



BROTHERHOOD OF LOCOMOTIVE ENGINEERS & TRAINMEN

GENERAL COMMITTEE OF ADJUSTMENT
Canadian National - Wisconsin Central Ltd
Including former DM&IR, DWP and EJ&E Railways

General Chairman's Report - December 2016

Dear Brothers and Sisters,

This is a condensed synopsis of the General Committee's activities for the months of December 2016.

CORRESPONDENCE

- With Local Chairmen, BLET National, and Labor Relations regarding various time claims, contract interpretations and discipline issues.
- With CN Labor Relations regarding up-coming LMRC meeting, grievance claims, Trackage Rights – Chicago, First Division Arbitration, managers on trains, vacation issues, reinstatements, regular assignments and excessive discipline.
- With BLET National Division concerning United Healthcare, managers on trains Membership Jurisdiction, OSHA (Bloodborne Pathogens) and First Division Arbitration.
- With CN General Managers regarding regular assignments, reinstatements, voluntary furloughs, denied union lay-offs and discipline issues.
- Discuss issues of mutual concern with IC GC Craddock and CP GC Semenek.
- Also received 116 phone calls in the month of December 2016 discussing various issues with Labor Relations, Timekeeping, Managers, Local Chairmen and Members.

Handled various issues regarding, but not limited to:

- General Office Duties: Telephone and Correspondence Communications
- Contract issues
- GTS claims
- Discipline appeals

- Discipline issues
- Investigation assistance
- National Health & Welfare Plan assistance
- The Hartford, Lincoln Financial, Principal and AFLAC Insurance
- Safety Committees
- Legislative – Wisconsin
- Critical incidents
- FMLA Assistance
- First Division Cases
- BLET Auxiliary
- GCA Website – ongoing maintenance
- Membership Jurisdiction
- Trackage Rights – Chicago
- Upcoming LMRC meeting
- Set back engineers
- Efficiency testing
- Electronic devices
- Monies recovery
- Seniority rosters
- OSHA - Bloodborne Pathogens
- Vacation allotments/ Vacation pay/ Vacation qualifications
- Letters of Caution
- Inward facing Cameras
- Reinstatements
- Attachment “C” issues
- Calling procedures
- Regular assignments – Article 8 (1) of CBA
- Retirement assistance
- Emergency numbers pamphlet
- Out of cycle
- Holiday pay

TIME CLAIMS:

In December 2016, this office received thirty (30) new time claims from the Local Chairmen of the following Divisions:

- Division 173 – 14
- Division 174 – 2
- Division 184 – 3
- Division 188 – 11

In December 2016, this office appealed thirty-five (35) Step 3 time claims to Labor Relations for the following Divisions:

- Division 173 – 18
- Division 184 – 3
- Division 188 – 13
- Division 209 – 1

In December 2016, this office scheduled fifteen (15) time claims to conference at next LMRC for the following Divisions:

- Division 163 – 2
- Division 173 – 5
- Division 188 – 7
- Division 209 – 1

I strongly urge all members when submitting time claims to enter them in CATS as shown in GCA Time Claim Guide that was distributed to the membership. Should you have any questions on submitting time claims, please contact your Local Chairman.

REMEMBER THAT IN A CONTRACT ISSUE THE BURDEN OF PROOF LIES WITH YOU

Discipline Appeals:

In December 2016, this office received three (3) new discipline appeals from the Local Chairmen of the following Divisions:

- Division 173 – 2
- Division 520 – 1

In December 2016, this office submitted two (2) discipline appeals to Labor Relations for the following Division.

- Division 164 – 2

In December 2016, this office scheduled two (2) discipline appeals for conference to Labor Relations for the following Division:

- Division 520 – 2

ARBITRATION:

In December 2016, this office presented fifty-four (54) Notices of Intents for Agreement violations to the National Railroad Adjustment Board for hearings before the First Division of the with a Referee present for the purpose of considering evidence that has been submitted, hearing argument, and rendering an award for the cases.

As of this time, this office is waiting for a date to be rendered by the NRAB for the aforementioned cases to be adjudicated.

In December 2016, this office presented fifteen (15) Notices of Intents for discipline cases to the National Railroad Adjustment Board for hearings before the First Division of the with a Referee present for the purpose of considering evidence that has been submitted, hearing argument, and rendering an award for the cases.

As of this time, this office is waiting for a date to be rendered by the NRAB for the aforementioned cases to be adjudicated.

MEETINGS - IN TOWN MEETINGS

12/11/2016	<ul style="list-style-type: none">• Attend Division 209 meeting
12/29/2016	<ul style="list-style-type: none">• Met with FVC Hau and WSLB Chairman Schulz concerning discipline cases, Wisconsin Legislative issues, and CBA issues
12/30/2016	<ul style="list-style-type: none">• Met with FVC Hau and WSLB Chairman Schulz concerning discipline cases, Wisconsin Legislative issues, and CBA issues

As everyone should be aware, effective January 1, 2017 we received a 3% pay increase to \$45.25 per hour. Attached below is a chart our new overtime rate minute by minute for 2017. The chart ends at 15 hours 59 minutes. The new rate of pay is \$1.13125 for each minute of overtime, as stated on the bottom of the spread sheet. To figure your accurate rate of pay for overtime exceeding more than 15 hours 59 minutes, add \$1.13125 to each minute past 15 hours 59 minutes for your accurate rate of pay. Please see the attached chart of our new overtime rates at the end of this report.

Please see the Notice of Annual Rates (2017) below that was revised by the Railroad Retirement Board on December 19, 2016.

Notice of Annual Rates (2017)

Prepared by:

Quality Reporting Service Center

Railroad Retirement Board
844 North Rush Street
Chicago, Illinois 60611-1275

Phone: (312) 751-4992

Fax: (312) 751-7123

E-mail: QRSC@rrb.gov

Please distribute this notice to all individuals within your organization who may need the information in connection with their work.

Creditable and Taxable Compensation

The 2016 railroad retirement tax rates and maximum compensation bases are as follows:

	Tax Rate	Earnings Base
Employee Tier I	6.2%	\$127,200
Medicare	1.45%	No Limit
Employer Tier I	6.2%	\$127,200
Medicare	1.45%	No Limit
Employee Tier II	4.9%	\$94,500
Employer Tier II	13.1%	\$94,500
Railroad Unemployment Insurance	Variable	\$1,545
Railroad Unemployment Insurance Maximum	None	\$1,996

The Tier II tax rates are determined annually from a tax rate schedule based on an average account benefits ratio reflecting railroad retirement fund levels. Employer tax rates can range from 8.2 percent to 22.1 percent. Employee tax rates can range from 0 percent to 4.9 percent.

Additional Medicare Tax: Beginning in 2013, employees will pay an additional 0.9 percent on earnings above \$200,000 (for those who file an individual return) or \$250,000 (for those who file a joint return). This additional HI tax rate is not reflected in the tax rates shown above. For additional information, contact the Internal Revenue Service.

Experience Rating

In October 2016, each employer was sent a notice of their 2017 Railroad Unemployment Insurance Act (RUIA) contribution rate. If you have not received your notice, please contact the Quality Reporting Service Center.

Retirement and Survivor Benefits

Exempt Amounts for Annual Earnings Test for Less Than Full Retirement Age Annuitants: In 2017, the annual exempt amount for less than full retirement age annuitants is \$16,920. The monthly exempt amount for the first year of retirement in 2017 is \$1,410.

Exempt Amounts for Annual Earnings Test for Full Retirement Age Annuitants: In 2017, the annual exempt amount for full retirement age annuitants is \$44,880. The monthly exempt amount for the first year of retirement in 2017 is \$3,740.

Cost-of-living Increase: Annuitants will receive a cost-of-living increase effective in January 2017. Tier I will increase the 0.3% and Tier II will increase by 0.1 %. This increase is before any adjustment for other benefits.

Unemployment and Sickness Benefits

Maximum Daily Benefit Rate: Under the Railroad Unemployment Insurance Act (RUIA), the maximum daily benefit rate is equal to 5 percent of the monthly RUIA compensation base, rounded down to the nearest multiple of \$1.00. For days of unemployment and sickness in registration periods beginning on and after July 1, 2017, the maximum daily rate is \$72.00. The maximum rate for registration periods beginning on or after July 1, 2018, is \$77.00.

Monthly Compensation Base: The monthly compensation base under the Railroad Unemployment Insurance Act for calendar year 2017 is \$1,545.

Qualifying Base Year Compensation: The amount of base year compensation required in 2017 to qualify for benefits in the benefit year beginning July 1, 2018, is \$3,682.50.

Compensation of \$3,862.50 is also the amount of creditable compensation required to end a voluntary leaving of work disqualification period in months in calendar year 2017. In addition, remuneration earned in calendar year 2017 from employment covered under the Act cannot be considered subsidiary remuneration if the employee's base year earnings are less than \$3,862.50.

Maximum Benefits: The monthly amount of base year 2017 compensation that can be counted in determining the maximum amount of normal benefits payable to an employee in the benefit year beginning July 1, 2018, is \$1,996.

Maximum Monthly Compensation Base and the Earnings Test: For unemployment registration periods beginning July 1, 2017 and later, no benefits are payable for which the total amount of an employee's earnings and other remuneration from railroad and non-railroad work for days in the period exceeds the monthly compensation amount of \$1,455.

Fraternally yours,

John Reynolds

John Reynolds
General Chairman, CN-WC BLET

Hours	10	11	12	13	14	15
Overtime Minutes						
0	\$ 452.50	\$ 520.38	\$ 588.25	\$ 656.13	\$ 724.00	\$ 791.88
1	453.63	521.51	589.38	657.26	725.13	793.01
2	454.76	522.64	590.51	658.39	726.26	794.14
3	455.89	523.77	591.64	659.52	727.39	795.27
4	457.03	524.90	592.78	660.65	728.53	796.40
5	458.16	526.03	593.91	661.78	729.66	797.53
6	459.29	527.16	595.04	662.91	730.79	798.66
7	460.42	528.29	596.17	664.04	731.92	799.79
8	461.55	529.43	597.30	665.18	733.05	800.93
9	462.68	530.56	598.43	666.31	734.18	802.06
10	463.81	531.69	599.56	667.44	735.31	803.19
11	464.94	532.82	600.69	668.57	736.44	804.32
12	466.08	533.95	601.83	669.70	737.58	805.45
13	467.21	535.08	602.96	670.83	738.71	806.58
14	468.34	536.21	604.09	671.96	739.84	807.71
15	469.47	537.34	605.22	673.09	740.97	808.84
16	470.60	538.48	606.35	674.23	742.10	809.98
17	471.73	539.61	607.48	675.36	743.23	811.11
18	472.86	540.74	608.61	676.49	744.36	812.24
19	473.99	541.87	609.74	677.62	745.49	813.37
20	475.13	543.00	610.88	678.75	746.63	814.50
21	476.26	544.13	612.01	679.88	747.76	815.63
22	477.39	545.26	613.14	681.01	748.89	816.76
23	478.52	546.39	614.27	682.14	750.02	817.89
24	479.65	547.53	615.40	683.28	751.15	819.03
25	480.78	548.66	616.53	684.41	752.28	820.16
26	481.91	549.79	617.66	685.54	753.41	821.29
27	483.04	550.92	618.79	686.67	754.54	822.42
28	484.18	552.05	619.93	687.80	755.68	823.55
29	485.31	553.18	621.06	688.93	756.81	824.68
30	486.44	554.31	622.19	690.06	757.94	825.81
31	487.57	555.44	623.32	691.19	759.07	826.94
32	488.70	556.58	624.45	692.33	760.20	828.08
33	489.83	557.71	625.58	693.46	761.33	829.21
34	490.96	558.84	626.71	694.59	762.46	830.34
35	492.09	559.97	627.84	695.72	763.59	831.47
36	493.23	561.10	628.98	696.85	764.73	832.60
37	494.36	562.23	630.11	697.98	765.86	833.73
38	495.49	563.36	631.24	699.11	766.99	834.86
39	496.62	564.49	632.37	700.24	768.12	835.99
40	497.75	565.63	633.50	701.38	769.25	837.13
41	498.88	566.76	634.63	702.51	770.38	838.26
42	500.01	567.89	635.76	703.64	771.51	839.39
43	501.14	569.02	636.89	704.77	772.64	840.52
44	502.28	570.15	638.03	705.90	773.78	841.65
45	503.41	571.28	639.16	707.03	774.91	842.78
46	504.54	572.41	640.29	708.16	776.04	843.91
47	505.67	573.54	641.42	709.29	777.17	845.04
48	506.80	574.68	642.55	710.43	778.30	846.18
49	507.93	575.81	643.68	711.56	779.43	847.31
50	509.06	576.94	644.81	712.69	780.56	848.44
51	510.19	578.07	645.94	713.82	781.69	849.57
52	511.33	579.20	647.08	714.95	782.83	850.70
53	512.46	580.33	648.21	716.08	783.96	851.83
54	513.59	581.46	649.34	717.21	785.09	852.96
55	514.72	582.59	650.47	718.34	786.22	854.09
56	515.85	583.73	651.60	719.48	787.35	855.23
57	516.98	584.86	652.73	720.61	788.48	856.36
58	518.11	585.99	653.86	721.74	789.61	857.49
59	519.24	587.12	654.99	722.87	790.74	858.62

1.13125 Per Overtime Minute