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Brotherhood of Maintenance of Way Employees Division
of the International Brotherhood of Teamsters

Freddie N. Simpson
President

Perry K. Geller, Sr.
Secretary-Treasurer

November 7, 2014

Mr. A. Kenneth Gradia
Chairman
National Carriers' Conference Committee
1901 L Street, N.W.
Washington, DC 20036

Dear Mr. Gradia:

The BMWED is in receipt of your letter of November 3, 2014 transmitting notice under Section 6 of the Railway Labor Act of intended changes in agreements between BMWED and the carriers identified in Attachment A of your letter. Please accept on behalf of those carriers a notice under Section 6 of the Railway Labor Act from BMWED which is Attachment A to this letter. We concur in handling these notices on a concerted national basis.

BMWED also concurs in your request to waive initial conferences on the parties' respective notices. Please contact me to schedule a date and time for negotiations to commence.

Sincerely,

Freddie N. Simpson
President

cc: Vice Presidents
General Chairmen
Chicago Office
Washington Office

ATTACHMENT "A"

SECTION 6 NOTICE

Wages and other Compensation:

1. Provide percentage general wage increases (GWI) on no less than an annual basis for all classifications and positions coming within the scope of the applicable agreements.
2. Supplementary to the GWIs requested in Paragraph 1, establish a productivity bonus/profit sharing based upon metrics derived from Engineering Department performance.
3. Establish a minimum "national" rate of pay for all classifications and positions for all Carriers participating in this round of national handling.

Health & Welfare:

1. Review and revise existing plans applicable to foreign to occupation health insurance, dental, vision, hearing loss, life (active & retiree), accidental death & dismemberment, prescription drugs and any other health and welfare benefit applicable to employees represented by BMWED. Propose changes that will enhance the value and scope of benefits provided without creating additional financial burdens on BMWED members.

Rules:

1. Travel Allowance:
 - a. Improve and/or obtain travel allowance benefits for employees in mobile service when traveling from home to the worksite over rest day periods.
 - b. Improve and/or obtain travel allowance benefits for employees required to accept fixed headquarter positions away from their residence.
2. Lodging:
 - a. Improve lodging allowances for employees currently paid a lodging or "camper" allowance.
 - b. To the extent such rules do not exist, establish minimum standards for the quality of company provided lodging for employees subject to such rules.
 - c. Improve and/or obtain lodging or lodging allowances for employees required to accept fixed headquarter positions away from their residence.
3. Meal Allowances:
 - a. Improve meal allowances for employees subject to such rules.
 - b. Improve and/or obtain meal allowances for employees required to accept fixed headquarter positions away from their residence.
4. Bereavement Leave:
 - a. Revise and improve bereavement leave rules to accommodate additional family members.
 - b. Revise and improve bereavement leave rules to permit additional flexibility in the timing of taking bereavement leave.

SECTION 6 NOTICE

5. Vacation:

- a. Revise and improve vacation rules to provide additional paid leave for newly hired employees.
- b. Revise and improve vacation rules to provide additional paid leave for long service employees.
- c. Revise and improve vacation rules to permit a pro-rata accumulation of paid leave for those employees who do not perform sufficient compensated service to obtain the maximum paid leave possible for an employee with their length of service.

6. Subcontracting:

- a. Revise and improve the notice and conference provisions related to subcontracting transactions. Revisions and improvements should contain, among other things:
 - i. Greater advance notice of the proposed contracting transaction.
 - ii. Greater specificity regarding the proposed contracting transaction.
 - iii. Conferees should have full authority to resolve issues related to the notice.
 - iv. Expedited resolution of subcontracting dispute if parties cannot agree on resolution in conference.