

From: Lacey Kavan
Sent: Wednesday, September 11, 2024
Subject: Overtime Call Procedures - IAM

Team—

As Jeremy mentioned in his recent note, we are working through an increased workload based on higher carloadings and an increase in our fleet size of 200 units. With the impending hurricane, we expect our fleet size to continue to climb. We are hiring across the network, specifically 67 for IAM, and plan to increase those RFPs this week, however this is a longer-term solution to our sudden influx of work. While we work through our hiring, we will need to run increased overtime to meet our workload demands.

To give our employees more time to plan for overtime, we are implementing the following OT calling procedures immediately for our IAM craft. Overtime will be identified and called a week in advance.

1. Sunday: Local management provides list of overtime hours to be filled by day and shift to union representative for the following week.
2. Sun-Wed: Volunteers are solicited for overtime slots. Volunteers may select a time prior to, following their shift, or on rest day. An employee may volunteer for more than one overtime slot.
3. Wednesday: Finalized list provided back to management
4. Thursday: Management forces overtime for open slots. Any employee that has volunteered for that week will be exempt from being forced. Employees that have not volunteered will be forced from the bottom of the roster up until spots are filled.

To give you an example with dates:

1. Sunday Sept 15: List of overtime provided for Sept 22 – 28
2. Sun-Wed Sept 15-18: Overtime filled on volunteer basis
3. Wednesday Sept 18: Finalized list provided back to management
4. Thursday Sept 19: Overtime forced where necessary

If you have any questions or concerns, please let me know.

Lacey

From: Mark Smith
Date: September 11, 2024
Subject: RE: Overtime Call Procedures – IAM

I spoke with Rick Reynoso yesterday afternoon, we will treat Electrician overtime in the same manner.