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January 25, 2023

RE: Withdrawal from Carrier Sponsored Safety Programs on the Houston Hub

David Giandinoto
SVP Operations UPRR

David,

In light of the Carrier's unilateral decision to establish single person remote operations on the Houston Hub without prior notice or the Organization's input, I am immediately and regretfully withdrawing all employees working under the IGN Agreement from all Carrier Sponsored safety programs on the Houston Hub, effective February 1, 2023.

As General Chairman, I consider the safety of my Membership the highest priority and I simply cannot stand by idle while the Carrier willfully compromises the safety of both employees and the public by implementing inherently dangerous single-person remote operations. My decision to exit Carrier sponsored "safety" programs was not made lightly and after much deliberation, I have based that decision on several factors, but the following two (2) salient points are primary:

1. If safety was as important to the Carrier as alleged, a single-person remote position would not see the light of day. The danger inherent to a single-person remote operation is obvious and cannot be ignored. Therefore, given the Carrier's hypocritical stance on safety, I believe that participation in any of the Carrier sponsored safety related programs is nothing but lip-service and nothing but a ruse that enables the Carrier to avoid proper scrutiny by the Federal Railroad Administration by putting "lipstick on a pig". There is no reasonable process for the safe monitoring of the man-down feature should something happen to the remote-operator. Additionally, if there was a medical emergency and, assuming arguendo someone was actively monitoring the man-down feature which is unlikely given the enormous job requirements of most positions, time is of the essence and the individual monitoring the man-down feature must then try to pinpoint the exact location of the injured employee. A nearly impossible task when an employee responsible to do so is sitting in a "bunker" at dispatching, or a yard tower

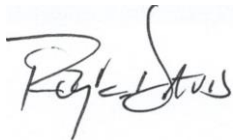
or depot somewhere, possibly miles away, and having no idea where or what the injured employee was doing at the time the man-down feature was activated.

2. There is nothing even remotely efficient or productive about a single-person remote job. Therefore, the Carrier's move is based solely on a desire to cut costs at the expense of safety. If production and safety are not considered competitive advantages and or operational priorities by the Senior Leadership in the Union Pacific, I must withdraw participation until such time as the Carrier comes to their senses and returns to a time that such things were considered not just important, but sacred to the Union Pacific Railroad culture. I will not be a willing party to the potential danger and inefficiency perpetrated on my Membership, rail Customers and the Public by the decision to operate single-person remote jobs.

In addition, it is my position the Parties who drafted the governing Crew Consist Agreements never contemplated remote operations much less single person remote operations. However, they did contemplate, as a permanent baseline, a two-person crew consisting of an Engineer and Conductor/Foreman, at a minimum, or in a remote operation, when the Conductor/Foreman or Brakeman/Switchman are acting as an Engineer, a second Brakeman/Helper position. Considering these obvious points, I firmly believe the Carrier is barred from establishing single-person remote operations and I will aggressively pursue a resolution to the issue under the Railway Labor Act.

SMART-TD will continue to be committed to a safe work environment for our membership regardless of the carrier's actions.

Respectfully,



Roy E. Davis
SMART-TD – GO577
General Chairperson

cc: Andrey Drozdov GM Houston Service Unit
Phillip Arnold GM Gulf Coast Service Unit
Jeremy Ferguson President SMART-TD
Kamron Saunders Texas State Legislative Director SMART-TD
Gregory Hynes National Legislative Director SMART-TD
Jared Cassidy Alternate National Legislative Director SMART-TD

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