

J. D. FITZGERALD
General Chairman

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united transportation union

GENERAL COMMITTEE of ADJUSTMENT GO-386

*Burlington Northern Santa Fe Railroad, Montana Western Railroad,
Colorado and Southern Railroad and Portland and Puget Sound Railroad*



Of Counsel
M. M. WINTER
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April 23, 2003

J.J. Fleps
Vice President - Labor Relations
Burlington Northern Santa Fe RR
P.O. Box 961030
Ft. Worth, TX 76161-0030

M.D. Dealy
Vice President
Burlington Northern Santa Fe RR
P.O. Box 961030
Ft. Worth, TX 76131-0030

Re: Computer access to Seniority Placement
Permanent and Temporary Vacancies

Dear Sirs:

This is in regards to the above reference and BNSF Broadcast System, Broadcast Hardcopy dated 04/22/03 (Attachment 1).

Through directions evidently issued by one or both of your offices, Crew Support has rolled out, or is in the process of rolling out a multitude of changes providing for computer automated calling; seniority placement/displacement; laying off; marking up, etc.

Crew Support gives minimal notice and less instruction to employees required to use and live by these changes, while failing to develop consistent reporting and updates to train line-ups and schedules.

BNSF Management has continually expected the undersigned and members of this Committee to turn a blind eye to existing schedule rules and agreements and forget decades of application and practice under those rules and agreements. BNSF's mantra is "the rules, agreements, practices and applications must change or will be changed to fit the system designed and programmed by BNSF," in most cases without our agreement or involvement.

None of the Labor Organizations had any input as to the proper application and interpretation of schedule rules in developing the automated placement software. Crew techs have instructions not to override the automated crew placement software (Attachment 2).

computer senplacement.ltr

April 23, 2003

Page 2

Following is a list of problems:

1. Employees have been forced assigned to the 5-day board (Attachment 3).
2. Board run arounds have occurred due to VRU mark-ups (Attachment 4).
3. Job Bulletins have been improperly assigned (Attachment 5).
4. Denied cycle rest days to employees on Temporary Vacancies (Attachment 6).
5. The Carrier issued General Notice No. 223 regarding lay off on call (Attachment 7), but has not improved the line-up or the ability to talk to a crew tech (Attachment 8).
6. The Carrier has offset yard assignments by one (1) minute (Attachment 9). If a switchman goes on duty at 0732 and tied up in eight hours, 1532. That person can be run around on board for an assignment that goes on duty at 2331.

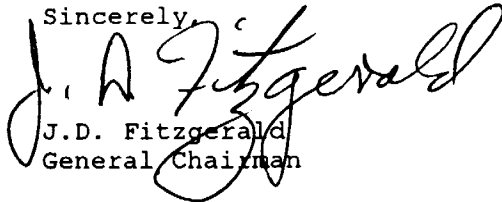
The problems and documentation included apply at one (1) location for the most part, so you can see this is no small affair to the undersigned and this Committee.

The driving force behind the automation is reduction in clerical employees in Topeka, which makes little sense due to the encumbered labor protection guarantees that will be paid to those employees to stay home.

Enough is enough and the undersigned and this Committee are at that line in the sand. Any further changes should be suspended until such time understandings and applications are agreed to by all of the affected parties. This will serve as a request for such meetings and the cessation of additional changes in Crew Support.

Please advise,

Sincerely,


J.D. Fitzgerald
General Chairman

JDF/aas

cc: B.A. Boyd, Jr.
C.J. Miller III
BNSF General Chairmen
D.R. Howard
J.L. Schollmeyer
D.L. Allard

computer senplacement.ltr

Attachment 1

BRDNSHOW ***** BNSF Broadcast System ***** 04/22/03
BNSF GILL - APPL Broadcast Hardcopy - 15:25:46MT

A new screen is now available in TSS CREW that will allow TYE employees to make displacements on permanent positions as well as temporary positions where applicable without agent assistance. Only TYE areas governed by the following former road and yard agreements now have access to this software:

FW&D
JTD
SLSF
C&S
HBT

Access the bump screen by selecting option 6 from the main menu, then option 2 (Seniority Move). Other locations will be notified by Division General Notice as well as this TSS broadcast when the bump screen is available for those areas. You can view and print instructions on how to use the new screen when selecting option 6 (Display Roster/Seniority Move).

Attachment 2

Subject: Non-acquiescence
Date: Sun, 23 Mar 2003 20:52:44 -0800
From: Jay Schollmeyer <jay@jaysworks.com>
Organization: UTU Local 1637

To: Bobbie Smith <Bobbie.Smith@BNSF.com>, Bobby H Pechal <Bobby.Pechal@bnsf.com> ,

CC: Fitzgerald JD <JDFitz386@aol.com> DL Allard <dallard@min.midco.net> ,
Howard D <darrellhoward@centurytel.net>

Gentlemen, I am aware of the continued efforts to fully automate crew support and reduce the number of trained crew support personnel. I have spent the last year putting up with unqualified crew techs due to the massive bumping. Now crew techs have become uncooperative and evidently it is due to instructions from crew managers.

My people are being told that crew managers issued instructions that all movements will be made by the computer with no exceptions.

Be advised I will not modify collective agreements to facilitate automation.

On March 23, 2003, two employees attempted to make a board movement and the crew tech would not take care of them.

1. JJ Hilton was improperly moved to a yard position at 1800. When Mr. Hilton tried to explain that the move was improper the crew tech said, "You can straighten it out with the chief tomorrow".

At 1900 I spoke with the Vancouver crew tech to correct the problem. At 2005 I called the Seattle Chief to find out why Mr. Hilton was not restored to his proper position. The chief said, **Per instruction from the manager that all movements will be made by the computer and I would have to speak with the manager in the morning**".

2. At 1910 GD Mattson used the auto mark-up and wanted to advise the crew desk that he wanted to mark himself to the brakeman's extra board upon returning from vacation at 0001 in accordance with the SP&S Schedule. The crew tech informed Mr. Mattson he could not make the seniority move until after midnight.

There was no reason contractually why Mr. Mattson could not be moved to another assignment while on vacation. When I asked why Mr. Mattson was not permitted to make the move I was told all movement were to be done by the computer and Mr. Mattson would have to do make his move after midnight.

Jay L Schollmeyer

Attachment 3

The computer forced assigned SM Callahan from the bump board to the Vancouver 5-day board. The computer successfully auto notified him of the placement.

Movement History Records for Date Range 04/20/03 to 04/20/03 at VANCOUVER WA

Program	Mve	From	To	Permanent	A Movement
FM Last Name	Cde	Job/Board	Job/Board	Assignmnt	W Date Time
Date Ti					
SM CALLAHAN	FOR	VAW 4	VAW 79 0001	VAW 4	A 0420 2000
0420 22					
SM CALLAHAN	FOR	VAW 4	VAW 79 0001	VAW 4	W 0420 2000
0420 22					
* Followed by employee AC					
LIPINSKI					
SM CALLAHAN	ATN		VAW 79 0001		A 0420 2000
0420					
22					
* IVR Notify FOR					
Attempted					
SM CALLAHAN	NTF		VAW 79 0001		A 0420 2003
0420 22					
* IVR Notify FOR Successful					

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===> Report Number 526 User TNMD0006 Line 1 Col 1
BRDNCTP6 ***** BNSF Crew Management ***** 04/20/0
BNSF VANCWA - Working Board Report - 22:34:2

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SPS
Working Board: 79 Station: VANCOUVER, WA Board Type: XB TY
Desc: VANCOUVER YARD 5 DAY BO Eligible: 6 Assigned: 1 UDR lead time: N
TV: Vacation: Layoff: Working:
Special L Ros Dy Rest Arrv Prev Off Duty
TM Handling Employee Name O Turn Seq Wk at Dept Duty Date Time
-----
01
SM CALLAHAN 0001 1838 2000 RSTD 0409 0140
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Attachment 4

Subject: VRU Markup
Date: Mon, 31 Mar 2003 08:26:27 -0800
From: Jay Schollmeyer <jay@jaysworks.com>
Organization: UTU Local 1637

To: Bobby H Pechal <Bobby.Pechal@bnsf.com>, Bobbie Smith <Bobbie.Smith@BNSF.com>
CC: Fitzgerald JD <JDFitz386@aol.com>

Bobby, SM Thorstenson laid off personal on 3-21 and went on vacation from 3-24 to 2-30. Mr. Thorstenson's turn was open for rule on 3-28 and was ruled by JA Ross.

The VRU system permitted Thorstenson to markup at 1801 on 3-30 and was called on duty at 1955 on the 30th. The SP&S schedule does not have any provisions for an early markup when returning from vacation. The VRU markup should not have been accepted.

Mr. Ross did submit a claim for the lost trip using code MC "MISHANDLING CREW CALLING". Rule 55(b) of the SP&S schedule supports Mr. Ross's claim.

In the future can VRU markup be blocked to prevent early return from vacation?

Thank you.
Jay L Schollmeyer

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BNSF VANCWA - Crew History - 07:34:38PT

Movement History Records for Date Range 03/30/03 to 03/30/03 at VANCOUVER WA

FM Last Name	Mve Cde	From Job/Board	To Job/Board	Permanent Assignmnt	A Movement W Date	Program Time Date	Ti
SM THORSTENSON	MRU	VAW 3	VAW EC32 03	VAW EC32 03	W 0330	1801 0330	20
* VRU Markup							

JA ROSS REL VAW EC32 03 VAW 10 E001 VAW 10 E001 W 0330 1801 0330 20
* Released by SM THORSTENSON from job VAW EC32 03
JA ROSS NTF A 0330 1830 0330 20

=====
CRWNCB01 ***** BNSF Crew Management ***** 03/31/03
BNSF VANCWA - Browse Outbound Train - 07:38:08PT 1 >

Station VANCWA On Duty 033003 1955 Subdivision FALLBR Called By B732762
Train Symbol M-EVESPO8-30A Yard Group Route VAWPAS Type Service T
Load 95 Empties 4 Tonnage 12095 Length 6293 Waycar
Lead Unit BNSF 5415

Job Number	Employee Name	On Duty Time	Date	HOSL Time	Ntfy Time	S H	Des Stn	J A P B	Eng Nbr	H
VAWEC32 03	SM THORSTENSON	1955	033003	RSTD	1833	N	PAS			Y
VAWEE28 01	SA CORDES	1955	033003	RSTD	1822	N	PAS			N

Comments

***** End of Data *****

Attachment 6

Subject: Temp to Conductors Extra Board

Date: Fri, 18 Apr 2003 18:21:43 -0700 (Pacific Daylight Time)

From: "Rich" rmadrid31@attbi.com

To: "Jay Schollmeyer" <jay@jaysworks.com>

Hey Jay:

Last night Ron Bodenhamer called and informed me that the crew office denied him his rest days on the turn that he was temped to (G. N. Gonzales). The crew Manager informed him if that wasn't his permanent assignment that he wasn't due those rest days. I called and was told the same thing. The computer was hard wired and wouldn't give him his rest days.

Attachment 7

GENERAL NOTICE No. 223 / NORTHWEST DIVISION

Page 1 of 1

DADPPRN2
GILLETTE WY
B505569

***** Post *****

04/22/03
15:27:34MT

April 22, 2003

BNSF Railway Co.
NORTHWEST DIVISION

GENERAL NOTICE No. 223

TO ALL CONCERNED,

SUBJECT: LAY-OFF POLICY
SUBDIVISION: ALL

LAY OFF ON CALL

The following are instructions for the BNSF System Lay-Off Policy:

Employees will not be allowed to lay off on call. Employees who become ill while subject to call must promptly notify crew management and not wait to lay off until called for service.

Failure to accept a call for service is a violation of Rule 1.13 (Reporting and Complying With Instructions) and Rule 1.15 (Duty - Reporting or Absence).

In the event of an extreme emergency, employees must be prepared to provide all necessary documentation substantiating the inability to accept the call and explain why advance notification of lay-off was not possible.

When an employee lays off for any reason, they will be marked up at the conclusion of the authority granted by the Crew Caller.

D L MAZE
GENERAL MANAGER

APPROVED:
M D DEALY
V.P. OPERATIONS

GENERAL NOTICE(S) FOR THE NORTHWEST DIVISION IN EFFECT

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| 1-4,8,10,13,20,37,39,42,52,61-62,70,72,89-90,93,95,107,121,124, |
| 130-131,138,140,142,146-147,149,159,165,176-177,180-181,187-188, |
| 191-192,194-198,200,203-204,206-207,209-210,212-213,215-216,218, |
| 220-223 |
=====

Attachment 8

Subject: Unannounced deadheads

Date: Sat, 19 Apr 2003 14:53:12 -0700

From: Rick Etienne <rick@etnsplace.com>

To: Gary Hein <Gary.Hein@Bnsf.com>

CC: "Hatler, Charles" <Charles.Hatler@Bnsf.com>

Mr. Hein, On 04-18-03, there were two deadheads called on spur of the moment. The second one was changed to a VSB DPTL4 15A, OD Pasco 1600 and 1601. The call for this deadhead went out at 1432 for an on duty time of 1600.

Mr. Hein, I believe we have discussed this situation before. While this committee doesn't desire to set hard and fast time limits on how long deadheads stay on the lineup, the practice of shoot from the hip has detriments also. Notice the crews didn't even get their proper call time. There was no time for anyone to digest that trains were going to move up.

This committee believes that an advanced notice of some sort should be accomplished prior to the deadheading. This looks like a spur of the moment plan. If so. how do you suppose it affects the crews?

Thank you

3/25/03 mike surina vancouver WA Engineer

called for a bare table bpaswat522a out of Klamath falls. Was called at 1128 to be on duty at 1215. Usually we have a hour call! What happened?

3/15/03 H. Bailey Vancouver, WA Engineer

Short call. Called for train x-inbhur3-14b for an on duty time of 19:20. received automated call @ 18:18 on 03/15/03

2/19/03 Russell T. Amer Vancouver, WA Conductor/Brakeman

On the date of Febuary 18th, 2003, I was informed that junior employees were called back from furlough status. To rectify the situation I tried repededly to reach the chief crew caller throughout the afternoon and into the night to try and correct the situation and get the senior people off of furlough status. Numerous crew specialist told me that there was a chief on duty but no one was there to answer and also my messages were not returned.

2/18/03 Marty Heller Vancouver, WA Conductor/Brakeman

On 2/16/03 I got called at originally at 0220 for 0530 but crew tech said she made a mistake and will call back. I was not rested until 0330. I was called at 0400, for a W-VAWVAW1-16 on duty at 0530

1/5/03 Darrell Howard Whitefish MT Conductor

At approximately 1350 MST today I called the VRU to lay off Union Business for an investigation tommorow at 1000. All lines were busy. After listening to "We're sorry, all lines are busy, your call will be answered by the next available....., your patience is appreciated", I ran out of patience and called it again only this time I used the option "Press one to leave a tie up or non urgent message."

12/30/02 R.J. Pearson Willmar, MN Switchman

FYI..Members here are complaining of dificulty in obtaining rest acct. crew office repeatedly calls outside of call times (yard service) for service in other crafts. Road service employees face similar problems. One member was on vacation hunting in the mountains of Wyoming, crew office (automated system) called his home every 2 hours for over 24 hours & give him calls (conductor/brakeman/yard master).

Attachment 9

JN SEARCY	VAW101G 13	YWLB101114A	04/14	0630	1200	0500	MRI	OC	VAW
LW BIRCH	VAW101G 14	YWLB101114A	04/14	0630	1200	0500	PAS	OC	VAW
RT BARRY	VAW124G 13	YVAW124114A	04/14	0631	0800	0501	TVA	OC	VAW
C CORONADO	VAW124G 14	YVAW124114A	04/14	0631	0800	0501	TVA	OC	VAW
RA ABBETT	VAW130G 13	YESJ130114A	04/14	0700	0800	0530	MRU	OC	VAW
SJ BURRIS	VAW130G 14	YESJ130114A	04/14	0700	0800	0530	MRU	OC	VAW
TR CLEGG	VAW710U 18	YVAW710114A	04/14	0701	0800	0531	MRU	OC	VAW
JC LINGO	VAW121G 13	YVAW121114A	04/14	0730	0800	0600	MRU	OC	VAW
BR WILLIAMS	VAW121G 14	YVAW121114A	04/14	0730	0825	0600	MRU	OC	VAW
SM CROTTY	VAW510E 15	YVAW510114A	04/14	0730	0915	0600	MRU	OC	VAW
JA COLOMBO	VAW123G 13	YVAW123114A	04/14	0731	0800	0601	PAS	OC	VAW
EA KAUTZ	VAW123G 14	YVAW123114A	04/14	0731	0800	0601	MRU	OC	VAW
ML COLBERT	VAW125G 13	YVAW125114A	04/14	0733	0825	0603	TVA	OC	VAW
DA LAUDERBACK	VAW125G 14	YVAW125114A	04/14	0733	0800	0603	MRU	OC	VAW
CJ STEVENSON	VAW540E 15	YVAW520114A	04/14	1430	0800	1313	MRI	OC	VAW
PT FINN	VAW221G 13	YVAW221114A	04/14	1530	0800	1313	MRU	OC	VAW
RO TIFFANY	VAW221G 14	YVAW221114A	04/14	1530	0945	1313	MRI	OC	VAW
JA BOTTASSI	VAW493R 13	YVAW223114A	04/14	1532	0800	1313	MRU	OC	VAW
DJ HOLLAND	VAW493R 14	YVAW223114A	04/14	1532	0800	1313	MRI	OC	VAW
KH SCHMEUSSER	VAW225G 13	YVAW225114A	04/14	1533	1200	1313	MRU	OC	VAW
TJ MAY	VAW225G 14	YVAW225114A	04/14	1533	0800	1313	MRI	OC	VAW
DS KING	VAW226G 13	YVAW226114A	04/14	1534	0800	1313	MRU	OC	VAW
WE KNOX	VAW226G 14	YVAW226114A	04/14	1534	0800	1313	MRU	OC	VAW
AL JOHNSON	VAW229G 13	YESJ229114A	04/14	1535	0800	1314	MRI	OC	VAW
RM HANSON	VAW229G 14	YESJ229114A	04/14	1535	0800	1314	MRU	OC	VAW
RL DOBSON	VAW230G 13	YESJ230114A	04/14	1536	0800	1314	MRU	OC	VAW
FL GALLOWAY	VAW230Gx14	YESJ230114A	04/14	1536	0800	1405	XTB	OC	VAW
RM HILL	VAW790Xx18	YVAW790114A	04/14	1555	0800	1422	XTB	OC	VAW
BW HANZL	VAW491Tx13	YWLB491114A	04/14	1555	0800	1425	XTB	OC	VAW
AK ROSS	VAW491Tx14	YWLB491114A	04/14	1555	0800	1425	XTB	OC	VAW
ML PRICE	VAW530E 15	YVAW530114A	04/14	2230	0800	2222	MRU	OC	VAW
JL GARCIA	VAW305G 13	YVAW305114A	04/14	2300	0800	2222	MRU	OC	VAW
JS SHOEMAKER	VAW305G 14	YVAW305114A	04/14	2300	0800	2222	MRI	OC	VAW
JD SULLIVAN	VAW322G 13	YVAW322114A	04/14	2330	0800	2222	MRI	OC	VAW
MC KELLEY	VAW322G 14	YVAW322114A	04/14	2330	0800	2222	PAS	OC	VAW
GL RANKIN	VAW730U 18	YVAW730114A	04/14	2330	0800	2222	MRU	OC	VAW
AC LIPINSKI	VAW497Rx13	YVAW323114A	04/14	2331	0820	2203	XTB	OC	VAW

MR CUNNINGHAM	VAW497Rx14	YVAW323114A	04/14	2331	0920	2208	XTB	OC	VAW
MC MILLER	VAW496R 13	YVAW326114A	04/14	2332	1200	2221	MRU	OC	VAW
CJ DAVIS	VAW496R 14	YVAW326114A	04/14	2332	1200	2221	MRI	OC	VAW
TH JONES	VAW494R 13	YVAW327114A	04/14	2333	0800	2222	MRI	OC	VAW
RD SWAYZE	VAW494R 14	YVAW327114A	04/14	2333	0820	2222	PAS	OC	VAW
ML VANALLEN	VAW328G 13	YVAW328114A	04/14	2334	0800	2222	MRI	OC	VAW
KC GOODWIN	VAW328G 14	YVAW328114A	04/14	2334	0800	2222	MRI	OC	VAW
MF BOGGS	VAW329G 13	YESJ329114A	04/14	2335	1100	2222	MRU	OC	VAW
MR HIRTER	VAW329G 14	YESJ329114A	04/14	2335	1100	2222	MRU	OC	VAW
CA BAILEY	VAW330G 13	YESJ330114A	04/14	2336	0800	2222	MRI	OC	VAW
JL GUSTAFSON	VAW330Gx14	YESJ330114A	04/14	2336	0800	2211	XTB	OC	VAW
DS GASSAWAY	VAW331G 13	YESJ331114A	04/14	2355	0800	2222	INB	OC	VAW
BS BLACK	VAW331Gx14	YESJ331114A	04/14	2355	0800	2227	XTB	OC	VAW
JN SEARCY	VAW101G 13	YWLB101115A	04/15	0630	0915	0500	MRI	OC	VAW
LW BIRCH	VAW101G 14	YWLB101115A	04/15	0630	0915	0500	PAS	OC	VAW
RT BARRY	VAW124G 13	YVAW124115A	04/15	0631	0945	0501	TVA	OC	VAW
C CORONADO	VAW124G 14	YVAW124115A	04/15	0631	0945	0501	TVA	OC	VAW
RA ABBETT	VAW130G 13	YESJ130115A	04/15	0700	0800	0530	MRU	OC	VAW
SJ BURRIS	VAW130G 14	YESJ130115A	04/15	0700	0800	0530	MRU	OC	VAW
TR CLEGG	VAW710U 18	YVAW710115A	04/15	0701	0800	0531	MRU	OC	VAW
JC LINGO	VAW121G 13	YVAW121115A	04/15	0730	0800	0600	MRU	OC	VAW
BR WILLIAMS	VAW121G 14	YVAW121115A	04/15	0730	0800	0600	MRU	OC	VAW
SM CROTTY	VAW510E 15	YVAW510115A	04/15	0730	0800	0600	MRU	OC	VAW
JA COLOMBO	VAW123G 13	YVAW123115A	04/15	0731	0800	0601	PAS	OC	VAW
EA KAUTZ	VAW123G 14	YVAW123115A	04/15	0731	0800	0601	MRU	OC	VAW
ML COLBERT	VAW125G 13	YVAW125115A	04/15	0733	0838	0615	TVA	OC	VAW
DA LAUDERBACK	VAW125G 14	YVAW125115A	04/15	0733	0838	0615	MRU	OC	VAW
MB WEATHERS	VAW127Go13	YVAW127115A	04/15	0734	0800	0615	POS	OC	VAW
RK MAXWELL	VAW127Gx14	YVAW127115A	04/15	0734	0800	0615	XTB	OC	VAW
CJ STEVENSON	VAW540E 15	YVAW520115A	04/15	1435	0800	1305	MRI	OC	VAW
JA BOTTASSI	VAW493R 13	YVAW221115A	04/15	1530	0800	1400	MRU	OC	VAW
DJ HOLLAND	VAW493R 14	YVAW221115A	04/15	1530	0800	1400	MRI	OC	VAW
DM SLATER	VAW223G 13	YVAW223115A	04/15	1532	0800	1402	MRU	OC	VAW
JW BRANNON	VAW223G 14	YVAW223115A	04/15	1532	0800	1402	MRU	OC	VAW
KH SCHMEUSSER	VAW225G 13	YVAW225115A	04/15	1533	0757	1404	MRU	OC	VAW
TJ MAY	VAW225G 14	YVAW225115A	04/15	1533	0757	1404	MRI	OC	VAW
DS KING	VAW226G 13	YVAW226115A	04/15	1534	0800	1404	MRU	OC	VAW
WE KNOX	VAW226G 14	YVAW226115A	04/15	1534	0800	1404	MRU	OC	VAW
AL JOHNSON	VAW229G 13	YESJ229115A	04/15	1535	0800	1405	MRI	OC	VAW

RM HANSON	VAW229G 14	YESJ229115A	04/15	1535	0800	1405	MRU	OC	VAW
RL DOBSON	VAW230G 13	YESJ230115A	04/15	1536	0800	1406	MRU	OC	VAW
DW PUGH	VAW230G 14	YESJ230115A	04/15	1536	0800	1406	MRU	OC	VAW
TH JONES	VAW494R 13	YVAW222115A	04/15	1537	0800	1407	MRI	OC	VAW
RD SWAYZE	VAW494R 14	YVAW222115A	04/15	1537	0800	1407	PAS	OC	VAW
KM RING	VAW780Xx18	YVAW780115A	04/15	1555	0800	1428	XTB	OC	VAW
WL LEE	VAW491R 13	YWLB491115A	04/15	1555	0800	1425	MRI	OC	VAW
DE RICHARDSON	VAW491R 14	YWLB491115A	04/15	1555	0800	1425	PAS	OC	VAW

.... End of Report