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To: (Company Name Inserted)
Via email
From: *UPSEU, SMART, UE and USW*
Date: April 9, 2020
RE: **Temporary Proposals for Rail Crew Hauling Drivers**

Dear Sirs,

The coronavirus crisis has challenged our entire nation in ways we have never seen before. This proposal is written with the understanding that you are scrambling to address workforce issues and a quickly changing governmental response. It is also written with the belief that in this crisis you truly want to do the best that you can by your employees and protect their health up to the highest standards possible. We believe you do now understand the value and importance of those who transport Railroad crews on and off Railroad property.

As you know, because they transport Railroad workers, our drivers have been deemed to be “essential” and required to continue to work. They have some unique issues that have yet to be addressed. These proposals seek your immediate attention and will help immensely in this time of crisis. We recognize that you are already doing some of these proposals in some way.

1. **Safety and Health:** Our drivers are mostly required to transport Railroad employees in standard mini-vans where both the drivers and crews have no way of putting six feet of distance between themselves. This calls for some very specific measures.
 - a. All drivers and crews be supplied with appropriate masks to protect each other from this uniquely hidden health threat.
 - b. Drivers, Crews and Visitors temperatures are checked before starting work, mid-shift, and prior to going home.
 - c. Vans be retrofitted with plastic barriers (possibly secured by Velcro) to isolate our drivers from crews
 - d. Drivers be supplied with appropriate gloves and sanitizing/reuse training and Hand sanitizer be available in vans.
 - e. Readily available cleaning supplies and instructions on proper sanitizing of vehicles. Specifically; Drivers be provided with necessary breaks and facilities to wash their hands. The company should provide wipes, hand soap, alcohol-based hand rubs containing at least 60 percent alcohol, disinfectants, and disposable towels for workers to clean their work surfaces in each vehicle.
 - f. Company to establish a way for drivers to directly report the lack of cleaning supplies to the responsible corporate official with copies to the Union.

- g. Alternatively, where supplies are not provided by the company a quick reimbursement process be put in place where drivers have to purchase their own protective cleaning supplies.
 - h. Vans be wiped down with anti-viral wipes or solutions after each transport
 - i. Making a paper record of each trip and the names and ID#'s of the driver and crews so backtracking is possible
 - j. Notification to any exposed driver and crew, and immediate quarantine of any suspected coronavirus victim and those who have come in contact, with full pay during the quarantine period. (We believe this is a Workers Compensation claim and would be a company liability in any circumstance)
 - k. Where a suspected virus victim has been identified, the van be taken out of service, completely sanitized and not put back into use until a recommended period of time passes. We believe there should be a standard agreed to by the company and union on what that time period needs to be.
 - l. Company agrees that no discipline will result from any virus-related absence from work.
 - m. Any driver that requests a layoff, any time during the pandemic outbreak, shall be granted their previous position prior to when they left
 - n. Company will implement social distancing practices which includes a suspension of any large meetings, trainings, etc..
2. **Income Support:** As you know, rail crew hauling drivers are a low-wage workforce. They simply cannot afford to be off work without compensation. Yet their services are needed for the rail industry to operate effectively during this crisis. In addition, the latest federal income support measures are likely to be larger for unemployed workers than the wages now paid to those required to provide rail crew hauling services and risk infection or death on their jobs.
- a. Full pay for drivers sent off the job due to infection or suspicion of infection for the duration of the recommended quarantine or doctor-supervised infection recovery. (we believe this is a valid workers compensation claim).
 - b. Immediately and temporarily raise rail crew hauling wages to five dollars per hour above current rates. (We believe this is necessary to keep drivers willing to take the risks and assure a full contingent of drivers for the nation's railroads)
 - c. Supplemental pay that at a minimum equals a drivers average weekly wage, should a driver be considered a "high risk" individual or lives with a "high risk" individual and decides they can't take the risk of staying at work.
 - d. If drivers use their paid time off (PTO, vacation, personal days) for illness or leave related to COVID-19, the Company shall reimburse Sick Pay and PTO they use or have used during the crisis.
 - e. Companies refrain from contesting workers Unemployment Compensation and/or Workers Compensation claims that are virus-related.
3. **Joint Labor/Management Action:**
- a. That the company proactively notifies our Union of any suspected coronavirus sickness or illness, location and what measures are being taken to mitigate those situations.
 - b. Fully inform the Union of efforts to access administrative and/or legislative remedies that will help alleviate the costs of these proposals.

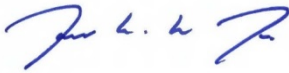
- c. Work jointly with the Union to improve the assistance available from governmental sources to mitigate the costs of these proposals and generally assist your company during this time of both health and economic crisis.
- d. Fully inform the Union of any additional monies negotiated with or provided by the Class I Railroads on contracts the company holds for services.

Please respond to these proposals promptly.

Sincerely,



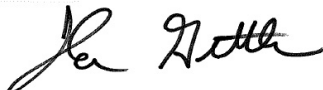
Kevin E. Boyle Jr, President
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James White, Director of Strategic Campaigns
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USW Rail Crew Hauling Project