

General Chairman's Report

April 9, 2024

Conductors: Recently we had several incidents where a Conductor didn't understand their duties and responsibilities. A few of these incidents could have been catastrophic up to death. Conductors, please understand you must know your physical characteristics. Conductors must understand the language and instructions regarding form D's. We as Conductors cannot become complacent and must realize we are in charge and must be ready to step up to the plate when called on. Please understand your duties and responsibilities as a Conductor. We do more than just collect tickets.

Personal Cellphone's: We all know the policy regarding Personal Cellphone use while performing service. The FRA is currently riding trains and observing any defects, which includes members cellphone usage. The FRA has currently recommended that one of our members receive a one (1) year ban from service. This determination has nothing to do with the Carrier nor our Collective Bargaining Agreement. This decision is unilateral and will be going to the FRA's General Counsel for final determination.

New Hires: The Union cannot stop the Carrier from hiring. We have over the last several years expressed our concerns to the Carrier about the mass hiring. Ultimately, the decision to keep hiring is the Carrier's decision. We will continue to express our concerns. The Carrier has cut one class from this year's original projection and next year as well.

Secondly, we need all members to work to meet. We need all members to understand that there's no such thing as the train being too crowded to collect tickets. When a member jumps short, you are hurting your brothers and sisters that are doing their jobs properly. If a

member is caught jumping short, please realize that is considered theft of services and the Union will not support those members for that action.

Uniforms: We ask all members to wear their uniforms properly. The Union worked diligently to get the fleeces for our members. The fleece doesn't permit anyone to violate the Uniform Policy.

International Assault Committee: Smart-TD (International) created an assault committee in conjunction with other Smart Unions including bus unions. We have appointed Chanton Carlow to participate on this committee.

Hearings/Arbitration: Members, please understand attending a Hearing and Investigation is the members choice. The officers of the Union can only suggest what a member's options are before going to a H&I. Once the H&I commences everything else follows our Agreement and the Railway Labor Act. If a case goes to arbitration all members need to understand the arbitrator is a neutral party to the board and his/her decision is final and binding.

Union Dues: As of 7/1/24 all managers will have to pay union dues. Currently managers have a choice to ask for relief of dues because they are on a Leave of Absence while acting in a capacity of a manager. Managers will now either pay union dues or be removed from the roster. This is considered a Seniority Maintenance Fee.

Secondly as a reminder, our local has not increased union dues since assuming office in 2019, as prescribed by our Local Bylaws.

Assaults: We are addressing the assault issue daily. Members, please understand what Conductor Empowerment is. I implore that each of us support one another, but I ask the Conductor's to make their decision

how to proceed competently. If a fellow brother or sister is being threatened and is requesting police assistance, we should support one another. Stating it's Friday and being off on the weekend is not an excuse not to support you brother or sister when being threatened. This is unacceptable and we must have one another's back during valid situations.

Electronic Voting: We attended a conference in Albuquerque, NM March of this year. I had a in depth conversation with the Assistant to the President regarding electronic voting. I conveyed the message that our local wants electronic voting. I was advised the International is working with the Department of Labor to see how Locals can implement electronic voting securely under the DOL guidelines.

Suggestion Box: Brother Clay Freeman asked at a meeting whether we can set up a Suggestion Box on our website. We believe it was a great idea and have the administrator of the website creating the Suggestion Box. There will be parameters and guidelines to follow when it comes to the Suggestion Box, but we appreciate members genuine ideas.

Mileage: Members, please continue to follow the template on our website regarding Penalty Timecards for mileage not paid in a timely fashion. Several members have submitted penalties, but there must be members that have not submitted penalties but should.