

# RWU Special Report: PEB Board #250 Releases its Recommendations

Late Tuesday, August 16<sup>th</sup>, Presidential Emergency Board #250 released its 124-Page Report complete with its recommendations to settle the long running bargaining dispute between the nations big rail carriers and the nation's rail unions. While the labor organizations discuss the Report and the rank & file attempts to wade through all of its verbiage between grueling work shifts, the organizations that represent the rail carriers lost no time in issuing joyful reaction to its disclosure. By Wednesday morning, the American Association of Railroads (AAR) and the National Carriers Conference Committee (NCCC) had issued official statements, both expressing satisfaction with the recommendation of the PEB. This alone speaks volumes.

On most of the important and pressing quality of work life issues – the ones that probably matter the most in terms of recruitment and retention of railroad workers – the PEB simply shoes to kick the can down the road, remanding the carriers and the unions to reach agreement, something they have not been able to do previously for 2 ½ years now. On questions of attendance policies, work schedules, time off the job, predictability of train line-ups, call times, etc, the Board would recommend the “organization withdraw the proposal” or simply “remand the matter to the Parties to address.”

Railroad Workers United (RWU), our Steering Committee and membership will be discussing and debating the PEB in the coming days and will issue our position on the PEB Recommendations accordingly. We encourage all railroad workers to read the *entire* document. But barring that, see our summary of the PEB's recommendations below and check the actual pages of the Report for the PEB language. Also, there is a PEB Summary that is worth looking at near the end of the Report.

- **Table of Contents on Page 5.**
- **The Recommendations of the Board Appear on Pages 34 to 115.**
- **A full summary of the PEB's recommendations can be found on Pages 116 and 117 of the Report.**

In terms of general wage increases, here is what the Board recommends over the 5-year life of the contract (retroactive to 2020)

<b>Date</b>	<b>Increase</b>	<b>Compounded</b>
7-1-20	3.0% GWI	1.030
7-1-21	3.5% GWI	1.066
7-1-22	7.0% GWI	1.141
7-1-23	4.0% GWI	1.186
7-1-24	4.5% GWI	1.240

**Note:** On December 1 of each year, each employee would receive a \$1000.00 on-time lump sum payment for a total of \$5000 over the life of the contract.

## Summary of the Board's Recommendations

<u>PEB Report Page #</u>	<u>Union Request</u>	<u>Board Recommendation</u>
Page 34	Wages Increase	See above
Page 44	Health and Welfare Status Quo	15% monthly contributions from employees
Page 81	3 New Federal Holidays to be Added	That no new federal holidays be provided
Page 83	Personal Leave Days	One additional leave day be provided per employee
Page 83	Paid Sick Leave be provided	That the Organization withdraw the proposal
Page 86	Schedules and Off Days	Remand parties back to negotiations
Page 82	Attendance Policies to be negotiated	That the Organization withdraw the proposal
Page 94	BLET & SMART-TD Meal Allowance	Remand the parties back to negotiations
Page 96	BRS Signal Maintenance Differential	That the Organization withdraw the proposal
Page 98	BMWED Travel/Meals/Lodging Allowance	Adopt Organization Proposal with minor modification
Page 105	Yardmasters Scope Rule and Vacations	That the Organization withdraw the proposal
Page 105	Yardmasters Vacations	That the Organization withdraw the proposal
Page 108	Shop Crafts Shift Differential	That the Organization withdraw the proposal
Page 108	Shop Crafts Meal Allowance/Meal Period	That the Organization withdraw the proposal
Page 110	NCFO: Additional Pay for Incidental Work	That the Organization withdraw the proposal
Page 112	TCU: Clericals Discipline for use of Sick Leave	That the Organization withdraw the proposal
Page 114	ATDA: Supplemental Sickness Benefit Plan	That the Organization withdraw the proposal