less than 75%
 - v. Increase orthodontia benefit to 75% with a maximum of dental plan standards but no less than \$5,000
 - vi. Provide orthodontia coverage to all employees and covered dependents regardless of age.
 - vii. Eliminate the alternate treatment provisions of the Plan.
- i. Railroad Employees National Vision Plan – Expand benefits:
- Network
- 1. Provide full Plan benefits to new employees and eligible dependents on the first day of the month following the month in which such employees render compensated service.
 - 2. Provide full Plan benefits to dependents on the same basis as those under the medical plan, including but not limited to, age 26 without regard to marital status, residence or full-time student status.
- In-Network Benefits
- 1. Increase the frame allowance to 100% per calendar year.
 - 2. Provide full coverage all lens types, sizes and services.
 - 3. Increase the allowance for contact lenses to 100% per calendar year.
 - 4. Provide full coverage for corrective eye surgery, including but not limited to laser eye surgery, to correct vision in one or both eyes.
- j. Hospital Associations – Improvement of “Dues Offset Formula” and Coordination of Benefits.
- k. **Supplemental Sickness Benefit Plan** – Amend the provisions of Aetna Supplemental Sickness Benefit Plan to provide the following effective January 1, 2020: Amend the Plan so that the combined benefit limits payable under the Plan are 90% of the employee=s regular daily rate, including payments from the Railroad Retirement Board, if eligible.
- 1. Remove the requirement that employee must be eligible for Railroad Retirement sickness benefits in order to qualify for benefits hereunder. Amend the Plan to change the maximum duration for the payment of benefits to 18 months from 12 months.

2. Employees will be eligible for these benefits after three months of service, regardless of eligibility for Railroad Retirement sickness benefits.

1. National Health Legislation

Benefits already included based on legislation make changes Permanent without regard to potential repeal or changes to reduce benefits in any legislation

1. In the event that further national health legislation should be enacted, benefits provided under The Railroad Employees National Health and Welfare Plan, The Railroad Employees National Early Retirement Major Medical Benefit Plan, The Railroad Employees National Dental Plan and The Railroad Employees National Vision Plan with respect to a type of expense which is a covered expense under such legislation will be integrated so as to avoid duplication, and the parties will agree upon the disposition of any resulting savings.
2. Should national health legislation repeal or eliminate any health care coverage or individuals provided under the Plan, such coverage and individuals will continue to be covered without regard to national legislation.

- m. General

1. In addition to the National Railroad Employees' H&W Plan, the JPC shall be joint policyholders and will jointly participate in the selection of the insurance company or companies or other administrators required to administer all benefit Plans covering employees subject to this Agreement, and shall jointly determine the plan benefits needed to meet the changing needs of the employees and otherwise jointly administer all of the Plans' activities. The Joint Plan Committee shall oversee and administer the Railroad Employees National Health and Welfare Plan, the Railroad Employees National Early Retirement Major Medical Benefit Plan, the Railroad Employees National Dental Plan, the Railroad Employees National Vision Care Plan, the various plans established to provide supplemental sickness benefits to covered employees and any and all plans which may hereafter be developed or introduced to provide health and welfare benefits to active and retired employees and their eligible dependents.

2. Freeze Monthly Employee Cost Sharing at Current Level

4. Miscellaneous

- a. Any Union Organization having a more favorable existing rule or agreement than anything agreed to here has the right to retain the more favorable rule
- b. Six-year term
- c. Standard national moratorium
- d. New notices may be progressed on or after November 1, 2025 (not to be effective before January 1, 2026)

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