



# IMPORTANT ANNOUNCEMENT

## BNSF SICK LEAVE UPDATE

Through months of negotiations, the General Chairmen of the Burlington System Division, AT&SFF Federation, Allied Federation, and BURNOR System Federation who represent members on BNSF have tentatively agreed to a Sick Leave Agreement pending ratification by the membership. For 2023, BMWED members will be granted one (1) day of sick leave as ratification will take us into late October or November. Beginning in 2024, BMWED members will receive four (4) days of sick leave per year.

Along with sick days, we reached a deal on System Modernization. The Carrier would not come off this position and so we tried to make improvements to the agreement that improved things for the members, and we reached a deal that we can send out and we recommend ratification. The General Membership will have the ability to vote and either accept or reject the agreement.

**The following is conceptual language only for discussion purposes. These pages do not replace or substitute any actual agreement language.**

### **SICK LEAVE – AGREEMENT**

1. 2023 – 1 day, as ratification will take us into late October or November
2. 2024 and beyond – 4 days
3. Convert up to three (3) personal leave days into sick leave days. This conversion is dependent upon how many personal leave days the member is entitled to. Any sick days not used, including personal leave days if converted, can be cashed out or transferred to the member's 401(K) plan.
4. Paid at the respective straight time hourly rate of pay, so if working 4-10's paid or if working 5-8's paid at that, similar to how a PL Day works.
5. Report to supervisor if for appointments 7 days in advance by telephone, email, or text. BNSF may require a note; they would not remove this, and it is something we will have to watch.

### **SYSTEM MODERNIZATION – AGREEMENT**

1. Expedited Discipline - Meetings to discuss expedited discipline, meet within 60 days.
2. Electronic Committee - Establish a committee to explore electronic opportunities in the agreement. Will meet quarterly for a period of 12 months. Will still require agreements resulting from the meetings.



# IMPORTANT ANNOUNCEMENT

3. Cut Letters - Change to BN agreement Rule 50B cut letters restrict any pay/expenses cuts beyond sixty (60) calendar days, email copies of the cut letters, and BMWED receives PDF copy of the cut letter, while also providing paper notices for employees expressing such a desire. BNSF will promptly explore a centralized platform to store the cut letters in Employee Self Service.
4. Agreement – The agreement has not been updated for many years and will be updated and made available electronically and will continue to be updated.
5. Seniority Rosters – Seniority Rosters will be made available electronically instead of printed ones.
6. Investigation & Investigation Notices – Members will be paid to attend investigations when charged. Initial notice still will be required to be sent by mail to the member charged, and after that it will be sent electronically. BMWED will receive notice, postponement, transcript, and decision electronically. If an employee is dismissed or withheld from service, all communications will be sent through regular mail.

## **CDL/DOT MILEAGE - AGREEMENT**

1. Any member not furnished means of transportation by BNSF to and from his/her work point (or residence, whichever is closer) to the location of the DOT/CDL test, endorsement, or physical exam, shall be reimbursed for the use of his/her personal automobile on a mileage basis at the then-current IRS rate. This will become effective if the agreement ratifies.

**Conceptual language only for discussion purposes. These pages do not replace or substitute any actual agreement language.**

---

**MESSAGE FROM THE OFFICES OF THE  
GENERAL CHAIRMAN  
AT&SFF, ALLIED, BURLINGTON, & BURNOR**