

## CIRCULAR LETTER NO. 8

May 13, 2005

### TO ALL LOCAL CHAIRPERSONS:

Dear Sirs and Brothers:

As an on-going process in the General Chairman's office, we send out Circular Letters as circumstances dictate in regard to issues that are of importance to all of our Membership. We are requesting that you read these documents at your Union Meetings for the Membership's benefit and also place them on bulletin boards for those Members who cannot attend the Union Meeting. Incorporated below are issues of importance for our Membership.

#### **Enhanced Manpower Utilization:**

The carrier implemented the provisions of the agreed upon interpretation of Article VII of the August 20, 2002 National Agreement on May 1, 2005. The interpretation was attached to Circular Letter No. 6, dated April 11, 2005. Prior to May 1<sup>st</sup>, superintendent bulletins were issued on each service unit advising of the pending implementation. The bulletins contained a provision that "All absences ... must be approved in advance by UP". This office notified the carrier that the notice constituted a change in working conditions without negotiation or agreement, and was a major dispute. The labor relations department has subsequently agreed that the bulletins do not serve to change any rule or agreement, and that there is no requirement for any "advance" notice by an employee to be absent. Attached for your reference are copies of the correspondence on this subject matter.

#### **Cost Sharing Overpayments - Ebb and Flow Employees:**

Certain employees whose seniority ebb and flowed between train and engine service may have been subject to excess cost sharing payments for the health and welfare plan. At the insistence of this committee, the carrier reviewed the contributions of the employees working under the jurisdiction of this General Committee. Attached is a list of those employees who were found to have made excess contributions, and the amount to be refunded to them. If these employees are working in your jurisdiction, please advise them of the amount and nature of the payment.

 **Region Meeting 2005:**

This General Committee voted to attend the 2005 Region Meeting scheduled for June 13<sup>th</sup> through 15<sup>th</sup>, in Anchorage, Alaska. Please advise this office by May 25, 2005, if you plan to attend, and the names of other members of your locals who are attending (and spouses if known). This will enable us to plan accommodations for committee events.

Trusting this information will aid you in keeping our Membership informed of issues confronting us and with best personal wishes, I remain

Fraternal ly yours,



**Michael J. Reedy**  
**General Chairman, G. C. A.**

**MJR: j g**

cc: Paul Thompson, President - UTU  
Rick Marceau, Assistant President - UTU  
Dan Johnson, III - General Secretary/Treasurer - UTU

Attachments