

Question: *Health insurance comparison.*

Answer: See the attached healthcare comparison.

Question: *Job insurance will be important with certification coming next year. How does it (job insurance) work and how expensive is it?*

Answer: A union member will first sign up with one of the job insurance companies. Then, if the union member is disciplined, the job insurance coverage amount will be paid each day while the member is held out of service (including days dismissed). There are, however, a few exceptions for certain offenses. I recommend researching their coverage options. For example, one of them has offered \$250 in daily coverage for up to 365 days, for a monthly cost of \$70. Another offers \$300 in daily coverage for up to 550 days, at a cost of approximately \$135 per month.

The two companies our members typically deal with are BRCF & LECMPA. You can research them at brcf.org & lemcpa.org.

To be clear, ATDA is not affiliated with either organization. I encourage you to review independently for the most up-to-date information.

Question: *Union dues? How much and how often? Flat rate or percentage of pay?*

Answer: There are two components to dues, National (fund representation on a nationwide basis) and System (fund representation exclusively on the UP). National dues, currently \$128.35 per month, is a percentage of the average daily rate of pay for all train dispatchers we represent and the system dues portion is a percentage of UP's daily rate of pay. As an example: If the UP daily rate of pay is \$500 per day, your dues are \$153.35, which is National \$128.35 and system dues are \$25 per month. The two combined are paid once per month. **The bottom line is your dues will equate to about 1.5% of the monthly gross wages.**

Question: Would we be negotiating an hourly rate as opposed to an annual salary? Guaranteed minimum?

Answer: We will negotiate for a base day of 8 hours at a daily rate of pay and a 5-day workweek. Unlike a salary structure, we also negotiate for overtime pay provisions on top of that.

Question: *Salary ranges/comparisons for other class 1 RRs. People want to know approximately where they'll land with cheaper health insurance, but the added expenses of union dues, job insurance, etc.*

Answer: Completely understandable! I will list a few of the comparable class-1 daily pay rates below, including the incidentals we have negotiated on top of the flat rate. Incidentals vary a bit between properties but include transfer pay, bonus, meal period pay, etc. But again, these rates do not include any additional overtime available on top of this pay:

BNSF - \$520.69

CSX South - \$503.29

Norfolk Southern - \$487.63

Also, remember that these three groups just ratified new Collective Bargaining Agreements that include **18.77% in compounded wage increases** over five years.

Question: UP pension considerations. Assuming the pension is lost in negotiations, is the railroad still required to honor “vested” time?

Answer: We are researching this with our General Counsel to give you an accurate answer.

Question: How is seniority determined? What about those dispatchers who worked a few years as corridor managers, rules managers, etc.? What is the basis for seniority? Hire date? Time in rate?

Answer: Typically, the collective bargaining agreements link the seniority date to a member’s first day of service as a Dispatcher (the first day they work independently). This date would not change if they went to management and since returned. As for the initial establishment of seniority after organizing, we will utilize all available resources to properly place those in order. Whether or not those who are currently managers are placed on the roster would be part of the negotiations.

Question: What happens if the RR simply refuses to come to an agreement? How lengthy can the process be? What happens in arbitration, and does the process ever get that far?

Answer: It could take as little as 6 months, however, typically it would take a year or so. Much of this is dependent on UP’s willingness to sit down with us in a timely manner. The UP has an obligation under the RLA to bargain in good faith. Should they refuse, we would pursue all available legal options. Arbitration is not an option with a first agreement.

Question: Can you walk us through the process of unionizing step by step?

Answer: Of course! Each UP train dispatcher who wants the ATDA as their representative must send an authorization card (A-card) to our headquarters in Cleveland, OH. We will collect the A-cards until we have them from over 50%-plus-1 of the roster. At that point, we will submit them to the National Mediation Board (NMB), which will mandate a vote. From there, the NMB will conduct a vote, and if a majority of the ballots cast favor ATDA representation, ATDA will become their representative.

Question: Had someone ask me if it was possible to submit an electronic A card.

Answer: Unfortunately, that is not allowed. The cards must be fully completed and include a handwritten signature. They must be mailed to us at the address below or given to us in person in Omaha / Spring.

American Train Dispatchers Association

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