

TO ALL MEMBERS
EMPLOYEE PROTECTIVE BENEFITS

The Unified System Division officers have been reviewing the work history of those members who are not yet protected employees under the amended Feb. 7 '65 agreement. It was noted that some members are not taking full advantage of any and all work opportunity in order to become an Article I Section I (regular) employee under the protective agreement. To become an Article I Section I (regular) employee you must have an eleven (11) day average in each month during the three (3) years prior to your tenth anniversary. Let's look at the history of an employee hired on June 1, 2005 and has his tenth anniversary on June 1, 2015.

Example:

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2012	4 days	9 days	5 days	16 days	20 days	21 days	22 days	20 days	19 days	20 days	15 days	0 days
2113	20 days	18 days	20 days	20 days	20 days	22 days	20 days	19 days	20 days	12 days	15 days	15 days
2014	12 days	12 days	20 days	18 days	20 days	20 days	21 days	18 days	0 days	1 day	6 days	21 days
Av. Days	12dayAv	13dayAv	15dayAv	18dayAv	20dayAv	21dayAv	21dayAv	19dayAv	13dayAv	11dayAv	12dayAv	12dayAv

As you can see in the above example, this employee DID average eleven (11) or more days in each of the calendar months during the three (3) year look back period, therefore he would become an Article I Section I (regular) protected employee on his tenth anniversary of June 1, 2006. As an Article I Section I protected employee he is guaranteed forty (40) hours per week at the position's rate of pay that he was working on June 1, 2015. If he was furloughed on June 1, 2015 his protected position would be that which he returns to on his first day back.

Some employees are or may become an Article I Section II (seasonal) employee. If in ANY of the twelve (12) calendar months in the three (3) year look back period an employee DID NOT have an eleven (11) day average and had at least one (1) day service in each of the years 1995, 1996 and 1997 they would be protected as an Article I Section II (seasonal) employee. Their protection would be equal to the number of days they worked during 1997.

If you have any questions regarding the Feb. 7 '65 employee protective agreement please call your System Officer.

IT'S UP TO YOU TO BECOME A PROTECTED EMPLOYEE

To apply for FEB 7 protective benefits, complete, sign, and date the [BMWE: Application for FEB 7, 1965 Protection Benefits](#) (📄). You can also obtain the application on the USD website at www.usdbmwed.org then clicking on either member benefits or forms, then clicking on the Feb 7. Form. To qualify for benefits you must have completed 10 years on a single roster. The form may be completed on your computer. **PLEASE NOTE: a hardcopy must be printed, signed, dated and forwarded to the company via one of the three approved methods below to ensure accurate processing.**

- Scan and email [BMWE: Application for FEB 7, 1965 Protection Benefits](#) (📄) attachment to: jeeisele@up.com
- Mail to:
UPRR Labor Relations - Protection
1400 Douglas St, Stop 0710
Omaha, NE 68179
- Fax to: 402-501-0117