



March 7, 2025

(Sent via email)

Mr. Chad Lambert – BLET Eastern District GCA
Mr. Richard Crew – BLET Northern Region GCA
Mr. William Wallace – BLET Western Region GCA
Mr. Brian Carr – BLET Western Lines GCA
Mr. Kyle Bagby – BLET Central Region GCA
Mr. Scott Alexander – BLET Southern Region GCA

Gentleman,

This is in reference to previous discussions and email dated February 21, 2025 regarding guarantee handling of the 6/2 stand alone extra boards. As mentioned in my email, in order to capture the proper daily rate for the 6/2 model, the method for calculating it is the total work rest cycles (45.63) in a year divided by a year of guarantee. Thus, the daily rate for each of your territories is as follows:

Agreement	6&2 Daily Rate
MPUL Lines	\$ 531.15
MP South	\$ 531.15
Idah SLC Hub	\$ 527.15
Idaho	\$ 520.76
SP West	\$ 551.39
UPED	\$ 527.15
CNW	\$ 527.15

The daily rate calculation will go into production on March 11, 2025. Any 6/2 standalone extra boards that have been cut over will be adjusted to reflect the proper rate prior to the first half March payroll close out.

Regarding the questions raised on which rate will be applied if they move between an 11/4 or a 6/2 work group, the system will handle these moves in accordance with your existing guarantee agreements provisions (i.e. the day added/removed or added/removed before and after 12:00). This movement exists today where an engineer can move to or from a conventional extra board to an 11/4 work group.

Below is a snapshot of an engineer's guarantee summary provided as an example. In this example the guarantee provision that applies to this territory is:

Engineers added to the extra board will be paid guarantee for the day added provided they meet the availability requirement of this agreement and all earnings made on the day added

will be included in computation of guarantee. Guarantee will not be paid to an engineer on the day reduced from the extra board.

Example: The engineer was displaced from the 11/4 board on the 25th. The engineer received the 11/4 daily rate through the 24th, but not on the 25th because they were displaced. The engineer then placed themselves on a conventional extra board on the 25th. The conventional extra board guarantee rate was applied on the 25th.

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EMPLOYEE GUARANTEE SUMMARY PAGE: 1
DATE: 03/03/25 REQUEST BY: OCHS842
TIME: 10:06 CST PROGRAM ID: PSTRB65

EMPLOYEE : SM KATCHER 000449852 GUARANTEE:GCNWXE-11 CNW X. ENGS 11&4
MAXIMUM :05 DAYS AT :\$539.13 EACH: \$2695.64 PERIOD :02/16/25-02/24/25
MAXIMUM :11 DAYS AT :\$539.13 EACH: \$5930.41 PERIOD :02/16/25-02/28/25
GUARANTEE: \$2695.64+ EARNINGS: \$733.50- PENALTIES: \$.00+
DUE : \$1962.14+ STATUS : TRANS DOCUMENT : 156629500

DATE	DAY STATUS	DLYRATE	SR%	EARNINGS	PENALTIES	ASSIGNMENT
FEB 16	SUN OK	\$539.13		\$.00		R-EC209 -XE22-M001-ENG P
FEB 17	MON REST DAY			\$.00		R-EC209 -XE22-M001-ENG P
FEB 18	TUE REST DAY			\$.00		R-EC209 -XE22-M001-ENG P
FEB 19	WED REST DAY			\$.00		R-EC209 -XE22-M001-ENG P
FEB 20	THU REST DAY			\$.00		R-EC209 -XE22-M001-ENG P
FEB 21	FRI OK	\$539.13		\$.00		R-EC209 -XE22-M001-ENG P
FEB 22	SAT OK	\$539.13		\$382.42		R-EC209 -XE22-M001-ENG P
FEB 23	SUN OK	\$539.13		\$351.08		R-EC209 -XE22-M001-ENG P
FEB 24	MON OK	\$539.13		\$.00		R-EC209 -XE22-M001-ENG P
FEB 25	TUE OFF PROF					
FEB 26	WED N/A					
FEB 27	THU N/A					
FEB 28	FRI N/A					
TOTALS:		\$2695.64		\$733.50	\$.00	

END OF REPORT

EMPLOYEE GUARANTEE SUMMARY PAGE: 1
DATE: 03/03/25 REQUEST BY: OCHS842
TIME: 10:06 CST PROGRAM ID: PSTRB65

EMPLOYEE : SM KATCHER 000449852 GUARANTEE:GCNWXE-HD CNW XE
MAXIMUM :04 DAYS AT :\$456.19 EACH: \$1824.74 PERIOD :02/25/25-02/28/25
MAXIMUM :13 DAYS AT :\$456.19 EACH: \$5930.41 PERIOD :02/16/25-02/28/25
GUARANTEE: \$1824.74+ EARNINGS: \$928.70- PENALTIES: \$.00+
DUE : \$896.04+ STATUS : TRANS DOCUMENT : 156629400

DATE	DAY STATUS	DLYRATE	SR%	EARNINGS	PENALTIES	ASSIGNMENT
FEB 16	SUN N/A					
FEB 17	MON N/A					
FEB 18	TUE N/A					
FEB 19	WED N/A					
FEB 20	THU N/A					
FEB 21	FRI N/A					
FEB 22	SAT N/A					
FEB 23	SUN N/A					
FEB 24	MON N/A					
FEB 25	TUE OK	\$456.19		\$.00		X-EC096 -XE20-0004-ENG P
FEB 26	WED OK	\$456.19		\$501.17		X-EC096 -XE20-0004-ENG T
FEB 27	THU OK	\$456.19		\$427.53		X-EC096 -XE20-0004-ENG T
FEB 28	FRI OK	\$456.19		\$.00		X-EC096 -XE20-0004-ENG T
TOTALS:		\$1824.74		\$928.70	\$.00	

END OF REPORT

Movement to and from an 11/4 or 6/2 work group will be handled the same, meaning the respective daily rate will be applied in accordance with the applicable, existing guarantee agreement.

This should clear up any confusion surrounding the guarantee application to the 6/2 standalone extra boards, but please reach out if you have any questions.

Sincerely,



Jennifer Powell
General Director, Labor Relations

Cc: Beth Wilderman, Director Labor Relations
Becky Cates, Director Labor Relations
Craig Ingrisano, Director Labor Relations