



CREW TRANSPORTERS UNITED

USW-UPSEU Service Agreement for PTI Workers

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2016 Wage Arbitration Questions & Answers

Below are some of the questions our member/drivers have regarding the Wage Arbitration we won yesterday. We have yet to hear from the Company, so we have no response to report at this time.

Q: Who will be covered?

A: The Arbitrator granted the increase *“to all Level 2 through Level 7 employees who did not receive it, whether or not such employees are still employed by the Employer”*. (Note: the Company claims that all Level 1 people were paid properly)

Q: When will it be paid?

A: The Arbitrator gave the Company 45 days from the date of the October 3rd decision to comply. That would mean by November 18, 2017.

Q: Will we get interest on our back pay?

A: The Union requested interest; however the Arbitrator specifically did not award interest.

Q: What if the Company does not comply with the Arbitrators decision?

A: The Arbitrator retained jurisdiction *“for implementation of the remedy”*, which means the matter remains active within his authority and disputes can be returned to him for further clarification or enforcement. The Union also has the right and ability to go to Federal Court to gain compliance.

Q: What about the 2017 Wages that PTI did not pay us?

A: The 2017 issue is a separate grievance that could be put in front of an Arbitrator on its own merit. As a practical matter, since the 2017 issue is exactly the same as this 2016 issue, it has also been decided. That doesn't mean we won't have to move through a process to get payment to our drivers.

Q: What if I leave the Company before the back pay payment is made?

A: Because the Arbitrator granted back pay to both active and no longer employed drivers, the award should cover this situation.

Q: What if I lost pay as a result of the Company's failure to pay, but was terminated since then?

A: The Arbitrator made no distinction between payment to former employees who were terminated or left for other reasons. All should be covered by the award.

In Solidarity,

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