

SYNOPSIS OF BLET/GWR TENTATIVE AGREEMENT

The following is a synopsis of the major elements of the tentative agreement reached January 31, 2015, between the Brotherhood of Locomotive Engineers and Trainmen (BLET) and the Great Western Railroad of Colorado (GWR). It has been prepared by the BLET General Chairman's Office pursuant to Section 41(a) – General Committee Rules of the BLET Bylaws as an informational aid for BLET members.

Seniority, Bidding and Assigning of Positions:

Agreement is modified to clarify how seniority is established when two or more employees are hired on the same day. Section also clarifies how engineer seniority is established and requires conductors who are hired after May 1, 2014 to accept promotion in seniority order. Clarifies that engineers hired “off the street” will establish seniority behind any engineers in training at that time.

Modifies and extends the “Sadie Hawkins day” bid process to provide for two periods each year on April 1, and October 1, wherein all employees may bid for and be awarded new assignments.

Allows employees to bid for and be awarded assignments that are known 7-day vacancies (normally one week of PTO).

Qualification, Certification and Training

This section clarifies the Qualification and Certification process that is required by FRA Regulations. Provides that all time in Qualification, Certification or Rules classes is paid at the current rate of pay.

Paid Time Off (PTO)

Clarifies the current practice of bidding for and being awarded vacation (PTO) for the following year.

Group Health Benefits

Provides for coverage under the following plans:

- Railroad Employees National Health and Welfare Plan
- Railroad Employees National Early Retirement Major Medical Benefit Plan
- Railroad Employees National Dental Plan
- Railroad Employees National Vision Plan
- Plans covering Basic Life, AD&D coverage
- Railroad Employees National Health Flexible Spending Account Plan.

Appendix “A “Wages:

Base pay is eliminated for all existing employees and new Rates of pay are set as follows:

Engineer	\$49,000.00
Conductor	\$46,500.00

Three general wage increases are incorporated as follows:

February 16, 2016 – 2% increase
February 16, 2017 – 1.5% increase
February 16, 2018 – 1% increase

The existing Letter of Understanding regarding overtime is memorialized in the agreement and will remain in effect throughout the term of the contract.