



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 – March 2023

Brothers and Sisters:

Lamberts Point furlough – Norfolk Southern served notice in February that they would be furloughing four IBEW operators in Norfolk at the pier. The furlough was scheduled to take place on April 01, 2023 based on a technological advancement as listed in the 1964 Shop Agreement. The carrier's intent is to have both coal loaders at this location to be remote controlled by one single operator via a portable box. The operator will be able to control either loader from the ground. We are challenging the carrier about the logistics and safety of removing the operators from a climate protected cab on the loaders. While technological advancement is a contractual trigger for the furlough, it has yet to be shown that technology will be more efficient and offer any improved operations. After multiple meetings this month, Norfolk Southern has delayed the furlough until May 01, 2023

System Council Six: Per my recommendation and executive board action per our by-laws, Assistant General Chairman Justin Richardson began full time status with the Council this month.

Pan Am Negotiations – Movement in negotiations is still stalled following the IBEW filing a section 6 notice on the Pan Am property. The notice was filed due to the expiration of the Springfield Terminal Agreement on the property. It had been thought that with CSX purchasing the property that the required New York Dock implementing agreement would convert the members to the CSX agreement. However, with the stalled implementation agreement, we have proceeded under the existing Springfield Terminal Agreement to achieve wage increases for the members involved.

Sick Day Negotiations: Sick Pay agreements have been finalized and signed with both Norfolk Southern and CSX. The agreements are very similar in that they both provide 4 paid days for sickness along with the ability to convert the new paid leave day and personal leave days to sick day leave. This will allow members to have up to seven paid sick days. I have been contacted by various members due to their misunderstanding of what paid sick leave actually accomplishes. These agreements only provide wages for missed work time. The payment of sick leave does not automatically create an "excused absence" that is not subject to absenteeism policies. To justify the leave in regards to attendance, the member will need a doctor's note. If no note is provided, the paid sick leave day will still count against the attendance policy. Another point of confusion seems to be that some individuals felt that the sick leave would allow them to bridge a holiday due to the sick pay. The holiday rule clearly states that sick pay compensation will not count towards the qualifying of holiday pay. Sick pay is a hard-won benefit to help the member with the loss of compensation due to the inevitable condition of illness in this life. If a member is blessed with good health throughout the entire year, these four

days will be added as additional compensation or deposited into the member's 401k plan at the end of the year.

New England Central Railroad: In coordination with the carrier, I have signed an agreement providing the members on the property with an unscheduled three dollar an hour wage increase.

LU 311 Investigation: I represented one of our members at a February investigation for workplace violence accusations. One of the challenges is that the complaint was filed "anonymously" against our member. The investigation proved that the charge was not supported by any witnesses in the room at the time of the alleged incident. The carrier dismissed our member subject to our upcoming appeals.

LU 1625 Amalgamation: 4th District International Representative Griffin has taken the books from Local 1625 and closed the banking account of the local. The Council has coordinated the transfer of the active members of 1625 to 774.

Active Claims: Seventeen new NS cases were opened this month. Fifteen new CSXT cases were opened this month. In addition to normal calls and information requests, the Council is now currently handling 61 active cases. Any issue that involves disciplines/claims advanced to the Council, letter responses, medical delay documentation, RRB benefit issues, health insurance issues, etc., generate a case file with the Council.

Travel: Atlanta – NS Lambert Point dock protection, CSX Redi-Center student meeting; Atlanta – sick pay meeting, Shopcraft Coalition meeting, Inman Yard shop walk; Chattanooga – member investigation (waiver taken at investigation), Labor Relations/Mechanical meeting (START, jobs, forcing); Nashville – CSX shop walk; Evansville, IN – CSX shop walk

In Your Service,

Tom Owens
General Chairman



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P. O. Box 787 • Floyd, VA 24091 • Office 540-494-7366 • Fax 540-301-2798 • ibewsc6.org

Vice Chairman Report March 2023

Meetings:

- 1) Traveled to Atlanta for Coal Pier Upgrade Meeting.
- 2) Met new student class at CSX Redi Center.
- 3) Traveled to Altoona, PA for Investigation. (Synder)
- 4) Attended follow-up meeting with LR regarding Coal Pier notice.
- 5) Attended meeting with ADMO Fandale over START hearings at LMPT.
- 6) Attended monthly meeting with 4th District IVP.
- 7) Attended Election Judge Training.
- 8) Met with LR about claim handling with Communication Workers.
- 9) Met with JLS Manager and LR over gas leak in shop and lack of tools for recalled members.

Claims, Appeals and Submissions:

- 1) Achieved Waiver of Investigation for Local 636 member.
- 2) Submitted Appeals for Local(s) 311 and 656. (3 cases)
- 3) Discussed Communication Claims with LR. (5 Pearce Claims)
- 4) Discussed Vehicle Tax for Communication Workers with LR.

Member Issues:

Assisted members of Local(s) 513, 813, 1024, 1865, and 2273 with sick day questions.

Assisted Local 1984 member with RRB issue.

Assisted members of Local(s) 312, 813, and 1024 with Service Bonus issues.

Assisted Local(s) 312 and 813 members with recall questions and issues.

Discussed START handlings with Local 1142 Local Chairman.

Discussed claim opportunities with Local 2273 Local Chairman.

Discussed STL positions with Local(s) 813 and 1865.



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Assistant General Chairman Report March 2023

Meetings:

- 1) Traveled to CSX Nashville for shop walk.
- 2) Traveled to CSX Evansville for shop walk.
- 3) Met with LR over CSX Sick Days.
- 4) Discussed Distributive Power operations on Locomotives with IBEW Railroad Department IR Giuliano.

Claims, Appeals and Submissions:

- 1) Achieved Waiver of Investigation for Local 1625, 1047, 311 members.
- 2) Submitted Claim's for Local(s) 549 (1 claim), 770 (2 claims), 862 (3 claims), 1047 (1 claim), and 1984 (2 claims). All claims were for No Advance Notice to Subcontract work.
- 3) Submitted Discipline Appeal for 1984 member for Attendance issues that resulted in termination. (Jackson)

Member Issues:

Assisted members of Local(s) 311, 549, 774, and 1984 with sick day questions.

Assisted Local 1984 member with RRB issue.

Assisted Local 1024 member with Show Cause letter. (Paugh)

Assisted members of Local(s) 774 and 1984 with recall questions and issues.

Discussed claim opportunities with Local(s) 549, 770, 862, and 1984 Local Chairman.

Discussed several Rule disputes with Local(s) 311, 549, 770, 774, 862, 1984 members.