



CREW AND MEDICAL TRANSPONDERS UNITED

USW Crew/Medical Drivers Project

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“The company and the union spent several hours reviewing the joint letter on Coronavirus procedures. Below are notes on that discussion. This is an ongoing discussion, and we’ll provide updates.”

Memo

RE: Notes on PTI Response to Virus Letter from UPSEU/USW

Date: 4-22-2020

The parties fully discussed the letter it received from UPSEU/USW, the UE and SMART regarding a number of COVID-19 driver workplace issues, processes and protections. The result of those discussions were as follows:

- Protective masks have been distributed to States where governmental virus rules require them. Masks will immediately be sent to drivers in the Chicago and New Orleans locations. As soon as supplies are received, all other PTI drivers without access to masks, will be issued masks.
- The Union will send the Company a letter requesting that any Railroad Crew member must wear protective masks while entering, riding in, and exiting a PTI vehicle and that we consider this to be a safety protection under the labor agreement that subject to arbitration. PTI will convey that position to its railroad customers and seek compliance. The Union will be notified of the Railroad’s response.
- The Company reviewed its significant efforts to distribute CDC guidelines to all locations, supervisors and drivers. It also pledged to address specific locations or incidents where the union contends those guidelines were not followed.

- The Company has distributed a video that explains the proper way to sanitize a vehicle.
- At this point, proper cleaning supplies are readily available and all locations should have a sufficient supply for drivers to follow the sanitizing guidelines. The company provides multiple ways that drivers can report inadequate supplies, including the Employee Helpline 800#, Employee Helpline email, and the Contact Us tab on the PTI website.
- When the Company becomes aware of positive tests it will notify the Union. The notification will not include the names of the infected individual without proper releases.
- Provided that an employee timely notifies the company of an absence, no discipline will result from a virus-related work absence. This provision will end on June 30, 2020 unless extended by the Parties. All disciplinary actions are subject to the “reasonableness’ provisions of the labor agreement.
- The company agrees that any driver that requests a leave, any time during the pandemic outbreak, shall be granted their previous position prior to when they left. This provision will end on June 30, 2020 unless extended by the Parties. All disciplinary actions are subject to the “reasonableness’ provisions of the labor agreement.
- To the extent possible the Company will continue to practice safe distancing policies (suspension of large meetings, trainings, etc.). It advised the Union that a significant number of drivers are currently off work due to the virus, customers are following this closely and some employees have returned after a period of quarantine.
- The Company will consider participating with other rail crew hauling companies in efforts to raise the profile of driver issues within legislative discussions that could provide financial relief for both drivers and the companies.
- With regard to unemployment and Workers Compensation claims, the Company will continue to decide its position on a case by case basis