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Consolidated General Committee of Adjustment

*Union Pacific Railroad Company
(Eastern & Northwest Districts, former CNW Railway Co)
Kyle Railroad, Nebraska Central Railroad,
Portland Terminal Railroad & Wichita Terminal Assoc*

Synopsis

Tentative Time Off for Illness and Wellness Agreement

Trainpersons – Hostler/Hostler Helper – Firemen in Training

Paid Sick Leave – Remainder of 2023

- Trainpersons in all classes of service (including Hostler/Hostler Helper and FIT's) will be provided with three (3) paid sick days to use between the effective date of the Agreement and the end of 2023.

Paid Sick Leave – January 1, 2024, and Thereafter

- Trainpersons in all classes of service (including Hostler/Hostler Helper and FIT's) will be provided with five (5) paid sick days annually to use for personal or family illness, injury, medical appointments, or medical conditions. Paid sick days will be paid at the basic daily rate of pay of the last service performed.

Additional Paid Leave Day (AD) – Remainder of 2023

- The administration of the Additional Paid Leave Day for the remainder of 2023 remains unchanged. An Additional Paid Leave Day that is not used at the end of the calendar year will automatically bank.

Additional Paid Leave Day (AD) – January 1, 2024, and Thereafter

- The Additional Paid Leave Day may be used at any time, on any day of the week and cannot be denied by Carrier except for the Fourth of July, Thanksgiving, Day After Thanksgiving, Christmas Eve, and Christmas Day. Beginning at 18:00 on the day preceding these holidays, the Additional Paid Leave Day is subject to supply and demand. Additional Paid Leave Days will be paid at the basic daily rate of pay of the last service performed. An Additional Paid Leave Day that is not used at the end of the calendar year will automatically bank.

Banking of Paid Sick Days, Additional Day, & Personal Leave Days – All Territories

- Beginning January 1, 2024, any Paid Sick Days, unused Additional Paid Leave Day, and Personal Leave days that are due, but not taken by the end of each calendar year, will be accumulated, and banked. Employees will be allowed a maximum of sixty (60) combined banked days. Banked days will be paid out upon retirement, termination, resignation, or death at the basic daily rate of the last service performed.

- Employees may cash out all or a portion of their banked days each year between October 15th and November 1st. Payment will be made to employee(s) by December 15th.
- Employees on approved MLOA may also cash out banked days. The number of days to be cashed out, in addition to other compensated leave used, cannot exceed the number of days out of service.

*****Personal Leave Carryover – Remainder of 2023 – C&NW – Pacific Northwest**

- Carryover provisions for the calendar year are eliminated. Any personal leave days remaining at the end of the calendar year will automatically bank.

*****Personal Leave Carryover – Remainder of 2023 – UP Eastern District**

- Any carryover personal leave days remaining for the fiscal year ending July 31, 2023, will remain in place for use until December 31, 2023. Any carryover personal leave days remaining after December 31, 2023, will automatically bank.

Personal Leave Carryover – January 1, 2024, and Thereafter – All Territories

- Carryover and burn rule provisions are eliminated as of January 1, 2024. Any personal leave days remaining at the end of the calendar year will automatically bank.

Medical Days – Side Letter #3 – Remainder of 2023 – C&NW – Pacific Northwest

- The administration of medical days, as provided in Side Letter #3, remain unchanged for 2023.

Medical Days – Side Letter #3 – Remainder of 2023 – UP Eastern District

- Trainpersons with their full allotment of medical days, as provided in Side Letter #3, on or before the effective date of the Agreement will be allowed to utilize one (1) medical day for the remainder of 2023.
- Trainpersons who scheduled a medical day on or before the effective date of the Agreement will retain the scheduled day for use but will not be allowed any additional medical days for 2023.
- Trainpersons who scheduled and used a medical day prior to the effective date of the Agreement will not have any additional medical days for 2023.

Medical Days – Side Letter #3 – January 1, 2024, and Thereafter – All Territories

- Medical Days outlined in paragraphs two (2) and three (3) of Side Letter #3, for unassigned service only, are replaced with three (3) vacation days that can be converted to paid sick days and taken at any time, any day of the week, in any class of service (unassigned and assigned) and cannot be denied by Carrier. The remaining paragraphs of Side Letter #3 that protect employees from disciplinary action when taking an approved medical leave of absence remain intact.