

Jerry L. Kalbfell  
General Chairman

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General Committee of Adjustment  
Union Pacific Railroad Company  
(Former C&NW Railway Co.)

June 15, 2020  
(R-58-20)

Mr. Shane Keller  
Sr. Vice President - Operating  
1400 Douglas Street  
Mail Stop 1180  
Omaha, NE 68179

Mr. Rod Doerr  
Vice President - Labor Relations  
1400 Douglas Street  
Mail Stop 0710  
Omaha, NE 68179-0710

Dear Messrs. Keller and Doerr:

This office has been informed that in all locations across this Committee, local management has issued instructions that crews have five (5) minutes from on duty time to depart the yard office. The Local Chairman has raised numerous questions to the Local Management concerning how the crews should budget their time. They have received no response. Please respond to the following questions in writing.

- 1.) **When are the crews expected to pull up and read the General Orders?**
- 2.) **When are the crews expected to perform on-line training?**
- 3.) **When are the crews expected to pull up and read the Superintendent Bulletins?**
- 4.) **When are the crews expected to pull up all paperwork concerning their assignment?**
- 5.) **When are the crews expected to read their mandatory messages?**
- 6.) **When are the crews expected to hold their job briefings?**

These are just a few of the requirements that the crews are expected to perform when they go on duty.

The Carrier has established an impossible, unreasonable atmosphere which compromise the safety of the crews. These actions of the Carrier are a direct reversal of the Union Pacific policy of safety first and disregards the findings of the Switching, Operations, Fatality, Analysis (SOFA) working Group. In the March 2011 SOFA Report the working group establish that the largest number of fatalities occur during the crews second hour on duty. The report states:

**“The number of fatalities during the second hour is clearly the largest. The second hour of duty may correspond to the first hour os actual switching operations, considering the first hour is generally consumed with assembling the crew, reviewing paperwork, job and safety briefings and travel to the work site.”**

In the March 2011 SOFA Report the working group explained that the second hour is the most dangerous is because the first hour the crew preparing the crew for their daily work assignment. The report states:

**“Accounting for the time it takes to assemble, review paperwork, conduct job and safety briefings, and travel to the work site, the second hour of duty essentially becomes the first hour the crew is actually on or about rolling stock or other equipment. This is when the crew then separates to begin switching operations. This means the first job or task for the day often occurs during the second hour of duty. Yard and road crews are often involved in these second-hour fatalities and have been fatally injured while performing their initial tasks.”**

With the Carrier’s new instructions you have now taken the ability of the crew to assemble, review paperwork, conduct job and safety briefings, and travel to the work. You have comprised that safety of the crew. Your instructions have not only ignored the findings of the SOFA working group, but they have now stopped the safety practices that were previously a regular part of the crews initial job and safety briefings.

The Carrier must immediately rescind their instructions to depart the yard office within five (5) minutes of on duty time and allow for the proper job and safety briefings.

Given the seriousness of this issue please respond immediately in writing.

Sincerely,



Jerry L. Kalbfell  
General Chairman, G.C.A.

JLK:jg

cc: All SMART Local Chairmen, UP/CNW Lines