2019 – SECOND QUARTER REPORT

ALL LOCAL UNIONS
SYSTEM COUNCIL NO. 2

Dear Brothers and Sisters:

The Railroad Retirement Board (RRB) administers the Railroad Unemployment Insurance Act, which provides two kinds of benefits for qualified railroad employees: unemployment benefits for those who become unemployed but are ready and able to work; and sickness benefits for those who are unable to work because of sickness or injury. Sickness benefits are also payable to female rail workers for periods of time when they are unable to work because of health conditions related to pregnancy, miscarriage, or childbirth. A new benefit year begins each July 1st. To qualify for normal railroad unemployment or sickness benefits, an employee must have had railroad earnings of at least $3,900 in calendar year 2018, counting no more than $1,560 for any month. Those who were first employed in the rail industry in 2018 must also have at least five months of creditable railroad service in 2018. Almost all employees will qualify for the maximum daily benefit rate of $78. Benefits are generally payable for the number of days of unemployment or sickness over four in 14-day claim periods, which yields $780 for each two full weeks of unemployment or sickness. Normal unemployment or sickness benefits are each payable for up to 130 days (26 weeks) in a benefit year. If normal benefits are exhausted, extended benefits are payable for up to 65 days (during 7 consecutive 14-day claim periods) to employees with at least 10 years of service (120 or more cumulative service months). Additional information regarding Unemployment and Sickness Benefits for Railroad employees may be found at the RRB website at www.RRB.gov.

For those Local Unions who recently had election of officers, please provide System Council No. 2 with all updated information. Specifically, we need the names and contact information for the President, Local Chairman, Recording Secretary and Financial Secretary positions. Please include a mailing address, phone numbers, and email address for the foregoing positions.

“Our Business – Representation & Service”
The current contract moratorium with the National Freight Railroads expires on December 31, 2019. The IBEW Railroad Department recently advised that in order to prepare our Section Six Notices, we are gathering input from the local unions as to what changes the members would like to see in our agreements pertaining to wages, benefits and work rules. In order to do this in a timely and orderly manner, it was requested that each local union forward their recommendations to the respective System Council, and then the Councils will compile the recommendations and forward them to the Railroad Department. IBEW Railroad Director Bill Bohne recently advised each local union to send their recommendations to the respective System Council no later than August 15th in order to begin preparing the Section Six notices. Additional information regarding our upcoming round of National negotiations as well as coalition bargaining is included with this report. (see attachment)

In attempt to expedite the return to work process, the Union Pacific recently provided an updated “Return to Work” form, hereto attached, for those employees returning from a medical leave of absence. It appears that part of the form is to be completed by the employee, and the rest by the Health Care provider. If you have any questions, please feel free to contact a System Council representative. (see attachment)

During the second quarter, and in conjunction with ongoing plans to implement a so-called “Precision Scheduled Railroading” (PSR) plan, the Union Pacific continued to reduce forces and locomotive facilities, to include a total of (387) IBEW furloughed members to-date. As of this report, I am saddened to report that (338) members have been furloughed from the locomotive Mechanical Department; (27) members from the Telecom Department; and, (22) members from the Engineering Department. Also, in May, the Carrier served notice under the WARN Act to close its Hermiston (Hinkle), Oregon locomotive facility. The System Council is currently progressing Article I “Employee Protection” claims for various shop reductions, including the recent Hinkle closure. As of this point, the Carrier is not replacing any of the jobs continued to be lost due to attrition factors. Please continue to keep our furloughed members and their families in your prayers.

The Kansas City Southern recently announced that it plans to implement Precision Scheduled Railroading. Although, there has been no official furloughs or shop closings to this point, discipline cases continue to increase at an alarming rate on this Carrier.

On the date of April 30th, the System Council presented outstanding cases for arbitration before Public Law Board 7001 with the Union Pacific; and, Public
Law Board 7160 with the Kansas City Southern. I will notify the Claimants and respective local unions as soon as the Awards are issued by the arbitrator.

April 2019

- I attended the monthly meeting of Ft Worth Local 942.
- VGC Reynoso, AGC Shell, and I attended arbitration before PLB 7001 with the Union Pacific Railroad.
- VGC Reynoso and I toured the UPRR Ft Worth locomotive facility and met with members and officers of Local 942.
- AGC Shell and I met with officers and assisted Shreveport Local 1829 with a disciplinary investigation (KCS).
- VGC Reynoso and I toured the UPRR Houston locomotive facilities and met with members and officers of Local 1814.
- VGC Reynoso, AGC Shell, and I attended arbitration before PLB 7160 with the Kansas City Southern Railway.
- AGC Shell assisted Ft Worth Local 942 with a disciplinary investigation.
- VGC Reynoso toured the UPRR West Colton facility and met with members and officers of Los Angeles Local 889; and attended a Town Hall meeting with UPRR CEO Lance Fritz.
- AGC Starkjohann continued to research and progress Subcontracting claims with the Union Pacific.
- VGC Reynoso and I toured the UPRR San Antonio locomotive facilities and met with members and officers of Local 1911.
May 2019

- I attended the monthly meeting and nomination of officers for Local 942.

- AGC Strakjohann assisted UPRR Engineering Department electricians with job abolishment and job placements due to recent force reductions.

- The System Council staff and I attended an all-craft General Chairmen's meeting with Union Pacific Department heads.

- AGC/ST Shell finalized the System Council year end audit and reporting for System Council 2 with the CPA.

- VGC Reynoso, AGC Shell, and I attended a meeting with the shopcraft General Chairmen and new UPRR Chief Mechanical Officer Gerry Weber.

- AGC Shell attended the monthly meeting and nomination of officers for Little Rock Local 807.

- VGC Reynoso and I attended a claims conference with UPRR.

June 2019

- AGC Shell attended a Railroad Retirement informational conference.

- I attended the monthly meeting and election of officers for Local 942.

- VGC Reynoso, AGC Shell, and I attended the IBEW 7th District Progress meeting and met with officers of Local 1911.

- VGC Reynoso attended the monthly meeting and election of officers for Local 889.

- AGC Starkjohann attended the monthly meeting for Omaha Local 818.

- AGC Shell assisted Shreveport Local 1829 with a disciplinary investigation (KCS).

- AGC Starkjohann attended a claims conference with the Union Pacific.
Throughout the quarter, the System Council staff remained busy providing routine assistance to the local unions.

In solidarity, I remain

Fraternally yours,

Jim Wisniski
General Chairman

Attachments:
Upcoming Section Six Notices & National Negotiations

From: Bohne, William T. <bill_bohne@ibew.org>
To: Bohne, William T. <bill_bohne@ibew.org>
Cc: Russo, Al <al_russo@ibew.org>, Meyer, James E. <james_meyer@ibew.org>, DeLauder, Reggie
     <reggie_delauder@ibew.org>

To All IBEW Railroad Local Unions Covered Under National Bargaining:

Dear Sisters and Brothers,

Our contract with the National Freight Railroads expires December 31, 2019. As such, we will be serving our Section Six Notice on the railroads shortly after November 1 of this year.

In order to prepare our Section Six Notices, we are looking for input from our local unions as to what changes you and your members would like in our agreements pertaining to wages, benefits, and work rules. So that we can do this in an orderly manner, we are requesting that you email your recommendations to your respective System Councils, and the Councils will compile your recommendations and forward them to my office. Please email your recommendations to your respective System Councils no later than August 15th so that we can start preparing the notices.

As usual, we expect this round to be as contentious as past rounds. As with previous rounds, the freight railroads continue to make record profits, and we will be demanding that you, their employees and our members, realize your fair share of those profits. They are only making their money because of your dedication and hard work.

We are presently discussing with the other Rail Labor unions the possibility of again negotiating as a coalition. We have already had a few meetings in this vein, and we will continue in our efforts for coalition bargaining as discussed during our ratification meetings last year. We believe that there is strength in unity and that with coalition bargaining our chances of obtaining a decent contract will be increased. We will proceed in the manner that we believe is in the best interests of our IBEW members, and will keep you advised as the talks progress. But regardless of how we proceed, I promise you that we will do our utmost to obtain a contract for you that is fair and equitable for our members. And as with past rounds of National Bargaining, once a tentative agreement is reached it will be our members who decide whether or not to accept it through the ratification process.
Again, please email your recommendations to your respective System Councils no later than August 15th so that we have sufficient time to prepare the notices. If you have any questions pertaining to the above, please don’t hesitate to contact me.

Fraternally,

Bill Bohné, Jr.
Director – IBEW Railroad Department
202-728-6016

This email may contain information that is private, confidential, or otherwise protected. Sharing this email, or posting this email on any social media including any Facebook page not authorized by the IBEW, without the express written consent of the IBEW, is in violation of IBEW policy and will be handled accordingly.
UNION PACIFIC RAILROAD, HEALTH AND MEDICAL SERVICES

Health Status Report: For return to work after Medical Leave of Absence (MLOA) of 30 days or more

TO BE COMPLETED BY EMPLOYEE

<table>
<thead>
<tr>
<th>Employee Name</th>
<th>Date of Last Appointment</th>
<th>Today's Date</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Employee ID</th>
<th>Job Title</th>
<th>Work Location</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Instructions for Health Care Providers

This individual is a Union Pacific Railroad (UPRR) employee whose job duties involve safety critical activities that may affect the safety of the employee, co-workers, and the public. To help ensure workplace and transportation safety, the UPRR Medical Rules require that all employees in safety critical positions have a medical Fitness-for-Duty evaluation prior to returning to work after a Medical Leave of Absence (MLOA) lasting 30 days or more.

As part of this Fitness-for-Duty evaluation process, employees are required to provide relevant medical records to UPRR Health and Medical Services (HMS), so that HMS may determine if the individual has a health condition or uses medication that may pose a significant safety risk for work, and require work restrictions. Therefore, to help us ensure the safety of the employee and others, we ask you to do the following:

1. **Complete this form** and fax it to 402.501.0067 using the fax cover sheet provided by the employee
   
   OR

2. **Fax recent clinical notes** (that contain the information requested below) to 402.501.0067 using the fax cover sheet provided by the employee

After receiving this material, HMS may also request additional medical records. We appreciate your assistance. In accordance with the UPRR Medical Rules, it is the responsibility of HMS to make the final determination regarding if an employee is medically fit-for-duty, and can be medically cleared to return to work, with or without work restrictions.

To be Completed by Health Care Provider: Summary of Health Current Status

1. What was the primary diagnosis for which this employee has been off work?

2. What additional, secondary diagnoses may impact the employee's ability to work?

3. List surgery/surgeries performed related to this MLOA with dates:

4. List of all current prescription medications:
Please state if the employee has any of the following conditions: (even if this condition was not the reason for this MLOA)

<table>
<thead>
<tr>
<th>Condition</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cardiovascular condition (except for hypertension alone, if adequately controlled)</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>Neurological condition and/or any loss of consciousness event within the past 5 years</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>Eye/vision disorder (except decreased visual acuity alone that has been corrected to 20/40 or better)</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>Diabetes treated with medication</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>Sleep apnea or other sleep disorder</td>
<td>Yes</td>
<td>No</td>
</tr>
</tbody>
</table>

Please provide your recommendations below regarding the employee’s return to work?

- The employee is NOT cleared to return to work at this time.
- The employee may return to regular work, with no activity restrictions on (provide date) ____________________________
- The employee may return to work, with the activity restrictions shown below on (provide date) ____________________________

List recommended activity restrictions below (e.g., weight limits for lifting or carrying, or physical exertion restrictions)

---

Yes ___ No ___ Do you plan to see the employee again before providing a release for regular work?

If yes, what date will you re-evaluate the employee regarding return to work? (provide date) ____________________________

If no, when are you clearing the employee for regular work with no restrictions? (provide date) ____________________________

Additional Comments:

---

The Genetic Information Nondiscrimination Act of 2008 (GINA) prohibits employers and other entities covered by GINA Title II from requesting or requiring genetic information of an individual or family member of the individual, except as specifically allowed by this law. To comply with this law, we are asking that you not provide any genetic information when responding to this request for medical information. "Genetic information," as defined by GINA, includes an individual’s family medical history, the results of an individual’s or family member’s genetic tests, the fact that an individual or an individual’s family member sought or received genetic services, and genetic information of a fetus carried by an individual or an individual's family member or an embryo lawfully held by an individual or family member receiving assisted reproductive services.

---

Health Care Provider Information

<table>
<thead>
<tr>
<th>Health Care Provider Signature</th>
<th>Date Signed</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Print Health Care Provider Name, Degrees</td>
<td>Health Care Provider Address</td>
<td>Fax</td>
</tr>
<tr>
<td>Specialty</td>
<td></td>
<td>Email</td>
</tr>
</tbody>
</table>