



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

Tony D. Cardwell  
*President*

Dale E. Bogart, Jr.  
*Secretary-Treasurer*

November 4, 2024

Via Electronic & Certified Mail  
#9414 8149 0105 8766 0025 80

Mr. S. Macedonio  
Vice President Labor Relations  
BNSF Railway Company  
2500 Lou Menk Drive  
Fort Worth, TX 76131

Mr. J. Heenan  
General Director Labor Relations  
BNSF Railway Company  
2500 Lou Menk Drive  
Fort Worth, TX 76131

Dear Mr. Macedonio and Mr. Heenan,

The Brotherhood of Maintenance of Way Employees Division of the International Brotherhood of Teamsters (BMWED-IBT) hereby serves notice, in accordance with Section 6 of the Railway Labor Act of our desire to amend our existing agreements establishing the rates of pay, rules and working conditions for all Maintenance of Way employees of BNSF Railway represented by BMWED-IBT, specifically the agreements identified on Attachment A. It is proposed that the desired changes be made effective as of January 1, 2025, unless otherwise specifically noted in said Attachment A.

BMWED-IBT intends to bargain with the Carrier on a systemwide basis on behalf of all of the Carrier's employees represented by the Union for changes to the agreements identified on Attachment A. Vice President Staci Moody-Gilbert, is designated as BMWED's representative and is authorized to confer on this notice and notices served by the Carrier. Please direct all future correspondence regarding this matter to BMWED's designated representative with a copy to the undersigned. Our designated representative will coordinate with you to establish a meeting schedule to resolve the issues listed in Attachment A.

We also reserve the right to serve additional notices to be handled concurrently with this notice and to alter the composition of our bargaining team as BMWED deems appropriate.

Sincerely,

Tony Cardwell  
President BMWED

CC:

National Division Vice Presidents  
General Chairman T. Bunch  
General Chairman G. Loveland  
General Chairman J. Mozinski  
Z. Wood  
K. Evanski  
R. Edelman

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## Attachment “A”

(Agreements: September 1, 1982, Updated December 2002 and January 1, 1984, updated October 6, 2004 as amended September 1, 2015)

The BMWED will be seeking improvements in compensation, working conditions, and benefits for its members. This includes proposals for adjustments in pay, time off, and health and welfare provisions.

Outlined below are the general areas BMWED seeks to address:

1. **Wages:** Annual general wage increases over the life of the agreement, that provide BMWED members real income growth over and above annual inflation.
2. **Vacation for New Hires:** Changes that will allow new employees to access paid time off earlier in their careers, with adjustments based on their start date and job classification.
3. **Vacation Accrual:** Modifications to the vacation accrual process, aiming to accelerate the rate at which employees earn vacation days.
4. **Bereavement Leave:** Enhancements and expansion to bereavement leave rules, ensuring adequate time for employees to manage personal matters in the event of a family loss.
5. **Health and Welfare:** Updates to health and welfare provisions, aiming for improvements in medical, dental, vision, and other related benefits, in line with recent industry advancements.

The BMWED remains open to negotiating work rule changes where mutual benefits for both the employees and the Carrier can be achieved. However, any changes aimed at improving operational efficiency shall not result in reductions or offsets to general wage increases (GWI) or benefits for BMWED-represented members. Our goal is to ensure fair treatment of our members while fostering collaboration and growth within the industry, without compromising the financial compensation and benefits BMWED- represented employees are entitled to receive.