



August 1, 2025

SMART – TD Local Chairpersons

Re: Announcement_SBA 1208 Final Award

Brothers and Sisters,

The Neutral rendered the final award over Articles V-VII (SBA 1208) late Wednesday, July 30th. We are reviewing the award and will finalize (both parties sign the award) it with Union Pacific in the next few days. Once it's finalized, it will be released to all Local Chairpersons to share with the membership. We are considering dissenting to the award and strongly oppose several aspects as they modify agreements that were not included in Articles V-VII. On those provisions, we are meeting with our legal department to review our options under the law.

Aside from those provisions we believe to be improper, there are good and bad for both parties in the final award. The award does not specifically outline how certain provisions will function, leaving that up to the parties to negotiate in an implementation agreement. This is a positive for both parties as it gives us the ability to develop the specifics so we can produce an outcome that functions properly. The Carrier has agreed to maintain the status quo and not institute any changes until the implementation agreement is completed. This process will take some time to complete, and we have scheduled our first meeting with Union Pacific for August 19th.

For your information, here is a brief summary of what's contained in the final award:

Article V

- Work/rest schedule for all pool freight boards will be 6 workdays or available for workdays followed by 2 voluntary rest days.
- No guarantee for non-guaranteed pool freight. Current guaranteed pool freight remains intact however, employees on those boards who observe voluntary rest days will have a day's guarantee deducted for each voluntary day off. Current guarantee and forfeiture rules remain intact except; employees laying off in non-compensated status (excluding voluntary rest days) for more than 1 occurrence or being unavailable in non-compensated status for more than 48 hours (excluding voluntary rest days) will forfeit their guarantee and bonus day (where applicable).
- Work/rest schedule for road extra boards will be 5 consecutive trips/tours followed by voluntary 24 hours off (SMART Rest). Current guarantee and forfeiture rules remain in place except; no deduction in guarantee when observing voluntary 24 hours of SMART Rest.

Article VI

- Standing bid system.
- Newly established yard, local and assigned road assignments will be bulletined for 72 hours.

- Criteria that apply for re-bulleting assignments and force assigning employees.
- Existing agreement provisions allowing for temping or oldheading of vacancies, riding bulletins, and force bumping were eliminated.
- Employees will be allowed to pass up their assignment once per quarter.
- Electronic notification process for displacement with bump time of 24 hours.
- Elimination of daily preference system wide.
- 48-hour recall for employees furloughed less than 14 days. If recalled within the first 14 days of being furloughed, employees must remain on a working board for 14 days before they can be furloughed again.

Article VII

- All pool freight will be self-supporting and run on a first in/first out basis.
- Irregular service will continue to be protected by the extra boards.
- Mileage regulation as presented by the Organization for non-guaranteed pool freight that maintains our ability to regulate those pools using a look back and look ahead factor.
- Carrier maintains regulation of extra boards and guaranteed pool freight.
- Prearranged layoff thresholds on all boards increased to 8% of each respective board per day.
- Carrier gained the ability to use any qualified personnel to fill an assignment if there are no rested or available personnel. This provision may only be exercised on an assignment-by-assignment basis and notification to the General Chairperson must be provided prior to using any qualified personnel.
- Employees on non-guaranteed pool freight will be allowed to trade turns with a limit of initiating up to 12 requests each year. No limit on the number of trades an employee may accept each year.

The Neutral retained jurisdiction for 60 days from the date of the award to resolve any issues related to interpretations and jurisdiction for 180 days to resolve any disputes arising out of the implementation of the award.

Fraternally,

Roy Davis

Roy Davis
General Chairperson
GO-577

Luke Edington

Luke Edington
General Chairperson
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Todd Campbell

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Scott Chelette

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