

Crew Mismanagement

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Date: Thursday, August 6, 2020, 08:50 AM CDT

Dear Richard Wells, General Manager Great Lakes Service Unit,

When you became the General Manager, you spoke at our local chairmen's meeting about transparency and all of us working together to make this a great service unit.

On August 1, 2020, all TE&Y employees in Boone, Iowa received a broadcast message entitled NEW TIE-UP LOCATION. It read as follows:

"Hello, effective immediately, please tie-up in Council Bluffs instead of Fremont. With, the new tie-up location being added on the weekend tie-up may not generate a timeslip or the proper pay. Timekeeping has been notified and will correct any pay issues on Monday. A non-service timeclaim does not need to be entered for timekeeping, please check you're pay on Tuesday to see if correct."

The above-mentioned broadcast was an immediate decision with no prior notice to those it effected. Only after the broadcast message was issued, were some Local Chairmen notified of the change. Nor were Crew Management, Dispatchers and lodging facilities notified. This immediate decision has generated chaos for the dispatchers, CMS, timekeeping and the crews that work out of Boone, Iowa.

Many of the employees utilize lockers and automobiles at the away from home lodging facility (Baymont Inn) in Fremont. Supplies such as medication, CPAP machines, personal hygiene items and workout clothing are kept at this location to reduce the amount of gear required for daily carry and enables employees to remain healthy and be rested for their next assignment. By moving the away from home lodging to Council Bluffs with no prior notification or concern for employees, you have rendered employees unable to access required medical and personal items which has negatively impacted their wellbeing.

In addition, unbriefed Crew Management and dispatchers were not able to identify the correct tie-up location, leaving crews without necessary transportation, resulting in additional on-duty time and rest time. Because of this, when crews tied-up, if the tie-up location was not corrected on their FRA screen, the engineer and conductor may not have shown in the correct terminal. Numerous short calls, with as little as 45 minutes notice prior to on-duty time, was the direct result of CMS's uncertainty and struggle to find employees at lodging facilities. As a result of this, trains were tied down and delayed.

We find this unannounced and inexplicable change inevitably and unnecessarily puts crews at risk with increasing transporting to and from Fremont. Increased cost with additional vans and trips will prove to be unbeneficial.

We have been informed the main reason behind this decision is that Boone crews have more departing trains out of Council Bluffs than Fremont. Another reason we were given was issues with crews arriving on time at Council Bluffs when transportation is required.

We feel the real issue is the split crew calling in Council Bluffs/Fremont with crew members being on duty at different locations at the same time and necessitating travel to one location.