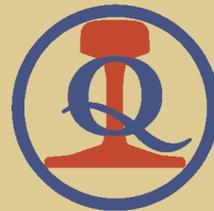




BMWED December 2, 2022 National Agreement as Imposed by H.J. Res. 100

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



Burlington System Division, BMWED-IBT

bmwedburlington.org—facebook.com/bmwesbsd

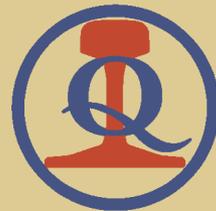


Summary – GWIs & Bonus

- 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



Burlington System Division, BMWED-IBT

bmwedburlington.org—facebook.com/bmwesbsd



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.





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



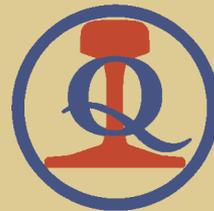
Burlington System Division, BMWED-IBT

bmwedburlington.org—facebook.com/bmwesbsd



Service Recognition Bonuses

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



Burlington System Division, BMWED-IBT

bmwedburlington.org—facebook.com/bmwesbd



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.





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.





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)





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
For 2025 and 2026, there will be a cap of \$398.97 on monthly contributions.		





Health & Welfare – Rate Freeze

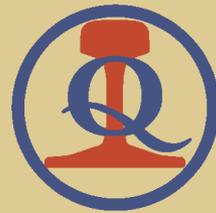
- The 15% cost sharing is frozen at either the monthly rate for the year 2025 or \$398.97, whichever amount is less.
- The monthly rate increase is NOT expected to reach the cap.





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”



Burlington System Division, BMWED-IBT

bmwedburlington.org—facebook.com/bmwesbsd



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.





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.





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.



Burlington System Division, BMWED-IBT

bmwedburlington.org—[facebook.com/bmwesbd](https://www.facebook.com/bmwesbd)