

IBEW & IAM PAY DIFFERENTIAL

Lately at the North Platte Diesel Facility there has been a push by management to abolish most of the Electrician and Machinist Jobs that are bulletined as "Lead" positions and to closely scrutinize the application of "Federal" pay differential. There is a wage differential associated with these jobs of Fifty (50) cents per hour above that of base wage for lead pay differential and Twenty-Five (25) cents per hour above base rate for federal pay. These differential amounts were established in an agreement effective February 1, 1994. Prior to this agreement, the pay differential was that of Six (6) cents per hour for both lead and federal differentials. Many things have changed in our industry since this agreement was imposed, among these changes are the daily activities performed by our members that are under the canopy of "Lead Responsibilities". Chief among these changes is the Carrier's implementation and usage of various tools available to our members. These advancements now make it possible for one person to do the jobs of supervisor, material planner and delivery clerk with just a few keystrokes or click of a mouse. The craft professionals earning lead pay differential in North Platte working at the North Platte Diesel Facility and the Run-Through Facility in Bailey Yard are doing this every single day on all three shifts. These Electricians and Machinists, working jobs such as Inbound Diagnostics, Shop Technician, Service Track Lead and Coal Train Truck Techs all have "Lead Access" to the Union Pacific Computer Network. Without the aid of a supervisor, they can assign themselves the work orders pertinent to units in their work area that have been given priority for repair. After they troubleshoot the defect or ascertain the need for replacement components on these prioritized units, they can then order and pick up these parts by themselves. The knowledge they possess to know which parts to order, the ability to order the part and the ability to rapidly retrieve and change said parts is a great asset to the carrier and surely justifies Fifty cents per hour.

Regarding the jobs that have Federal pay differential, there seems to be differing opinions as to what constitutes eligibility to receive federal pay differential. Management contends that a federally mandated inspection item must be completed to receive this differential. Rules 71 and 132 state the criteria for Machinists and Electricians, respectively, to receive the federal pay differential. These rules read in part: at points where (Machinists, Electricians) "are to swear to FEDERAL REPORTS covering such inspections", they are to be paid the agreed upon differential. The recent mods eliminating coded cab signal systems in the UP fleet have, for the most part, freed machinists from completing tasks that flag hours of service, thusly reducing the frequency of their craft from falling under the federal pay criteria. Electricians on the other hand perform multiple tasks associated with Positive Train Control (PTC), all of which require them to certify their hours of service. This certification process asks electricians to essentially "swear" that their hours worked are correct, this verification is required due to the federally covered task performed during their shift. This verification process we feel should qualify these electricians for federal pay differential.

Of all the reasons previously listed as a means of justifying leaving these jobs in place, the most compelling and mutually beneficial reason can be highlighted by the following. If these positions are to be abolished and re-bulletined there will be weeks, if not months, of job disruptions. The ensuing bumps, bulletin and shift changes will not only have a negative effect on morale, productivity and production as people get accustomed to their new positions. But there could be an added safety risk

during this adjustment period. Some of our members may be distracted by issues such as potential displacement, job description changes, rest day changes and even a change of shift rather than focusing on safely doing their job. We understand that there are expectations of local management to be cognizant of and seize opportunities to increase efficiency and eliminate unnecessary expenses. We do, however, strongly feel that given the previously listed reasons that this is not the area to focus such efforts.

Together we stand,



Mike Gage

Local Chairman

IBEW L.U. 1920



Brad Halligan

Local Chairman

IAM L.L. 180 - "Fightin' Machinists"