

By this Friday (10/27/06), the UPRR Employee website will have a complete package of EQMS information. Every employee with an EQMS score will be able to get the EQMS scoring methodology, individual EQMS score, and all FTX and other evaluation events that go into the individual's score. In the meantime, here is a list of the scoring elements, followed by a summary of the changes that go into effect on 11/1/2006. In addition, I have attached a copy of the new FTX document that is available to all employees and a copy of the Revised Discipline Policy.

The employee score for a person is a thousand minus the debits currently in effect for that person. The chart below shows the debits which may be in effect and the point reductions they produce.

Source Type of Debit Points Off

Discipline 1ST LICENSE REVOCATN 150

Discipline 2ND LICENSE REVOCATN 250

Discipline DISPLN UPGRADE LEVEL 0-100  
Depending on upgrade level

Discipline DISP W/ CARD RULE 20  
VIO

Discipline DISP W RULE 70 TO 20  
89K

Field tests FIELD TRNG TEST 15  
CONF.

Field tests FIELD TRNG TEST 25  
HEAR.

Field tests CROSSING 12A CONF. 20

Field tests CROSSING 12A HEAR. 50

Field tests FUEL TRNG AND 10  
TESTING

Injuries INJURY - NO LOST 10  
TIME

Injuries INJURY - REPORTBLE 25  
LT

Ride FUEL EXCPTN/ ENG 10  
Evaluation RIDE

Ride FUEL EXCPTN/ RCO 10  
Evaluation RIDE

Ride RIDE CONDUCTOR RULES points off

Evaluation for all conductor  
rides in period averaged together

Ride RIDE ENGINEER RULES points off  
Evaluation for all engineer rides in  
period averaged together

Ride RIDE REMOTE CTL points off  
Evaluation RULES for all RCO  
rides in period averaged together

Ride RIDE CON TRAIN points off  
Evaluation HNDLNG for all  
conductor rides in period  
averaged together

Ride RIDE ENGNR TRN points off  
Evaluation HNDLNG for all  
engineer rides in period  
averaged together

Ride RIDE RCO TRAIN points off  
Evaluation HNDLNG for all RCO  
rides in period averaged together

Peoplesoft RULES EXAMINATION points  
missed on most recent rules exam

E.R. E.R. CONDUCTOR RULES points off  
Evaluation for all conductor E.R.s in  
period averaged together

E.R. E.R. ENGINEER RULES points off  
Evaluation for all engineer  
E.R.s in period averaged together

E.R. E.R. REMOTE CTL points off  
Evaluation RULES for all RCO  
E.R.s in period averaged together

E.R. E.R. CON TRAIN points off  
Evaluation HNDLNG for all  
conductor E.R.s in period  
averaged together

E.R. E.R. ENGNR TRN points off  
Evaluation HNDLNG for all  
engineer E.R.s in period  
averaged together

E.R. E.R. RCO TRAIN points off  
Evaluation HNDLNG for all RCO  
E.R.s in period averaged together

E.R. FUEL EXCPTN/ ENG 10  
Evaluation E.R.

E.R. FUEL EXCPTN/ RCO 10  
Evaluation E.R.

FTX Guide  
(See attached file: PB-20512 092806.pdf)

Discipline Policy

(See attached file: PB-20861 110106.pdf)

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