

Trainmen & Engineers: 10 Reasons to Vote NO!

In This Round of Bargaining, Railroad Workers Have Demanded:

- Safe, adequate staffing levels
- Adequate time off when needed, not when the company says we can take it.
- Paid Sick Days
- Affordable Healthcare
- Reimbursement of expensive, unavoidable costs incurred while traveling out of town
- Cost of Living Adjustments to keep up with inflation
- Quality of Life improvements

The Current Tentative Agreement (TA) Does Not Deliver What We Need.

If Adopted, the Tentative Agreement:

1 - Further reduces staffing levels. In the last decade, railroads have dangerously reduced staffing levels. Cutting the number of assigned employees working road pools and extra boards would effectively eliminate the most significant tool employees have used to predict call times for decades. **VOTE NO!**

2 - Ignores workers' repeated requests to control their own lives by reworking our entire scheduling system in a way that gives the railroads absolute and unchallenged control over our lives and our time. Oppressive attendance policies will remain in place, and workers can still not take time for unplanned situations of sickness and exhaustion. **VOTE NO!**

3 - Does not allow rail workers to take their lives back. No Paid sick days and severe limitations on the 3 "annual routine preventative medical care visits" are then being touted as a new benefit. Employees are unaware 30 days out whether they will be sick or need to go to the doctor, yet 30-day planning will be required. Days will only be allowed to be taken on Tuesdays, Wednesdays, and Thursdays, completely undermining the principle of self-ownership of our lives when sickness arises. **VOTE NO!**

4 - Increases healthcare costs. The agreement claims that monthly healthcare contributions will be capped. It hides the fact that this cap only takes effect after a stiff, double-digit percentage increase takes hold and only lasts until the next round of contract negotiations in two years. Worse yet, future healthcare increases will be held as deductions against any future back-pay. **VOTE NO!**

5 - Provides zero increase to non-taxable meal expenses. This is the only portion of our pay that is not heavily taxed. The TA provides no addition to this compensation which reimburses workers for the punishing costs of eating away from their homes 200 or more times per year. Railroaders lost the ability to deduct these expenses and now, on average, lose \$6000 per year in additional taxation. **VOTE NO!**

6 - Provides no cost-of-living adjustment. The TA includes no mechanism to tie our wages to the inflation rate each year. The TA proposed increases may not keep up with inflation, further continuing a trend that has reduced the real purchasing power of wages since the 1980s. **VOTE NO!**

7 - Imposes raises that do not necessarily increase your annual wages. With a loss of claims for many areas with the implementation of self-protecting pools and the significant increase in annual health care contributions, wages, in many cases at best, will stay where they are, if not drop a little. **VOTE NO!**

8 - Continues the loss of operating craft jobs. Especially in non-operating crafts, we've already seen drastic cuts to crews. Railroad workers are under more pressure than ever to do more work with fewer people. This creates unsafe and unhealthy work environments which are not sustainable. Self-protecting pools would eliminate the current "at home" time of thousands of T&E workers, meaning some terminals could see estimated job losses of 20% to 30%. **VOTE NO!**

9 - Spells the end of lucrative agreement arbitraries. Some carriers have offered substantial incentives to gain self-sustaining boards, so-called automatic bidding, or eliminate arbitraries. Forcing blank check adoption of these work rules without spelling out the details is potentially a significant pay cut. Arbitraries account for a sizable chunk of many T&E employees' income. The TA would eliminate many of them. **VOTE NO!**

10 - Fails to provide for two scheduled off days at all. Assigned off-days would only amount to 48 hours, which does not amount to TWO off days. In addition, work turns could start just before these "off days," rendering planned time off lost. Furthermore, because we do the work that makes billions in profits, time off should not negatively impact our compensation. **VOTE NO!**

Railroad Workers United

