



BMWED December 2, 2022 National Agreement as Imposed by H.J. Res. 100

NOTE: This Presentation is for informational purposes and does not replace or alter language of the Agreement or the positions of BMWED.



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Summary – GWIs & Bonus

- Back pay – 13.5% GWI & \$3000 bonus
- Back pay will pay out Jan. 30, 2023
- For 2024 – 4.0% GWI & \$1000 bonus
- For 2025 – 4.5% GWI & \$1000 bonus

Summary – Personal Leave

- 1 Personal Day effective Jan. 1, 2023



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Summary – Health & Welfare

- Effective Jan. 1, 2023, monthly contribution will be \$309.21
- No increases to copays, deductibles, or out-of-pocket maximums.
- Monthly contribution will be adjusted each year.
- Contribution cap of \$398.97 for 2025 and 2026.
- The plan will be rebid to attempt to reduce plan costs.





Summary – Away from Home Expenses on BNSF

- **Effective Jan. 1, 2023, Per Diem is \$51.63**
- **Lodging & Per Diem are 7 days per week.**
- **WTA (Paycode 55) for Rule 38 gangs is \$27.00 per 50 miles (payable at 100 miles except on startup and shutdown), as well as tolls.**





Summary – Mileage for mid-week moves (mobilizations)

- Mileage will be paid regardless if company transportation is provided. Members will be paid mileage. The rules for this remain in place.



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General Wage Increases

- July 1, 2020 – 3.0%
- July 1, 2021 – 3.5%
- July 1, 2022 – 7.0%
- July 1, 2023 – 4.0%
- July 1, 2024 – 4.5%



In Backpay



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Service Recognition Bonuses

- 2020 – \$1000
 - 2021 – \$1000
 - 2022 – \$1000
 - 2023 – \$1000
 - 2024 – \$1000
- In Backpay



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Health & Welfare

There are two new benefits, for hearing aids and for care related to autism and speech, that will increase plan costs. The estimate for these new benefits is 0.5% of the plan (or \$11.8 million). The plan will be re-bid similar to BMWED's proposal in 2018.



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Health & Welfare - Benefits

- An increase in hearing benefits from \$600 to \$2000.
- Added coverage for diagnosis & treatment of Autism Spectrum Disorder, no age or dollar limitations. This includes speech, occupational, and physical therapies.



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Health & Welfare - Benefits

- Removed age restrictions on speech therapy as part of treatment for:
 - Developmental delay
 - Cerebral palsy
 - Hearing impairment
 - Major congenital anomalies (including cleft lip or cleft palate)



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Health & Welfare

| YEAR | Monthly Cost Share | PEB Projections |
|---|--------------------|-----------------|
| 2022 (Current) | \$228.89 | --- |
| 2023 (New Contract) | \$309.21 | \$295.00 |
| 2024 (Contract Amendable) | --- | \$308.00 |
| Next Agreement | | |
| 2025 | --- | \$326.00 |
| 2026 | --- | \$366.00 |
| <p>For 2025 and 2026, there will be a cap of \$398.97 on monthly contributions.</p> | | |





Health & Welfare – Rate Freeze

- The 15% cost sharing is frozen at either the monthly rate for the year 2025 or \$398.97, whichever amount is less.
- The monthly rate increase is NOT expected to reach the cap.



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Lodging

- Seven-day Lodging retained on BNSF
- 20/50 mile radius for lodging remains in place on BNSF.
- If BNSF rebulletins a position to take it off Rule 38, must be bulletined “NO MOTEL/OUTFIT CAR PROVIDED”



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Lodging

- If a position requires lodging, but no lodging is provided by BNSF, employees will be paid a lodging allowance of \$98, no receipt required. This rate will be adjusted over time to account for price changes.



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Lodging

- Regional System Gangs (RSGs) CANNOT be bulletined without Lodging provided. The current BN Agreement doesn't allow for RSG positions to be bulletined this way, and a special agreement would be required to do so.



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Meals & Incidentals (Per Diem)

- Per Diem rate remains 7 days per week.
- Per Diem rate is \$51.63 per day, including rest days & holidays.
- 20-mile radius for per diem remains in place.
- Per Diem adjusted to account for CPI-W every February and August, per Agreement.





Weekend Travel Allowance (WTA) (Paycode 55)

- **Employees can still carpool.**
- **New rate will be \$27 per 50 miles.**
- **Tolls on most direct route will be reimbursed.**
- **3rd weekend fly-home provisions remain in Agreement.**
- **The WTA will be adjusted to reflect the CPI-W every February and August, per Agreement.**





Mid-week moves

- For mid-week gang mobilizations or moves to a new reporting location, an employee using their personal vehicle for this move will be reimbursed on a mileage basis on the most direct highway route at the current IRS rate.
- Employees will NOT be reimbursed for mileage to and from Carrier-provide lodging and the worksite, when the Carrier provides transportation between lodging and work sites.





Personal Leave Day

- Effective January 1, 2023, employees will have a paid personal leave day.
- This PLD can be used as:
 - An additional Personal Leave Day.
 - An additional Vacation Day.
 - An additional, personal Holiday to be taken on your birthday. If your birthday falls on a weekend, you can use this day on the workday immediately before or after your birthday.





**For questions or concerns
regarding the new contract,
reach out to your General
Chairman or VGC.**

Copies of both the new National Contract (based off the TA) and the BNSF Local Agreement in lieu of Article V of the National Contract (Travel Away from Home & Expenses) are available on our website at bmwedburlington.org.



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