

BROTHERHOOD OF LOCOMOTIVE ENGINEERS & TRAINMEN
A DIVISION OF THE RAIL CONFERENCE OF THE
INTERNATIONAL BROTHERHOOD OF TEAMSTERS
UNION PACIFIC RAILROAD WESTERN REGION
GENERAL COMMITTEE OF ADJUSTMENT



DISCIPLINE ALERT

RULE 81.5.4

The Carrier is taking exception to Locomotive Engineers who leave the confines of their locomotive cab when ground crew members are working on or between equipment, in those situations commonly referred to as “Red Zone”. At least two disciplinary actions have been initiated on the Portland Service Unit in the past few weeks for this alleged infraction. In both cases, the Charged Employees were at UPGRADE Level Three prior to the alleged infraction, and the Carrier’s discipline is assessed at UPGRADE Level Four. The rule requires a crew member to remain in the locomotive cab when another ground crew member has requested and received permission from the Locomotive Engineer to work on or between equipment. *The Carrier is interpreting this rule to include locomotives that are being picked up or set out.*

Your Brotherhood recommends the following course of action:

- Conduct a thorough job briefing prior commencing any task that demands any member of the crew to work on or between equipment. Have a clear understanding of what work will be done, and who will be performing that work, and any special consideration that need to be taken into account. Annotate your job briefing booklet with the date and time and a brief description of what was covered prior to commencing the task.
- When a ground crew member has requested permission to work on or between rolling stock (cars, maintenance-of-way equipment, etc.), center and remove your direction control handle, and fully apply your independent brake. **DO NOT LEAVE THE LOCOMOTIVE CAB FOR ANY REASON.**

- When picking-up or setting-out locomotives, have a clear understanding of who will be handling MU hoses and cables, and safety chains. When it becomes necessary for you to exit the locomotive cab to restore or nullify operating controls on trailing locomotives, ensure that all connections of these appurtenances have been handled properly, or perform a locomotive daily inspection; require your conductor (or other crew member) to remain in the cab while you are not present. If your conductor is not present when it becomes necessary for you to accomplish these tasks, secure your locomotives pursuant to Rule 32.1.3 (Unattended Locomotives) prior to initiating this work. **UNDER NO CIRCUMSTANCES ALLOW YOUR CONDUCTOR OR OTHER CREW MEMBER TO BE ON OR BETWEEN EQUIPMENT UNLESS YOU OR ANOTHER CREW MEMBER IS IN THE CAB.**

MESSAGE BEING CONVEYED BY THE CARRIER

100% rules compliance is demanded. Any deviation from the Carrier's interpretation of the rules will be handled with formal discipline. Coaching, counseling and/or remedial training is not an option.

Protect your job and your family's financial well-being. Take the advice of the Carrier and read your rule book on a daily basis. The Carrier expects 100% rules compliance from you; endeavor to accommodate their expectations.