

UPRR APPLICATION OF ARTICLE V -TRAVEL ALLOWANCES AND EXPENSES AWAY FROM HOME PER THE SEPTMEBER 10, 2022 NATIONAL T/A

The following provisions will apply to the territories coming within the jurisdiction of the collective bargaining agreements (CBA) dated January 1, 2011 (MP), July 1, 2001 (UP), November 1, 2001 (CNW), and December 31, 2003 (SPWL).

(a) Effective as of January 1, 2023, employees on traveling gangs who are assigned to work away from home shall be reimbursed for business travel expenses, lodging, and meal expenses (in lieu of any other travel and expense reimbursement) as follows:

(1) Mileage and Tolls

i. Each employee who drives a personal vehicle for travel between home and reporting or work locations will be provided mileage reimbursement at the rate of \$0.57 per mile for business travel via the most direct highway route to and from the work location, and for traveling for gang startups and break ups, midweek worksite moves, or changes of designated assembly points. Employees who elect to use means other than driving their personal vehicle (i.e., flying, traveling with coworkers, train, bus etc.) will be reimbursed at \$0.375 per mile via the most direct highway route for the aforementioned moves. The driver and non-driver mileage rates herein shall be adjusted to reflect nominal increases or decreases in the IRS mileage rates, from the IRS mileage rate of \$0.625 per mile in effect upon the ratification date of this agreement. *For example, if the IRS mileage rate increases to \$0.645 cents per mile, then the driver mileage rate will be adjusted from \$0.57 per mile to \$0.59 per mile and the non-driver rate shall increase from \$0.375 per mile to \$0.395 per mile. If the IRS mileage rate decreases to \$0.605 per mile, then the driver mileage rate will be adjusted from \$0.57 per mile to \$0.55 per mile and the non-driver rate shall decrease from \$0.375 per mile to \$0.355 per mile.*

ii. Each employee who drives a personal vehicle under Paragraph I(a)(i) will be reimbursed for tolls as an expense by the carrier if the tolls are within the employee's most direct route of travel and are necessary to complete such travel and provided that the employee submits appropriate receipts to substantiate the costs of such tolls.

iii. The parties will work together to consider alternative travel reimbursement structures.

(2) Meals and Incidental Expenses

i. An employee who is assigned to work at a location away from the employee's home will receive an allowance for meals and incidental expenses at the then-current Government Services Administration (GSA) standard CONUS per diem rates; *provided*, the allowance will only be paid in those circumstances where non-taxable per diem payments may be made under IRS standards.

ii. The meals and incidental expense allowance will only be paid on days when compensated service is performed and days scheduled but not worked at the direction of management (e.g., Hours of Service required rest for CDL drivers, deferred start days, inclement weather, etc.).

MMR
BUR
PAC
JAH
10/7/22
10/7/22
10/7/22
10/7/22

(3) Lodging

i. An employee will be provided eighty-one (\$81.00) dollars per workday for lodging expense. Effective 1/1/2024 the daily lodging rates will be adjusted upward or downward annually based on the percentage change in the CPI-W (Consumer Price Index for urban wage earners and clerical workers, revised series, all items – unadjusted, 1967 – 100, as published by the Bureau of Labor Statistics, U. S. Department of Labor). The annual adjustment will be made based on the change from January through December of the preceding year for an adjustment effective on February 1, 2024, and each February 1, thereafter.

ii. The lodging expense allowance will only be paid on days when compensated service is performed and days scheduled but not worked at the direction of management (e.g., Hours of Service required rest for CDL drivers, deferred start days, inclement weather) *etc*

Q: If an employee works an overnight schedule and the last workday of the period ends after midnight, may s/he request lodging?

A: Yes. Local management retains the ability to approve lodging or reimbursement for lodging in unique circumstances (provided the expenses are substantiated if the Carrier does not provide lodging).

(b) Employees will be provided a process to claim all expenses or per diem payments and substantiate mileage expenses described herein in compliance with IRS requirements. Receipts shall not be required to receive per diem allowance. Payment will be made promptly.

(c) Employees will be entitled to the per diem amounts discussed herein when they are in excess of fifty (50) highway miles from their residence.

(d) A joint study of the adequacy of reimbursements will be conducted by the BMWED and the carriers beginning in early 2025 when data for the prior two full years will be available.

(e) The parties shall meet and confer at the local level to develop understandings that are necessary to implement this Article.

(f) This Article shall become effective on January 1, 2023

(g) The parties' October 30, 2012, agreement will continue to govern non-driver travel allowance arrangements.

(h) This agreement will not affect the Carrier-provided lodging to those employees working under Appendix 14 of the November 1, 2001, Agreement.

MMP
BDR
+AC
DRA
10/7/22
10/7/22
10/7/2022
10/7/2022