



SYSTEM COUNCIL NO. 6

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

Tom Owens
General Chairman

Shannon Spotswood
Vice Chairman

Mike Stacks
Secretary-Treasurer

General Chairman's Report – January, 2019

Brothers and Sisters:

Furloughs: On January 6, 2020 additional furloughs took place at Roanoke Locomotive Shop, Shaffers Crossing, and Conway. These furloughs have been included for handling with the next Public Law Board. The Carrier is citing decreased car loadings as the reason for all furloughs. As we all know, all of these PSR furloughs would have taken place even if car loadings had been increasing. Our position is based on pre-furlough statements by the Carrier that they would reduce manpower due to the technological advancement of the DC to AC conversions. This technological advancement created the environment for fewer, larger trains which resulted in furloughs.

Board Cases: The December PLB 5332 awards were handed down by the arbitrator. LU 1142 Jones – injury with conflicting statements. Brother Jones is to be returned to work under time served and pending medical clearance; LU 2273 Snyder – medical delay in return to work. Brother Snyder was awarded back pay for a portion of the delay; LU 1142 et al – linetending subcontracting. The arbitrator sided in favor of the Carrier; LU 311 Brown – sleeping dismissal. The arbitrator upheld the dismissal; LU 813 Slusser – verbal threat. The arbitrator upheld the dismissal; LU 2172 Trautwein – insubordinate, failure to follow instructions. Brother Trautwein was returned to work with time served; LU 2269 Clements – inappropriate bulletin board posting, false statement. The arbitrator upheld the dismissal; LU 1142 Wilson – wrongful termination. Sister Wilson is to be returned to work with the opportunity to finish her qualifications.

PLB 5332 Arbitrator: After the PLB 5332 decisions were rendered, I have decided to terminate the Public Law Board arbitrator. While we have had some successes, the arbitrator has consistently avoided giving decisions that would require any monetary award for the members. I believe the expense involved with LU 1142's linetending subcontracting claim was a contributing factor for his decision against us. While the Carrier and I will have to agree on a new arbitrator, it is in our best interests to go a different direction in light of all of the furlough cases we are looking to have handled at the next board.

Insurance: A heavy push has been made to reach the enrollment threshold. The enrollment period was extended through January 31, 2021 for the Cornerstone Supplemental Insurance. The System Council No. 6 was heavily involved with the formulation of this endeavor. Our members should have received enrollment forms by mail. The Supplemental Disability will extend benefits for up to five years after Aetna coverage ends. Additionally, the life insurance benefit does not require medical information for coverage.

Charlotte Roadway Shop: We continue to work on landing a new agreement regarding the 4-10's work week at this point. Additionally, a test program has been started that uses an employee's biometric information as a sign-in method for work. I contacted our legal counsel to address concerns regarding the required waiver given to the membership. It is legal for the Carrier to use this information as an identification system. I was able to get certain language removed from the waiver regarding a release of any discrimination actions.

National Negotiations: The IBEW is part of the Coordinated Bargaining Coalition for these negotiations. This group makes up approximately 80% of rail labor. As information, the IBEW makes up approximately 5% of rail labor. The meeting date is set for February 26-27, 2020.

Communication Issues: GPS and personal responsibility has become a major issue. With territories often approaching 150 to 200 miles, side trips during work hours has moved to the forefront as a discipline issue. All employees are required to render 8 hours of service during the workday. Any deviation from work must be approved by supervision to avoid potential discipline. Unfortunately, with PSR management, the days of "you take care of me and I'll take care of you" management no longer exists.

Section 6 Notices: The finalized notice is available on our website, ibewsc6.org.

In Your Service,

Tom Owens
General Chairman