



CONDUCTOR TRAINING PROGRAM

Included in this Section is a copy of this property's (BNSF, former CB&Q) Conductor's Training Agreement. It is suggested that you take the time to review this document since it contains the provisions by which your working conditions are subject to during your first 15 to 19 weeks of employment. While the "UTU Training Coordinator" will probably be able to answer many of the fundamental questions you have regarding this agreement, any contractual discrepancies should be addressed with the UTU Local Chairman having jurisdiction. A complete listing of Local Chairmen, and contact information, may be found in Section 2 of this Packet

The basic program is comprised of 1 week of orientation followed by a mix of 3 weeks of classroom training and 11 weeks of on-the-job training (OJT) for a total of 15 weeks. The program may be extended a maximum of 4 weeks if it is determined that additional training is deemed necessary.

Although the Carrier bears the responsibility of maintaining this program, the Coordinator facilitates with administering the program locally and will probably be your most important and influential contact during this period. He was selected by the local UTU through the process set forth in the agreement and is a member of the craft for which you are being trained.

Seniority

Preference to job placement once you have completed the program is by virtue of your seniority date and ranking. Your seniority date is established on the first day of orientation. Your ranking among all those that have been awarded the same date will be determined through a random drawing during the program with preferential treatment given to "craft transfers".

Compensation

During the training program, your compensation is based upon an established weekly rate that may be found in Payroll Rate Tables included in Section 4 of this Packet. The agreement provides for a maximum of 6 days of training during the week and employees must be available all six to receive the full allowance. Should you not be available for the 6-day complement, your earnings will be reduced by the pro-rated daily rate.

Trainees who are required to be on duty in excess of 12 continuous hours during a 24-hour period will be allowed payment at the one and one-half times the hourly rate for all time in excess of 12 hours. Similarly, this same hourly rate will be applied to all time in

excess of 48 hours that he trainee is required to work during the calendar week. However, all hourly overtime payments allowed for service over 12 hours during a 24-hour period will not be counted towards the weekly 48-hour total.

During the program, trainees will receive the same lodging accommodations and meal allowances of the crew to which assigned. If a trainee is required to report for classroom or orientation at points beyond commuting distances (30 miles) from the home terminal to which assigned, they will be reimbursed for actual, reasonable, and necessary travel, lodging and meal expenses.

Probation

Trainees entering the program will be subject to the probationary period set forth in Article VII of the August 25, 1978 UTU National agreement, and reading as such:

“Applications for employment will be rejected within sixty (60) calendar days after seniority date is established, or applicant shall be considered accepted. Applications rejected by the carrier must be declined in writing to the applicant.”

Pursuant to the enclosed agreement, this probationary period will commence on the first day of OJT and is suspended during the 3-week classroom training period. As such, the probationary period expires approximately 88 days after your first day of orientation. To determine the exact date, please consult with both your Training Coordinator and Local Chairman.

During this period, you will not be covered by our protective agreements wherein providing for cause and a fair and impartial hearing prior to any termination or disciplinary action being taken. As the agreement states, the Carrier may simply reject your application for employment. However, this should not deter you from seeking the assistance and help of the UTU Local Chairman, or any other designated UTU officer, in the event the possibility for adverse action exists.

Health and Welfare Coverage

Medical coverage begins on the first day of the fourth month after the month such employee has rendered the “Requisite Amount of Compensated Service”. The latter reference within quotations is defined as compensated service rendered on an aggregate of at least seven (7) calendar days during a calendar month. However, new employees are exempted from the 7-day requirement if there are not a sufficient amount of days left in the month employed and they are available for service on all days remaining in that first month. In such instances, if service began on January 28, your medical coverage would therefore begin on May 1.

Once medical coverage commences, employees will be given the choice of an extensive policy that requires a monthly cost-sharing contribution, a ‘basic’ policy that does not require a monthly contribution but is subject to reduced coverage and higher deductibles, or the ability to opt-out of coverage all together. In exercising the latter option, the

employee is required to provide the Carrier with proof that he/she already has health care coverage under another plan or policy.

Dental and Vision coverage does not begin until the first day of the calendar month following completion of one year of service.

Furlough

Once you have completed the program and begin active service, you will be among the junior employees at your location. This will make you susceptible to displacement or possible furlough. "Furlough" occurs under this property's collective bargaining agreements when an employee can no longer hold a position in active service at their location, to include outside assignments that may be protected by the location.

The rules governing your obligations when furloughed are unforgiving. Once an employee is furloughed, as defined earlier, he/she must either submit a recall request, declare a Rule 79 displacement privilege or both within 48 hours of being notified of your displacement. Failure to fulfill any of these obligations will precipitate the self-executing provisions of the agreement that will result in the forfeiture of your seniority and employment.

It is recommended you review and acquaint yourself with the provisions of these agreements that may be found under the "Furlough" folder of the CD enclosed in Section 3 of this Packet. You should also seek guidance of the proper application from your UTU Local Chairman to ensure proper compliance. Remember, your continued employment depends upon it.

Vacation/Personal Leave

To qualify for vacation, an employee must render the equivalent of 240 basic days, in miles or hours paid for, in the preceding year. All service rendered under the prevailing schedule, including time spent in the training program, will count towards this qualifier. If you render the requisite amount of service in your first year, you will receive 1 week of paid vacation in the subsequent year. Your vacation allotment will be increased by one week on each of the following anniversary years; 2 years (2 weeks), 8 years (3 weeks), 17 years (4 weeks) and 25 years (5 weeks). Scheduled vacations are awarded in seniority order and your entire vacation allotment may be requested and taken before the anniversary date during that year. A complete copy of the vacation agreement may be found on the CD enclosed with this packet.

Personal leave days do not require a requisite amount of previous service and may be requested whenever you are in active service. All employees with less than 5 years of service are qualified to take 2 paid personal leave days per calendar year. This amount will be increased by 2 additional days subsequent to the following anniversary dates; 5 years (4 days), 10 years (6 days), 15 years (8 days) and 20 years (10 days). Unlike vacation, the additional amount of personal leave days awarded during your anniversary year must be taken after your anniversary date that year.