

Testimony of:

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**US House of Representatives
Committee on Transportation and Infrastructure
Subcommittee on Railroads, Pipelines, and Hazardous Materials**

“The State of the Rail Workforce”

June 20th, 2019

Good morning Chairman Lipinski, Ranking Member Crawford, members of the committee, and thank you for the opportunity to testify today.

My name is Andrew Sandberg. I have 14 years of experience on the railroad and am currently serving as Assistant to the President of the International Association of Machinists District Lodge 19, the “railroad district.”

District 19 represents 11,000 active machinists across the country, at every Class 1, commuter railroad, Amtrak, and others. Our members primarily maintain and repair locomotives and track maintenance equipment both in shops and on the line of road. We also perform complete overhauls of locomotives and many assemblies and sub-assemblies used in all aspects of railroading.

Our union’s primary focus is to keep our members safe on the job, and ensure they receive fair wages and benefits for the work they perform. That is why I am speaking with you today. A massive operational change is currently upending the railroad industry - threatening the jobs, health, and safety of our members. It is also significantly impacting the massive freight network they help operate. That operational change is called “Precision Scheduled Railroading” – or PSR, for short.

PSR, as currently being implemented, is not safe or effective, and Congress should exercise its oversight to investigate. Rail Labor would like to participate in that investigation.

Our union supports efforts to efficiently operate our nation’s railroads. We want our employers to be profitable – as profits leads to raises and quality benefits for our members. However, we are concerned that current PSR schemes are detrimental to the long-term outlook of the rail

industry, putting short-term gains ahead of long-term success - furloughing thousands, while degrading safety.

PSR schemes are designed to increase short-term profits for shareholders, at any cost. Indeed, what was once scorned by industry professionals and executives, is now being forced on the industry by rent-seeking Wall Street investors. In practice, PSR includes:

1. Running trains on the strictest of schedules.
2. Running longer trains - sometimes in excess of 3 miles.
3. Pressuring customers to alter their operations to meet the railroad's schedule.
4. Pressuring employees to meet new strict deadlines - at all costs.
5. Reducing headcounts as a variable to meet Wall Street's expectations.

As a union representing railroad workers, our main concerns are with the last two points I mentioned: meeting strict deadlines at all costs, and reducing headcounts to deliver savings benefits to shareholders.

A few weeks ago, District Lodge 19 coordinated with the Transportation Communications Union to conduct a survey of our members, allowing them to tell us - anonymously if they prefer - how PSR is affecting them.

The responses are eye-opening.

Our members report being overworked, stressed, and scared.

They talk of drastic cuts to their shops, where those remaining are being asked to perform double or triple the work compared to the pre-PSR era.

They speak of increasing safety violations, of managers threatening job cuts if deadlines aren't met, of being forced to ignore basic safety procedures.

To quote a carman from Union Pacific:

"The current culture at U.P. is one of production first, safety last. It isn't just the safety of employees at stake; it is also the safety of communities our trains move through.

UP has reduced the employment levels to a number that cannot sustain thorough safety inspections...

Everyone is scared to do their job right. If you try, you get told they will shut your location down, just like they did Hinkle, Oregon...With the PSR atmosphere, it is just a matter of time before lives are lost."

This carman was referring to the recent layoff of almost 200 workers at the Hinkle rail yard, which included nearly 75 machinists.

Likewise, a machinist from CSX reports how he is being rushed when it comes to inspection of trains and equipment:

“Right now, it’s pretty much ‘do what you are told, look the other way’ ...Managers telling employees ‘You get hurt, you will not have a job here anymore.’”

These are just a couple of the over-160 responses we’ve received. For additional substantive written responses, please review the full table of selected survey responses attached.

As part of the survey, we asked our members to rate overall safety, on a scale of 1-10, before and after PSR implementation.

Before PSR, rail safety received an average score of 6.9. After PSR implementation, overall rail safety received an average score of 2.6.

Finally, I suspect industry representatives will point to data that cites how safety trends are improving. Unfortunately, the data sets they reference are incomplete.

Survey asked to rate overall railroad safety (1-10 scale):

Pre-PSR: 6.9

After-PSR: 2.6

***based on data from 160 responses*

Judging by the responses our union has received in the survey, as well as local lodge meetings our representatives have attended, the atmosphere on the railroad is increasingly one of hostility towards reporting any safety violations whatsoever. As one of my colleagues stated to me after attending a four-hour local lodge meeting last week: “the way these guys talk, it’s as if the FRA is nonexistent.”

In addition, if safety trends are looked at by employer – instead of industry-wide – you will find further evidence that railroads engaging in PSR schemes have higher rates of reportable safety incidents.

To bolster this claim, I submit the attached safety performance summary from Union Pacific for March, 2019 where reportable personal injuries are up nearly 50%, depending on the month.

A Jacksonville Business Journal from 2018 – aptly titled “As CSX workforce shrinks, accidents pile up and morale plummets” – stated the following:

...The company’s increasing rate of accidents comes despite the fact that the rate of train accidents for all Class I railroads nationwide is decreasing. Since 2013, the national rate has decreased about 6 percent, while CSX’s rate has increased 59 percent...

As a labor union, we do not have the resources nor the access to data and logs that our members' employers might have. All we have is what our members tell us. And, as you will read from our members' responses, these safety incidents appear to be increasing, and the culture of safety on the railroads is eroding.

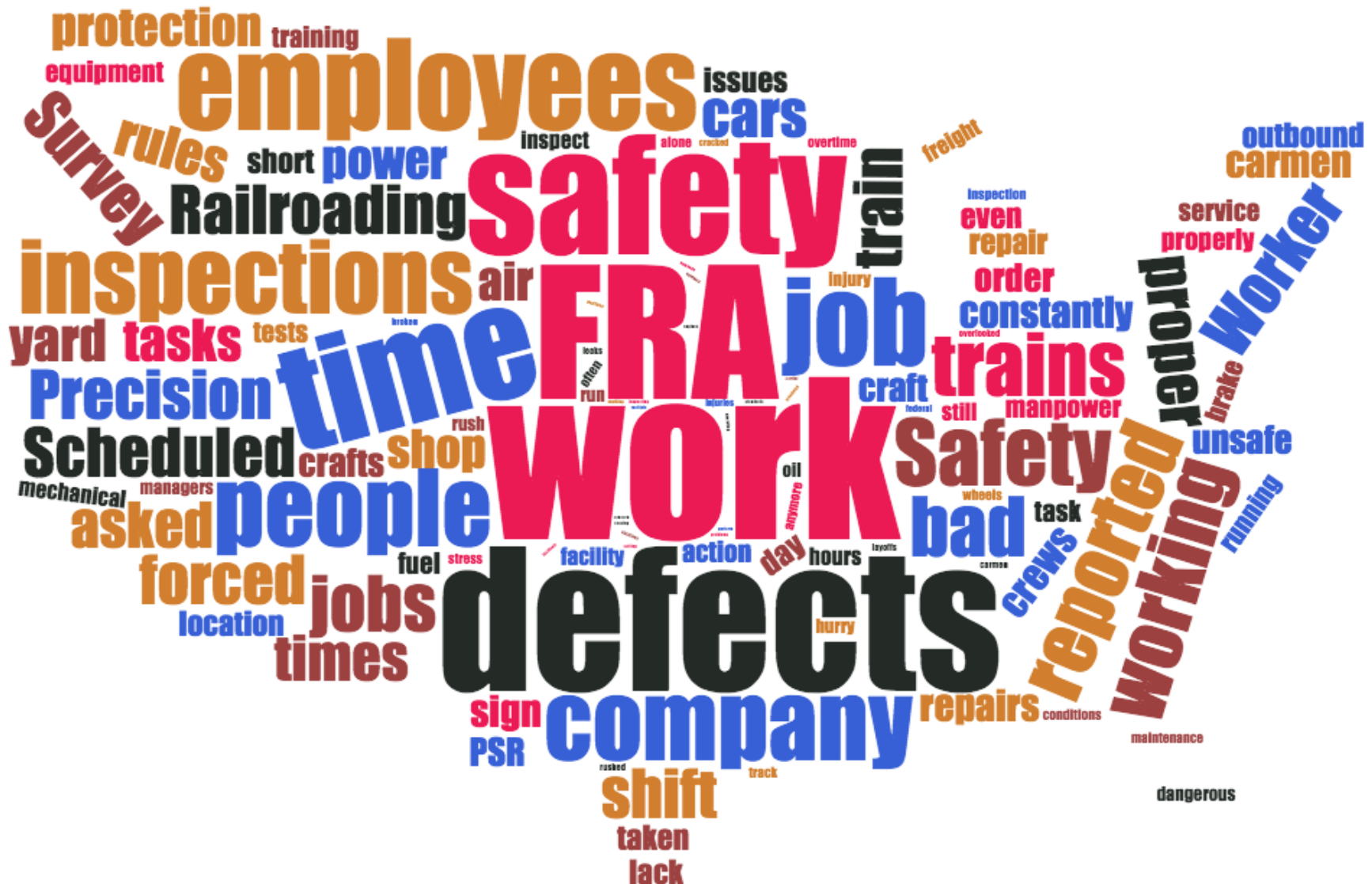
Congress and the Federal Railroad Administration must apply greater scrutiny to these Precision Scheduled Railroading practices: a business model loathed by workers, railroads, customers, and communities - all to enrich rent-seeking Wall Street investors, no matter the cost or disruption to the lives of our members, and the commercial transportation market they'll destroy in the process.

Thank you for the opportunity to testify.

The following attachments are submitted as part of the full written testimony:

- **Selected responses to "Worker Impacts of Precision Scheduled Railroading" survey – June, 2019 (ongoing)**
- **"March 2019 Safety Performance Summary," Union Pacific Railroad**
- **Robinson, Will. "As CSX Workforce Shrinks, Accidents Pile up and Morale Plummet."** Jacksonville Business Journal, February 14, 2018.
<https://www.bizjournals.com/jacksonville/news/2018/02/14/as-csx-workforce-shrinks-accidents-pile-up-and.html>.

Selected responses to an ongoing survey (June, 2019):
“Worker Impacts of Precision Scheduled Railroading”



This survey is a joint project of the Int. Assoc. of Machinists District 19 and the Transportation Communications Union (TCU/IAM). For additional information or questions, please contact Legislative Department representatives Hasan Solomon (IAM) at hsolomon@iamaw.org, or David Arouca (TCU/IAM) at aroucad@tcunion.org.

Selected Responses to "Worker Safety Survey on Precision Scheduled Railroading" - June, 2019

Company	Position /Craft	Please describe any safety incidents you feel are related to the implementation of Precision Scheduled Railroading (please provide any relevant dates and times):	Was this incident(s) reported to the Federal Railroad Administration (FRA) inspectors? What action was taken?	Please describe any rules, regulations, or standards you or your coworkers have been asked (or forced) to overlook:
BNSF	Carmen	<p>It's been ongoing but BNSF claims it isn't implementing PSR, however the writing is on the wall. We've had trains double in size across the system, which is unsafe. That's supposedly to avoid more crew starts and get operating ratio down, which I view as also unsafe because BNSF already runs train crews non stop as is.</p> <p>BNSF is well on their way to getting more done with less.</p> <p>Just in our Carmen's craft, we are working with skeleton crews due to cost savings and limited overtime, all due to costs savings according to the carrier. That is also unsafe, carrier wants more production with less help.</p>	<p>I reported to FRA about [redacted].</p> <p>I was informed by the FRA that they're aware of some of that going on and weren't fans of it, however, little to no action was taken from what I could tell, and worst yet the AAR and FRA pulled out of a crew size rule just last week for train crews.</p> <p>How safe is that?</p>	<p>Standards. We are doing less mechanical inspections because carrier wants to move trains further, or just has a train crew do them because they know that trainmen don't know what to look for during a mechanical inspection, and therefore they won't find any defects.</p> <p>Some trainmen don't even know what a piston on a freight car is, so how is that a proper inspection?</p> <p>Lastly, we are seeing a lot more wayside detector defects because of technology, but technology isn't 100% and it sure can't do an air test, therefore Carmen with eyes on trains is best, and always has been.</p>
CN	Machinist	<p>Unsafe working conditions in multiple locations due to staff reduction</p>	<p>No</p>	<p>One man moves, rules have not been made clear by the carrier</p>
CN	Clerk, Transportation	<p>When a train comes into the yard, if it is low on fuel, [CN] will call a contractor fuel truck to come and refuel the locomotive.</p> <p>The reason is because if the locomotive was due for inspections, and they cut it off, and took to roundhouse to be refueled, then all the inspections would have to be done.</p> <p>So, instead of doing the inspections, they call a contractor fuel company to bring a fuel truck to refill locomotive, and inspections don't have to be done...</p>	<p>N/a</p>	
CN	Machinist	<p>Rushed at times, different answers when it comes to the same topic, safety and other rules.</p>	<p>N/A</p>	<p>Fall protection, one man road calls (though this hasn't happened to me).</p>
CN	Machinist	<p>Single person shifts, single person moves, single person doing heavy repairs without proper equipment and tools.</p> <p>Not having proper tools is also an issue....Having to build a tool to do a job is nonsense.</p> <p>Being forced to do a "band-aid" fix on something, and having to put your name on it.</p> <p>Examples: welding draw bar pockets back in with crap welders and no pit. I do this with no one else on duty.</p> <p>And finally: cutting locomotive brake shoes because they can't send us the proper ones. Yes, we are forced to modify brake shoes with a grinder.</p>	<p>Not sure how to do so. We're not allowed to talk to them when they come to the yard. Leads only.</p>	<p>Hours of Service. It only applies to a select few. Cutting brake shoes so they fit to the brake head. Cheaper is better.</p>
CN	Machinist			<p>Fall protection is not considered an important issue anymore.</p>

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CN	Machinist	<p>They have us doing power assemblies, turbos and road calls and working outside by ourselves, which is a big safety hazard if someone falls or goes down with a stroke or heart attack. No one will know, and the person will die.</p> <p>I'm [XX] years old and have health problems. They don't care they just keep pushing harder</p>	No	We have asked to have partners all the time (like we use to) and we are told to do it or we will be charged with insubordination, which is a fireable offense.
CN	Machinist	<p>My experience thus far has been that the company wants numbers, they want what they need to move product regardless of safety or quality of their equipment. If you can't get them their power, guess what? They don't need you.</p> <p>I regularly outbound locomotives that may not meet safety standards set by the FRA. I record these problems, but as long as it runs is still goes.</p> <p>The company doesn't allow us to do our job, thats to fix locomotives. They farm out our work and lay off thousands. For what?! Short term gains.</p>	Yes, incidents have been reported but no actions have been taken.	Fire hazards are a big. Oil and fuel leaks go unrepaired even after being reported.
CN	Machinist	Lack of workers/refusal of CN to hire adequate staff has placed me in positions where i work alone on 2nd shift. Performing necessary duties that normally require 2-3 workers/crafts by myself, with no supervision! This facility in [XXXXX] has not been rebuilt since PSR hit them. I have worked alone on 2nd shift pretty much since the day I started in 2017. No 3rd shift here.	FRA rarely visits. Everytime they are on our facility grounds I bring up the lack of blue flag rules being followed, and working alone. Our FRA inspector is not familiar with locomotive rules, and has done little to help enforce our faciltiy properly using derails at the entrance to our facility to help protect our workers.	<p>On a daily basis we are instructed to look the other way by our supervisor [XXXX]. We find multiple FRA defects on a daily basis. We are constantly looked down on for bringing up the fact our facility NEEDS a [safety item] at ALL times to help protect our facility, and it is ignored.</p> <p>Blue flags are not enforced by our supervisor, who often works without proper protection. We work in unsanitary conditions on our [XXXX], having to lay in fuel, oil and toilet waste.</p> <p>This has been brought up many times and ignored. We are forced to answer phones/use our own personal phones during our shifts, even while hostling locomotives, or face consequences from management.</p> <p>Proper PPE [personal protective equipment] is regularly not provided due to lack of knowledgeable staffing on any shifts.</p> <p>We provide our own PPE at times to help keep us out of harm's way.</p>

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CN	Machinist	<p>Being short staffed makes it hard to properly do jobs correctly.</p> <p>There are some days that people are required to do 1-man moves with a "backup camera." If anything were to happen to this person during their shift, it could be hours before they are discovered.</p>	No. I don't think it's technically an FRA violation	<p>I have been told by trainmasters to "put my blinders on" when servicing power that needs to be quickly turned for an outbound train.</p> <p>Sometimes not giving enough time to properly inspect the outbound power with the exception of a brake set and release, and headlight check.</p>
CN	Machinist			Forced to do jobs by yourself that used to be 2 man jobs. Also, being sent out on road calls by yourself when CN/IC would always send 2 people (usually machinist and electrician) depending on the job or work!
CSX	Machinist	<p>After implementation of PSR, I am now expected to do other crafts job tasks almost daily. All pipefitters were laid off, so management in XXXXX told machinists we were to do the pipefitters work. The machinist craft got absolutely no training on pipefitters job tasks, and we have to do their tasks for the whole work shift at times . Management expects us to still have our tasks done in the same amount of time as before, even though we now have to do pipefitters, boilermakers, Carmen, and utility workers tasks as well.</p> <p>This is very unsafe as it creates an atmosphere of "hurry up and rush" just to get a "number" out the door.</p>	No.	Not having working flashing blue lights at the ends of locked out tracks at night. [Redacted for privacy/specificity]
CSX	Roadway mechanic	<p>Working with half the amount of employees expecting to perform the same amount of work. Knowing it is impossible, our company hires contractors to do our work and we get to clean up their mess.</p> <p>Everyday we hear how management will do tests to see if we are working safely, as if having someone stand behind you asking you what you are doing is going to make things safer.</p> <p>We fill out a risk management book that proves nothing.</p> <p>We have a driving tablet that doesn't work, and we are threatened that we will be written up if not filled out correctly.</p>	No	Crossing crafts. Performing jobs we traditionally did with a co worker for safety, now we don't have enough, so we work alone
CSX	Machinist	Being rushed on inspection of trains and equipment on several dates and times. All crafts are getting pressured. Right now, it's pretty much 'do what your told look the other way or you will not be working here anymore.' Managers telling employees 'You get hurt, you will not have a job here anymore.'	<p>FRA has been notified by a few and they have put pressure on.</p> <p>Amount of violations should speak for themselves and FRA defects found.</p>	<p>Equipment and rule violations to keep trains moving.</p> <p>Managers have asked transportation employees to inspect power so a mechanical employee will not [take it out of service] during a inspection.</p>

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CSX	Machinist	Working short handed all the time. Working jobs that are other crafts positions all the time...Mainly sheet metal workers and utility workers, as well as some boilermaker and carmen work on occasion. Being forced to do all these positions without proper training. Being denied vacation time that is rightfully earned. Being unfairly disciplined and unfairly questioned on my quality of work.	I have reported several incidents to the FRA and have not heard back from them yet from my questions month ago. One being a cracked coupler that our manager signed off along with other things on same locomotive that has been so long ago I can't even remember what other defects I found	Safety is not a concern to the company I work for. The training that has not been provided, but being forced to do other crafts work. Cleanliness has completely flew out the window even though it has been brought to the attention of our managers.
CSX	Carman	We don't have proper time to inspect anything anymore.... and doing 10X the work with way less people it's wearing us thin!	Yes..... Nothing happened.	Work tracks without proper protection.... hang EOT without proper protection
CSX	Carman	Safety was thrown out the day PSR started.		The entire safety rule book was thrown out.
CSX	Maintenance of Way (BMWE)	Short staffing causing unsafe conditions.	We have called the FRA about contractors using improper track protection. No response yet.	HOS. Job briefing and rebriefing
CSX	Roadway Mechanic	Extremely long hours for Roadway Mechanics. 14 hours on a regular basis up to 16-20 at times.	Yes, nothing	E logs
CSX	Machinist	[Summary for privacy purposes: Machinist had a medical condition and asked to go home after his shift. Management told Machinist they would be disciplined if they did not perform forced overtime second shift, resulting in a personally unsafe situation] There was no vacancy to fill, we are too understaffed to deal with the natural work volume in the time frame they want it done in.	No	Oil and exhaust leaks are not considered issues to remove equipment from service anymore.
CSX	Machinist	Daily	No, employees fear mass retaliation	Blue signal protection, FRA defects, EPA issues (spilled fuel, oil, etc)
CSX	Machinist	Forcing craftsman over their scheduled shifts to fill vacant jobs that the company won't hire for. Splitting workmen up, making them work by themselves (especially in line of road where no one else is around if an incident or injury occurs). Closing service centers and having the same work done out in the yards where remote controlled locomotives and more dangerous working conditions are encountered. Intimidation for reporting an injury, which results in layoffs. Performing craft work of others and given no training on the work to be done.	No, out of fear of targeting.	Hours of service laws regarding PTC on locomotives so we can be forced to work 16 hours instead of 12.

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CSX	Conductor (cut back engineer) - SMART-UTU	<p>Cut on the utility man at our yard, having crews triple out 10,000ft plus trains where the engineer must get off his locomotive to line switches because his conductor is making the couplings.</p> <p>Trainmaster not caring about safety, as in not doing safety briefings, rushing crews out of the office 5 minutes after being on duty, which gives no time to job brief, or go over railroad messages, or new operating rules that may have gone into effect since the last time the crew was on duty.</p> <p>Also, by cutting off utility men and third party van drivers, yardmasters now have had to leave the desk and haul crews around the yard with only a portable radio that can't hear or transmit across the yard. All the while, active yard switching by crews and RCO crews are going on. As far as dates and times, just go to any CSX yard and you will see it happening!</p>	<p>I don't know who to call, and besides, the Trainmaster will find out and just target us.</p> <p>Come out, listen on the radio, and see for yourself all the rule breaking/crew consist violations and short cuts the CSX managers make yardmasters and crews do.</p>	<p>3 step protection.</p> <p>50ft between going in to adjust equipment.</p> <p>Taking bad order tags off cars.</p> <p>Having crews operating trains past 12hrs because they can't leave a train on the main line.</p> <p>Lie about delivering cars to customers, or picking up cars from customers to make the numbers look good.</p>
CSX	Clerk, Mechanical Locomotive	<p>I do not have a specific date, but can say that I see employees including myself on a daily basis stressed by the workload.</p> <p>The [location redacted] mechanical crafts are so short handed, and the demand is higher than ever. I personal believe that it's just a matter of time until one of our brothers or sisters get injured due to being pressed to the edge.</p> <p>I have experienced this myself, but I've made the decision to do what I can with what I have, and no more. I'm so tired of taking the stress home with me and effecting my personal life.</p>	<p>We have reached out to the FRA and they do frequent [our location] as well.</p>	<p>I see the manager on a daily basis press the mechanical locomotive employees to sign off on stuff, or simply overlook items that should be addressed, but getting the power out is more important.</p> <p>The lack of manpower and serviceable locomotives puts more pressure on management (from the upper management) forcing the hands of craft employees.</p>
Norfolk Southern	Machinist	<p>Since April 2019, workers are being forced to work alone, with minimal assistance; workers are being forced to do work outside their craft, causing confusion and near-misses due to unfamiliarity.</p>	<p>No</p>	<p>Locomotive wheel sizes out of spec (supervision usually "pencil whips" a wheel true); turbochargers which are clearly cracked and leaking exhaust (many cracked turbos are kicked out of the shop without being repaired--supervision will wash the engine free of soot and let it go); often told to disregard oil, fuel, and water leaks unless the leak is a "gusher."</p>

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Norfolk Southern	Electrician	<p>As we begin to lose craft members, time tables have sped up. We are expected to do extensive PMs in one shift, much of the checks being safety related and impossible to complete in such a short amount of time and not skip over tasks or thoroughly complete them.</p> <p>Units that still have safety concerns, questionable traction motors with damage are turned "green" without the installation of new motors.</p> <p>Craft personnel are being required to work in a locomotive sump that hasn't been cleaned and is slippery from oil.</p> <p>In addition, they are on such a fast timetable, laborers are gunking locomotives with protective gear on, and supervisors are requiring craft personnel to work on the same locomotive, within five feet of the cleaning solution, without protection.</p> <p>Overhead cranes are neglected to the point that blocks have just fallen off to the ground. Craft personnel are being forced to complete tasks belonging to other crafts, without the proper training, i.e. switching, air tests, craft inspection items.</p>		
Norfolk Southern	Machinist	<p>I cannot quote specific dates or times, but I spend quite a bit of time on the road responding to train delays. The majority of these delays are caused by the company trying to do more with less.</p> <p>For example: moving larger trains over the road with insufficient power, working T&E crews past their hours of service. I myself have had to work many hours over my regular shift, responding to these delays.</p> <p>I also feel like the culture of the company overall (management) has been shifted away from the safety of the employees and the public, to running trains whatever the cost, and safety has gone out the window.</p> <p>It's really sad because I remember when I started 15 years ago, we all prided ourselves as being the safest railroad employees in North America, and now we just feel used and abused by the company. There is no employee recognition anymore for safety, no recognition for anything really. It's just sad that the company has gone in this direction, but then again the almighty dollar trumps safety and employee recognition every day.</p>	na	na
Norfolk Southern	Machinist	The company laid off 50 people at our shop, [redacted]. The ones that are still working on the days that all of the other employees are missing are sent to places to fill in for the laid off people. Everyone is now unfamiliar and short on help.	No	Small defects mostly. We are just told "it didn't come in for that"
Norfolk Southern	Machinist	If people are constantly worried about their livelihood, how can it be a safe work environment?	No	Nothing I want to discuss at this time

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Norfolk Southern	Machinist	At [our yard], more locomotive consists are being relayed without coming to the diesel shop for inspections. These inspections can catch damage on locomotives that can keep a train from derailing or further dangerous situations!	This particular incident has not been reported but others have, such as supervisors signing off flat spot troubles put in on locomotives. In one instance a coupler was cracked and supervision would not allow a repair to be done.	I've been asked not to write safety defects up on inbound. Running checks at the refueling pad.
Norfolk Southern	Carman	Bypassing required mechanical inspections in [location] from May 2017-June 2019	Yes, [redacted].	Mechanical inspections
Norfolk Southern	Machinist	FRA defective engines being ran without any care or concern for worker or public safety. Trains being ran with Distributed Power, creating longer trains and the potential to block public road crossings when failure occurs thus preventing police and emergency personnel to get through. Workers being laid off purely for greed, thus shifting a heavier work load and increased urgency for repair to remaining employees.	No idea....it should be	Safety, Quality of work, FRA standards and defects
Norfolk Southern	Machinist	Supervisors constantly come out to the fuel rack areas to inspect or download engines without safety briefing, nor using blue flag protection. Constantly pressuring employees to hurry up or disregard work rules.	No.	Running engines inside buildings and switching more than 6-7 engines at one time.
Norfolk Southern	Machinist	The blatant disregard for pinch points and broken equipment on locomotives in order to get them out to pull freight.	Yes. None	Bad wheels, cracked turbos, leaking water and oil lines, broken stantions
Norfolk southern	Machinist	Everything is always a rush now and appears safety is in the backseat now	No	Cracked turbos (FRA defect). Numerous other FRA defects that are signed off on a daily basis
Norfolk Southern	Machinist	Extra work from other crafts we have not been trained for. When our shop laid off all the Carmen, they have put their work now on us with no formal training or regard for safety hazards that come along with those tasks. Carmen go to school for 8 weeks to learn their craft but we can sign off FRA Tasks after reading a flimsy LDI.	No, but should be. Everyone is in limbo and scared to make waves for threat of being laid off.	We are being asked on a daily basis to click off FRA tasks on the Maintenance Line that we don't have sufficient training or adequate time to perform. With the threat of layoffs, workers are being easily manipulated into doing things for the company that they wouldn't normally do.
Norfolk Southern	Machinist	They want one person to do a two person job. They also want you to do other crafts work without proper training.	I'm saving all the task that I do and that the supervisors sign off. A lot of them are FRA items.	We write up any defective parts and a lot of them have a few problems. Supervision signs them off.
Norfolk Southern	Machinist	It seems like they are trying to do more with less and the outcome is getting poor quality work and getting rushed and making us do our jobs and several other crafts jobs that we have no training on.	No	I personally have not been asked to. But i have heard other people have been forced to sign off on stuff they didn't have time to do. Most of the bosses just sign off on stuff themselves but they are probably still putting our names on it.

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Norfolk Southern	Machinist	It affects shop crafts by having us do other people's work that we have not been trained on due to furloughs.	No	No rules just lack of training
Northfolk southern	Machinists			To get the locomotives out no matter the cost
Union Pacific	Machinist			Inoperative air compressors, inoperative main reservoir drains, inoperative sanders.
Union Pacific	Carman	Union Pacific laid off 20 carmen in XXXXX. The rest of the workers are now being forced to work overtime and being threatened with bringing in outside contractors if the Carmen do not fill these overtime positions. The carmen have also been told, in writing, that they must inspect and repair freight cars in 45 seconds per carman [used to be 3 mins]. Carmen are being coerced into not inspecting the freight cars properly in order to meet time constraints or face discipline if they do not.	Yes I have reported this to the FRA but nothing has come of it.	Not properly inspecting freight cars, overlooking NO SETS on air brake tests, doing bleed only inspections
Union Pacific	Train crew/ conductor (SMART-UTU)	Numerous incidents since implementing. One specific is excessive cuts to car department, then shortly after a crew member climbed on a car to protect shove, and the ladder came crashing down. He fell roughly 10 feet with debris falling on to him.	Yes, it was reported but no action was taken	Primarily air tests. Every single day at my terminal air tests are forgone, even when required by law.
Union Pacific	Carman	Cutting men down to 1 man per shift. In XXXXX, it's 95 degrees outside and they want the men to run, run, run. No lunch breaks. Then, if you're not working fast enough they have the [operating] crews lace and air test their trains. It's not their job, and they are not doing it correctly. For safety being such a priority for the railroad, they fail to back it with any action. It has become just words.	No	Blue flags have been suggested not to be used when doing smaller jobs. Being told not to inspect smaller trains.
Union Pacific	Machinist	In the months of April and May, 2019, I measured more wheels with federal defects than I have in 13yrs at Union Pacific. The management team was directed to only make repairs if the locomotive couldn't make a trip. The management went as far to sign daily cards due to machinists finding defects and not willing to sign the daily compliant.	I personally submitted information on [redacted] to the FRA and was contacted by a FRA representative stating the defect was not bad in the FRA's eyes. [Redacted]	They asked us on a number of occasions to work in a track [without proper protection]. When we stated the precaution, the management acted like we just didn't want to work the power. We persisted, we have never refused to work the power, as long as we can secure the track we are working inside.
Union Pacific	Machinist	Employees are scared to turn injuries in, afraid another cut would get them. One guy got hurt with a manager standing there, then wouldn't take him to hospital. He had to leave work with no pay to have [injury redacted]....These are the kind a people that's leading the way for UP, with these kind of people we can do nothing but fail!	Not at first, but has been now! Just happened.	Employee asked to be taken to hospital, but [the manager refused].
Union Pacific	Machinist	We here in [location redacted] have had several injuries in the past year. We recently had a layoff of a full third of our workforce. This has impacted our safety greatly. The morale of the shop has never been this low. This drop in morale combined with the reduction in manpower has directly contributed to the injuries here.	I don't know if the FRA was notified. I do know that UP consider these injuries reportable.	With the reduction in the workforce we have only one certified airman. There are two lines running airmen who are not certified as of now.

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Union Pacific	Machinist	<p>Every day the management runs unsafe federal defects, while telling us we have to make our trains, we are protecting your jobs.</p> <p>As for shop safety, all of the old safety practices were removed and we were being told to just do what we are told including loading locomotives in fueling areas, building consists in other people's work areas.</p> <p>Inspecting locomotives in areas that made doing the job right harder, and more dangerous...</p> <p>Our director made it clear he didn't want anyone to turn in any accidents by telling everyone that if we want to keep our jobs we need to be quiet...</p>	No, we were told to be quiet.	<p>The only rules the Union Pacific cares about are the rules it can use against its employees.</p> <p>The UP does not care about Federal or State regulations. The running question at our shop from supervisors was "how federal is it?" followed by "I'm running it anyway, we need it for the train".</p>
Union Pacific	Engineer	In October, we experienced a rear end crash with 2 fatalities and is currently under investigation by the NTSB because the company is in a rush to move cars. Most trains run under-powered and are over-length with air issues. Managers are intimidating individuals to bring trains off of the mountain with known air control issues	Reported and under investigation	Airtest locomotives running with known computer issues....easier to reset the computer than to fix or replace a 20k module
Union Pacific	machinist	During a regular you are constantly pulled from one job to another without actually being able to finish any work. You're being asked "HOW MUCH LONGER?" to complete a task a zillion times a day. I work in [XXXX] where the director will call you stupid and say that you are lying about how long a task will take. I've contacted the company many times but nothing seems to happen. because director's constant HURRY UP attitude has only gotten worse. On outbound trains you are told to just set and release consists because there's nothing to sign.	We have reported to FRA inspectors (with unit numbers) the times we are asked to do this type of HURRY UP outbound departure test, but not sure what comes of it.	Being asked to SET AND RELEASE outbound consist with managers signing off tasks.
Union Pacific	Apprentice machinist	Worrying if you have a job the next day. Working fast to prove worth and making mistakes and getting hurt. Working by yourself when 2 people is needed.	not sure	Sending bad order stuff that isnt FRA regulated.
Union Pacific	work equipment mechanic	<p>Since the implementation of PSR, the lack of a sense of stability within the workforce is causing us unnecessary stress at every turn. Myself and others around me constantly wondering will I have a job? Will it be for very long? Where will it be and will the schedule keep changing?</p> <p>With the overtime being cut and being told "we are out of money" whenever we try to accomplish anything has led to a stack of stress a mile high on employees. Those of us with families and responsibilities are concerned with whether or not the job is worth keeping. Being away from home is hard enough, let alone all the new complications included. I feel I have to worry if my mind and others are focused on the task at hand and the safety involved in the task.</p> <p>Also, with PSR it seems engineering employees are being pushed more and more to hurry during their tasks which is an incredibly unsafe practice in an inherently unsafe and dangerous job.</p>	I am speaking in a broad sense because I think the bigger picture here is the focus instead of isolated incidents.	<p>The biggest incidents I have noticed, especially recently, is having employees hurry at their tasks.</p> <p>Shorter windows of times means they need to try and get the same amount of work done in a shorter amount of time. Production is expected to not go down even with times and money being cut.</p>

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Union Pacific	Machinist	Deferred maintenance tasks. Given an unrealistic time frame to complete federal tasks such as inspections and air brake tests. I feel as though the management is putting undo stress on the [mechanics] to finish any tasks the other crafts may not finish during our shift.	No	<p>Foreman General closes, cancels, or defers tasks.</p> <p>As a diesel mechanic I find the defects, and when given the proper amount of time and material, I repair the defects. Seems lately that we aren't given the time to repair the defects.</p> <p>Power shows up late, rushed daily inspections. Motto lately is "it came in running, it'll go out running".</p> <p>The biggest issue I see is the time frame that the locomotives get to my facility, it's turn and burn. Example: we can't lock out the track until 8am or later because the engines are still in the yard, but get the work done by 11 am, It's for a job. Hurry hurry hurry, but don't get hurt.</p>
Union Pacific	Machinist	Federal defects being cancelled and deferred from a system shop.	None. I feared for my job. Now I'm furloughed.	Task were removed from repair orders before we were assigned.
Union Pacific	Machinist	Mover team derailed locomotive due to being forced to do job that the craft member was not trained to do, and was the job of another craft.	do not know if reported	<p>Daily locomotive inspections by a mechanical inspector have been pushed out to every ten days, safety appliances not inspected, cab and toilet conditions are poor (at best) due to locomotives not coming to the locomotive servicing facilities.</p> <p>Most locomotive sets are turned in the yard and not properly serviced for their next assignment.</p> <p>Also, due to the reduction of work force, locomotives are released from repairs and servicing without being washed to remove oil and fuel oil from the engine compartment (a fire hazard).</p>
Union Pacific	Machinist	Fatigue and quality of life	None as of yet	Hours of service for department of transportation drivers
Union Pacific	Machinist			We are constantly turning in federal defects to which we are told "write it up and it will be fixed elsewhere."

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Union Pacific	Machinist	It's the every day being rushed, running in and out of the shop to go to the yard, back to the shop, back to the yard, safety meeting on the shop floor with screaming units in the house (can't hear any issues we are having with the facility), the constant bird-dogging of how much longer is a task going to take, and any given day I would be the only machinist in the house working on units, and have to have a electrician or a supervisor help me do a power assembly by operating the crane.	The rushing.	A lot of "if we can't fix it here, just throw it into storage," then it gets dispensed to different shops
Union Pacific	Machinist	Safety issues of concerns are management releasing locomotives from scheduled maintenance with a cracked draft gear pocket, reported and cancelled by management. UP [Train#]	I will be reporting it.	Asking employees to sign off on incomplete work.
Union Pacific	Machinist	Running defects that seem little but escalate to bigger problems! Even FRA defects! Won't mention specifics but they do it on almost every unit!	Torn bolster pads, etc., and yes was turned in to the FRA	It's difficult to pinpoint because it's done every day! Locomotive defects are my main concern. Running little defects always turn to bigger things!
Union Pacific	Carmen	Understaffed carmen being forced to work extra shift to cover a job on a daily basis.		Only concentrate on FRA defects.
Union Pacific	Carman	Carman [has a close call] nearly injuring himself, while there were only 2 carmen (with no supervision) working that second shift, doing work they were unfamiliar with. Due to manpower reductions and shift realignments, this could have been avoided if they were working with seasoned, more experienced carmen at the repair facility which was brought to managements' attention and ignored.	No. No action taken.	FRA defects as well as AAR when on heavy repair tracks.

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Union Pacific	Mechanical carman	<p>The current culture at Union Pacific is one of production first, safety last. It isn't just the safety of the employees at stake, it is also the communities they move through. They have reduced the employment levels to a number that cannot sustain thorough safety inspections. Current management do not want any defects found, and tell everyone that too many "bad orders" will cause your location to be shut down.</p> <p>As a repairman and an inspector of freight cars, I can assure you that there are as many, if not more, dangerous defects moving up and down the tracks. We hear repeatedly that "Union Pacific is in the business of moving freight, not repairing cars." My reply to that is "UP is in the business of moving freight safely," which is not happening right now.</p> <p>It is just a matter of time before an overlooked defect causes a catastrophe somewhere. Depending on where it happens, will determine the number of lives lost. How much is just one life worth? All of this so millionaires can have even more? The amount of deadly defects running around is unreal. Broken roller bearings, dragging brake riggings, bad couplers - all of which are potential derailments. Safety appliances and class one air tests are also being overlooked. If you try to perform your duties right, management will drum up some bogus infraction to get you out of the way, and get someone that will do what they want.</p> <p>Everyone is scared to do the right thing. If you try, you get told they will shut your location down just like they did Hinkle, Oregon. We are told that happened because the employees would not comply to their "turn a blind eye" commands. With the atmosphere with the PSR, it is just a matter of time before lives are lost. I guess whose lives are lost will determine if it was worth it to these greedy ass****s.</p>	Some were reported, but our local FRA inspectors are telling us they are getting shut down by their bosses.	Rolling stock defects, bad safety appliances, air tests, just about everything an inspector is supposed to do.
Union Pacific	Carman	General accidents are [increasing] in the work place because workers' mindset isn't right, because they are in real fear of losing their job.		
Union Pacific	Carmen welder	Employee got finger smashed, shop director was observing their work. I feel the injuries that are happening now are a direct effect of the PSR. UP is laying off so many employees that it effects our thought process. I wonder every day if I will have a valid clock in. I feel it's all due to greed.	I have no idea.	None I can think of.
Union Pacific	Carman	Being short handed causes people to work in unfamiliar areas is a risk! Also, tired of wondering if I have a job today causes unnecessary stress!	No action taken	Do more with less
Union Pacific	Carman	Short-handed, and remaining people having to do the same jobs with not enough people to do the work safety.	Just had an injury that was reportable	Job briefings are not important and now it's just get the cars out.
Union Pacific	Carman / Mechanical	I don't know of any, but I feel like I'm walking on eggshells because of these layoffs!!!	N/A	N/A

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Union Pacific	Carman	<p>At least weekly or bi-weekly I run into switches that aren't locked. Blue signal protection has been dropped while people are working on the rails, not knowing that they're rail is unprotected because they were told it was protected.</p> <p>Our foreman has us locking and unlocking switches multiple times. When you're through with one rail, you get another one to lock up at the same time.</p> <p>Too much confusion. Someone is going to get hurt. [Large portion redacted] If you wish, please be discreet. I do not want anyone to get in trouble. I do not want any violations to fall upon those people, but this is a real concern.</p>	No, as I stated earlier they were there working the rail unprotected they should have checked themselves, but they didn't.	Personally I don't think anyone has been asked or forced to overlook any safety standards or rules that I'm aware of. It's just a rush rush situation, going nowhere. It's creating more work, less productivity, that's the way I see it, but I'm just one guy.
Union Pacific	Machinist	The constant worrying if you're going to have a job, or if you're going to have a position that suits you and/or your family's needs. Hard to keep your mind in the game to work on locomotives. Workplaces is starting to look like a disaster zone, and nobody cares.		
Union Pacific	Machinist	We've had 4 derailments in a matter of a month...in one location. Luckily they all happened in a yard.	I am not sure. The derailments were in the yard caused by transportation.	Mainly in standard of work, where it calls for two men to do a job, we are told to do it with one. We are also told to do electrical inspections, but just put not applicable for check low voltage ground. We have also sent trains out with bad ACs, with 90+ degree temperatures.
Union Pacific	Carman welder	The bullying to get trains out as fast as possible has made a very dangerous situation. Trains are not getting proper inspections. Managers are making threats and treating my colleagues as if they were cattle. This is serious! I have seen managers put my colleagues and the public in harm's way. Dropping blue flags on men while they are still working the rail, and have had no repercussions for doing so. They are block swapping cars without inspections.	Yes, and to my knowledge they are assessing fines to no avail. The carrier just pays them and don't care.	Proper inspections and ignoring bad orders . They are threatening my brothers with layoffs if they don't tow the company line. Some are fighting the war on tyranny, and some are just keeping their heads down.
Union Pacific	Carman	The company cutting so many jobs and closing shops. It's not only creating a hostile work environment, but puts every person on the ground in grave danger. PSR is TOTAL BS. All it amounts to is more money for the top elite in the company and to HELL with the boots on the ground.	NA	Where do I begin?!?! It's done daily through scare tactics and threats of closing more shops and losing more people. What are you to do?
Union Pacific	Machinist	We are asked on a daily basis to operate machinery like man lifts without yearly qualifications. Also, all of our fall protection harnesses are out of date, and they keep pushing us to do more work with less people.	Not as of yet	Not being trained or requalified to use man lifts, but they want us to operate them anyway.

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Union Pacific	Machinist	<p>Locomotives are consistently ran with FRA defects with the company fully aware of the defects. The defects I've personally wrote up include UP[TrainX], which ran for a month with a broken XXXX from a XXXX, and an FRA-defective XXXXX. The FRA's response was they couldn't find the unit, and that they were short-handed due to the high volume of calls they were receiving. UP[TrainY] was ran with no XXXXs because they did not have the manpower at our location due to layoffs...</p> <p>Two locomotives ran that had complete portions of the couplers broken off. Numerous wheel defects are ran due to the wheel true machine in XXXX being shut down due to lack of manpower.</p> <p>We consistently see units that are in "Storage" status accumulating "out of use credits" being used as power, which is a safety concern because it allows the company to stretch out already deficient scheduled maintenance.</p> <p>The company consistently assigns one person to do jobs that have historically been two-person jobs, putting employees in dangerous situations like trying to run a crane at the same time as trying to line up a water pump or power assembly. The unreal expectations of task hours being signed off puts workers in dangerous situations, trying to stay out of trouble by being pressured to do unsafe work just so they can release a locomotive. Due to lack of manpower locomotives are now being inspected by managers and crews who have no idea what to look for except checking the water and oil. Due to the intentional shortage of locomotives scheduled maintenance is deferred six months in some cases. Locomotives are being used till failure.</p>	<p>I have reported numerous violations to the FRA and have not seen one of them addressed. The FRA has informed me more than once that they are extremely overloaded due to precision scheduled railroading.</p>	<p>You are constantly expected to overlook FRA defects. If you don't they will wait till you leave and sign the daily cards of locomotives that they know have defects because as soon as you report the defects they reassign you to a different locomotive.</p>
Union Pacific	Machinist	<p>Proper maintenance and inspections are not being performed because usually available locomotives are in short supply to build consist with so they pretty much get shoved on thru.</p>	<p>Not reported to my knowledge. Never any action taken.</p>	<p>Air leaks, fluid leaks, defects on wheels out of specs.</p>
Union Pacific	Carman	<p>[In just two days in May we had] 6 derailments in our yard.</p>	<p>Reported nothing as always.</p>	<p>Go faster.</p>
Union Pacific	Carman/mechanical	<p>Focus/Health: I believe we all understand that change is not always bad if it's changing to improve safety/production. I would have to say (PSR) hasn't changed things for the better.</p> <p>Focus: when you have a workforce constantly concerned with losing their jobs (not based on their own performance/safety) but just sheer greed, your employees' focus/safety on the job at hand are at risk. Risks that can cause themselves and others their lives.</p> <p>Health: Pretty much goes along with the above statement. Stress/Anxiety are serious issues that can lead to health problems while at work and at home and should not be taken lightly.</p> <p>Equipment/Tools: [Redacted, too specific]. The risk vs reward is high.</p> <p>On top of that, wanting employees to pull small trailers with welding/cutting equipment and materials to repair as they inspect is even a higher risk of accidents. In summary- Haven't really seen any positive or significant changes for the better of our employees at Union Pacific. Just High Risks of Failures/Injuries.</p>	<p>No/none</p>	<p>Same as mentioned above with ATV's and close clearances.</p>

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Union Pacific	Machinist	Lack of proper maintenance and repairs. Pencil whipping inspections, deferring and canceling task from upper management. Forced to work units that aren't placed in mac or ilp and cannot add defects. Persuaded to sign daily cards without inspection, etc.	Brought up at local union meeting. Unaware of what action was taken from there.	Persuaded to sign work that wasn't performed. Performing inspections within a service facility without being placed over a pit. Being singled out for reporting defects.
Union Pacific	Carman mechanical	Inbound interchange railcars not being inspected, and new train symbol being assigned on the outbound. Insufficient number of employees available to "swarm" (new railroad terminology). Longer trains having multiple issues with EOT communications. Pressure to disregard FRA standards on inspections and air tests.	Some of the issues have been forwarded. No action as of now.	FRA standard on inbound inspections and air tests. FRA defects routinely allowed to leave on outbound trains.
Union Pacific	Machinist	UPRR is cutting its work forces to a point that jobs are getting short cut. Managers that have never been in a craft are now inspecting locomotives, rather than our skilled craftsmen. Repairs are being deferred or cancelled rather than being fixed.	They know that repairs are being deferred and cancelled.	Company policies are being overlooked all the time do to the furloughs and the intimidation of possible furloughs. We had a machinist at [XXXXX] that hurt his [leg]. He told the foreman but no one reported it any further because they are afraid to lose there jobs.
Union Pacific	Carman	Lack of manpower, yet a rise in train traffic, with the company expectations of a faster dwell on return of B/O to train. We are cutting corners and allowing defects to run through without any repairs.	No, scared to get targeted.	The proper way to do our jobs and the time allowed to properly inspect and repair train cars
Union Pacific	Carman	Lack of manpower to do adequate inspections and repairs. Forcing guys to work extra hours in non emergency situations. Heavily modifying inspection allotted times to increase speed and reduce defects found.	No	No AAR defects are being fixed.
Union Pacific	Machinist	Railroad running federal defects all the time. Bad wheels, exhaust leaks, etc.	It has been. Sometimes they do something, sometimes not.	Just plain not looking at anything, just so units can leave.
Union Pacific	Carman	I had a foreman order a different Carman to drop my blue flags and a roll by release in the airstest... [redacted for privacy]. Just because the train was about to miss its departure.	I reported it to management but not the FRA.	All FRA Rules pertaining to inspecting freight cars, especially in an outbound train. Carman at Union Pacific have been threatened with termination if they find an outbound bad order.
Union Pacific	Car inspector/ Car department	Layoffs causing more work for less people. Due to layoffs, people are sometimes getting forced to work 16 hours for several days straight.	No	Cracked couplers and side bearing adjustments

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Union Pacific	Car Inspector / welder (carman)	<p>Since precision railroading started to be implemented in our work location, there have been multiple occurrences where management has been pushing us to do our work in an accelerated way, while keeping us working with the least amount of people. In addition, there have been times when they force us to work overtime when their lack of planning and staffing is hurting us every time someone is on vacation or has an emergency.</p> <p>Besides the rushed environment that has been created by the precision scheduling, it has also increased the levels of stress of the workers. And it has forced many to seek medical expertise in order to obtain FMLA since we are not allowed any time off due to stress or sickness.</p> <p>Another aspect to consider is the fact that the company is gloating about record earnings every quarter. And when we are in need of new equipment or materials, they are very stingy about getting us what we need. One specific event that took place is that one of the managers, [name redacted], told us, the crew on second shift, that the guys on first shift had bad order a lot of cars, and we did not need to worry about bad ordering any more! Many of the employees of the second shift receiving yard were witness of the event.</p> <p>When we find a condemnable defect, it is our duty to bad order it, in order to keep our communities safe. And it is becoming very difficult to perform our jobs because we are constantly being pushed by management arguing that the hump is on our backs and that we need to hurry up.</p>	<p>I am unaware whether these conditions have been reported to the FRA.</p> <p>All I know is that we are constantly pushed to hurry up inspecting and fixing trains that we are prone to miss defects or not be able to fix defects according to manufacturers and AAR regulations.</p>	<p>We have been asked by management to not bad order cars.</p> <p>We are constantly pushed to rush down a track and, although management claims that there's not a time limit, they try to get people in trouble for going over their time limits!</p>
[Redacted]	[Redacted]	[[Providing summary due to sensitive nature]]: A severe injury occurred to an employee and it was reported. The employee who was then brought up on charges for violating safety procedures. Management subsequently told employees off the record that had he not reported the injury, no charges would've been brought.	USDOL, OSHA	We are asked to sign off defects and are harassed about a possible injury
Not provided	Carman (Railcar Repair Person)	Understaffed, but still trying to get the same production out of a fully staffed crew. At my current location, they are implementing working bad ordered cars at night when lighting conditions are poor to try and make up for the the understaffing.	Possibly by coworkers, but I am not sure and do not know if any action was taken.	Working bad orders on the daylight shift is the standard, but management is now wanting bad orders to be worked on nightshifts when the lighting is poor to safely make repairs. Vehicle clearance rules are being overlooked so we can get to bad orders in train and make faster repairs, which the normal standard would be to set them out.
Not provided	Carmen		Collapsed EOCs being highballed by management to keep bad orders down. FRA Inspectors notified and said they will not track a car down to verify a bad order.	Crews on board get the air test done and highball the train.
Not provided	Machinist	Hostler lost arm and leg during eclipse last year while management was not reachable. Employees had to contact 911.	Yes .	Maintenance issues on locomotives .

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Not provided	Carman welder	Being forced to work overtime when employees say they are tired and not wide awake.	No report. FRA doesn't care anymore what railroad does. Have reported numerous infractions with documents and still no response or action.	Have been told to look other way when working outbound trains. If any defect found, card either pulled or car is home shopped.
Not provided	Carman	Due to lack of manpower you don't have enough people to do the job safely. Where there was two men we have one man. An extra set of eyes on any task makes it safer. Where I work at we have had more injuries in the last year than we have since I've been here (17 years), another factor in the equation is that they are putting people in manager positions because they have a degree, that should be people that worked their way up through the ranks so they know how to railroad. A recent injury happened when a manager was watching over a carmans' shoulder and his hand got pinched. The manager didn't even know the carmans hands were in a pinch point.	Manager probably didn't want to report it because he knows his job is on the line, and it should be in my thoughts.	Where I'm at I don't have to over look any rules, but I sure where the cars are being worked on they probably have.
Not provided	Machinist	Rushing locomotives out of shops that need repairs. Bent steps . Cracked pocket on locomotives. Thin wheels.	Yes. FRA came to yard and reported several units in-shop and in-yard, and made management get them fixed before they could be put to work.	Trying to get releases in shop. Told to stop putting in troubles on locomotives
Not provided	Machinist	Many management employees are being pressured into releasing locomotives that are less than desirable. Now that they are put into this position it is second nature for them to turn a blind eye to what is safe or unsafe.	No, and if it was they just send it to upper management, and then to Atlanta to handle.	Working alone on projects that normally take two people. Working outside in bad weather.
Not provided	Carman	Tracks not properly properly protected, equipment being struck because fouling a "protected" tracked. All of this is from the rush PSR puts on the company.	No	Grounds told to jump a live track.
Not provided	Locomotive Electrician			Traction motor electrical inspections
Not provided	Machinist	4 destroyed locomotives. Outside contractors were brought in to do the work because we could not do it in a timely fashion and the correct way!		The garbage that is going down the rails through small towns and villages is amazing. If only the general public had any knowledge of the unmaintained infrastructure and rolling stock that goes through their towns and villages, they would be amazed.
Not provided	Carman	Removal of all brake sticks, constantly being rushed, constant harrassment by management	Yes, an FRA agent on property at the time was notified.	Just about all of the safety rules.
Not provided	Machinist	My job was to inspect the wheels & brake shoes, lube the traction motors & make minor repairs. I have written up shelled wheels, needing them to go to the wheel true machine only to have the task deferred.	I do not know.	The good working condition of the locomotives as they come through servicing.
Not provided	Machinist	The roads in the railyard are full of deep potholes causing safety hazards. 95 percent of my FRA defects I find go right on out on the rail because of lack of power.	It was wrote up on [Train#], unit tagged and defects placed in maintenance.	Repairs

Company	Position /Craft	Please describe any safety incidents you feel are related to the implementation of Precision Scheduled Railroading (please provide any relevant dates and times):	Was this incident(s) reported to the Federal Railroad Administration (FRA) inspectors? What action was taken?	Please describe any rules, regulations, or standards you or your coworkers have been asked (or forced) to overlook:
Not provided	Machinist	<p>PSR is not a solution to the issues that the companies are facing. The company must realize, when there are less workers, and the work load fluctuates to the heavier side, not only will production slow down, but the remaining workers will be stressed. Stressed to meet deadlines in short amounts of time, lacking the necessary manpower leads to shortcuts and accidents.</p> <p>FRA-mandated rules are often broken, company policies are put on the back burners, and worn out exhausted team members make mistakes, which can be devastating.</p> <p>The women and men behind the desks make the big decisions, they come with their own challenges. Most of which are not life-threatening. Those that work in the field are constantly double checking themselves, aware of every move they make, every button they press, every lever they pull. One wrong move can not only cause a hit for the company's profits, but also be the end of someone going home to their family.</p> <p>We have seen whole entire towns go up in flames, safety is best in numbers. And these numbers may differ from job and location, which is why every voice should be heard before making such a rash decision. More often than not, every decision carries short-term and long-term consequences that cannot be determined by charts and graphs.</p>	<p>Multiple shortcuts are taken by many employees from all departments when time and staffing run short. Everyone is pressured and often asked to do the wrong thing. FRA rules are often broken, and they are seldom reported.</p> <p>RTC releasing blueflag switch lockout before mechanical personnel authorization. This incident was not reported, but could have been deadly.</p>	<p>Various locomotive safety standards are asked to be overlooked everyday by mechanical and transportation. Time constraints and power demand pressure people into making the wrong choice.</p> <p>More workers and access to parts would allow for the proper repairs to be made, and everyone to go home safe, and leave a reliable train in the end game.</p> <p>Blueflag protection rules are almost non-existent on any mainline failure, and often overlooked during rush periods at the shop. Not wearing the proper safety apparel while performing repairs due to lack of time to properly repair equipment failures and maintenance.</p>
Not provided	Machinist			Airbrake leakage test
Not provided	Utility clerk	<p>Man power shortage, not pulling vehicles out of service for needed service. They just continue to keep them in service, and if you refuse to take the vehicle, they will pull you out of service. Also, reporting vehicles on the safety hotline and being harassed by managers for putting that on the safety hotline.</p>	No	<p>Forced to drive in ways that are unsafe and do not abide by street laws due to the managers wanting to keep the dwell times very low to appease certain higher ups in said company</p>

March 2019 Safety Performance Summary

For the month only (non-cummulative)

A positive percentage
is an improvement

	Rates and Counts				Pct Imprv vs March 2019		
	March 2018	February 2019	March 2019	Goal	March 2018	February 2019	Goal
Personal Injuries							
Reportables	0.69	0.94	1.03	0.72	-49.4%	-10.2%	-43.2%
Lost Time	0.30	0.50	0.53		-74.6%	-6.3%	
Grade Crossing Collisions							
Collisions	3.05	2.34	2.70		11.3%	-15.5%	
Rail Equipment Incidents							
UPRR Incidents	9.36	11.78	13.00		-38.9%	-10.4%	
FRA Reportable	2.01	4.32	4.22	2.82	-110.5%	2.2%	-49.7%
UPRR Incd Counts	126	131	154		-22.2%	-17.6%	

Year to Date (cummulative)

A positive percentage
is an improvement

	Rates and Counts				Pct Imprv vs YTD Jan-Mar 2019		
	YTD Jan-Mar 2018	Full Year Jan-Dec 2018	YTD Jan-Mar 2019	Goal	YTD Jan-Mar 2018	Full Year Jan-Dec 2018	Goal
Personal Injuries							
Reportables	0.74	0.82	0.90	0.72	-22.3%	-10.3%	-25.0%
Lost Time	0.41	0.50	0.48		-19.4%	2.6%	
Grade Crossing Collisions							
Collisions	3.05	2.69	2.55		16.4%	5.1%	
Rail Equipment Incidents							
UPRR Incidents	10.43	10.62	11.89		-14.0%	-12.0%	
FRA Reportable	2.76	3.28	4.26	2.82	-54.2%	-29.9%	-51.2%
UPRR Incd Counts	396	1,654	424		-7.1%	NA	

Note: All numbers are as originally reported

Transportation

As CSX workforce shrinks, accidents pile up and morale plummets



[Enlarge](#)

By [Will Robinson](#) – Reporter, Jacksonville Business Journal

Feb 14, 2018, 2:32pm EST **Updated** Feb 14, 2018, 3:10pm EST

The rate of accidents involving [CSX Corp.](#) trains have been rising as its workforce has been dramatically slashed, with some workers saying morale at the Jacksonville-based railroad is at a new low.

National attention has focused on the safety of CSX operations in the wake of a crash between Amtrak and CSX trains Feb. 4 near Columbia, South Carolina. A misaligned switch that a CSX employee reported was in the correct position sent the Amtrak train directly into a parked CSX freight train, killing two and injuring 116, according to federal investigators.

That accident comes after a year of increasing incidents for the railroad: Last year, it was involved in at least 205 accidents, a rate of 3.17 accidents per million miles travelled —

above industry averages and far above those of [Norfolk Southern Corp.](#), the other Class I railroad operating in the Eastern U.S.

The company's increasing rate of accidents comes despite the fact that the rate of train accidents for all Class I railroads nationwide is decreasing. Since 2013, the national rate has decreased about 6 percent, while CSX's rate has increased 59 percent.

CSX's accident rate last year was 62 percent higher than Norfolk Southern's rate despite the fact that NS trains traveled about 18 million more miles over similar territory.

At the same time, the size of CSX's workforce — both those working in offices and those working on trains — has fallen faster than its peers.

While all railroads in North America have been trimming their headcount in recent years, CSX (Nasdaq: CSX) has taken a particularly aggressive approach since [E. Hunter Harrison](#) became CEO in March. The company laid off 4,000 employees and contractors last year as Harrison implemented his efficiency-focused operating model. CSX reduced its executive workforce by about 37 percent last year and cut its train and engine workforce by about 7 percent.

CEO Jim Foote, who took over following Harrison's death in December, has pledged to trim the workforce by another 2,000 this year.

While Harrison accelerated the rate of cuts, CSX has been slimming down for years. Over the past five years, the railroad has cut 23 percent of its employees, including 18 percent of its train and engine employees. By comparison, competitor Norfolk Southern Corp. (NYSE: NSC) cut 11 percent of its employees, including only 3 percent of its train and engine employees.

Employee fatigue

Employment and safety are tightly linked in railroading, said [Charles Culver](#), railroad operations consultant at [Charles Culver & Associates](#) and a certified locomotive engineer and conductor with 25 years experience.

"If you see a drop in employees, you're going to see a drop in safety," he said.

Safety declines as employees are asked to do more and become more fatigued, Culver said. He was especially critical of CSX's decision to eliminate a rule that allowed conductors and engineers to take a 45-minute nap when trains were stopped, saying that it ran counter to "the Bible" of general operating rules accepted by most carriers.

The rule was a "tremendous help," Culver said, and it stood for more than 20 years at CSX. Many railroads still have it in place, though not the two formerly run by Harrison.

“They’re expecting more work out of these guys than they are able to perform safely,” he said.

The train accident rate isn’t the only negative metric that has been climbing.

Last year, its rate of injuries per 200,000 man-hours increased 13 percent, according to FRA data, and the company’s rates of train accidents, collisions and derailments are all above national rates and the rates of NS.

Despite those figures, the company said that it is focused on safety.

“Safety is CSX’s top priority and we constantly strive to improve our safety record,” CSX Vice President of Communications [Bryan Tucker](#) said by email. “CSX is continuing efforts to implement our scheduled railroading strategy and to achieve our goal of becoming the best railroad in North America. We cannot be the best unless we are the safest, and we are relentlessly working toward that objective.”

Employee morale

As the workforce has shrunk, some employees say morale has suffered as workers have to pick up the work of their former colleagues.

"We are on call 24-7, and on certain jobs you get one day off a week," said one conductor, who asked not to be named out of concern for job security. "The morale is at an all-time low with local bosses trying to pressure and fire trainmen... [in order to] validate their jobs so they won't be fired."

CSX conductors typically work 12-hour days, six days a week, the conductor said. Because there are so few available, conductors rarely get personal days and can be penalized for taking sick days, especially over weekends or holidays, he noted.

Some employees are turning to the Family and Medical Leave Act, a federal law that guarantees qualifying employees a set amount of leave with no fear of job loss.

"There is no other way to have any time off to handle any personal medical issues you may have or to care for a sick family member," the conductor said.

FMLA affords qualifying employees up to 12 weeks of unpaid leave for the birth and care of a newborn child, placement of an adopted or fostered child, care for an immediate family member with a serious health condition or for an employee’s serious health condition.

An internal CSX notice posted Dec. 28 reported that 845 train and engine employees took time off under FMLA over the holidays, about 9 percent of its active train and engine workforce. The notice warns against fraudulently using FMLA to get time off.

CSX has since suspended about 150 employees pending investigation into their use of FMLA, according to a law office exploring a class-action lawsuit related to sick leave.

One of these suspended employees, also a conductor, told the Business Journal he was well within his allotted FMLA time, which varies by employee, and had never been issued a warning about using it before CSX suspended him. The conductor has been drawing railroad unemployment while he awaits CSX's findings. He said he invoked his FMLA rights due to complications with an ongoing medical condition.

"I could not have performed my job safely," he said of the time he took off, which coincided with Christmas and New Year's holidays. "My body doesn't know it's a holiday."

He noted a fellow employee who came in "sick as a dog" because he feared being fired if he used sick time.

"Everybody is scared," he said.

CSX declined to comment on why so many train and engine employees have used FLMA to take sick time but said it operates in accordance with union agreements.

"There are collective agreements in place that we work within to manage these things," said Tucker. "We abide by those agreements."

The right team

While multiple dispatchers told the Business Journal that for them to take an accrued personal day another dispatcher has to agree to give up a rest day, CSX has furloughed or announced plans to furlough about a dozen dispatchers in the last month.

The railroad has remained committed to Harrison's operating model, precision scheduled railroading, which it believes will improve efficiency, performance and investor returns.

From an operations standpoint, it has worked: Train velocities and dwell times for the first five weeks of 2018 have improved significantly from the same period last year. On average, trains are nearly 4 mph faster and dwell more than an hour less compared to the first five weeks last year.

Regarding morale, Tucker conceded that the company made a lot of changes in 2017, and "change can be difficult for many people." But he challenged the claims of employees who spoke to the Business Journal that morale was at a new low.

"Complaints from a small number of employees, or former employees, are not indicative of a broader morale issue and do not reflect the attitude and devotion of the CSX workforce as a whole," Tucker said by email. "CSX has the right team in place to drive the company forward in its new operating plan, and we firmly believe that the predictability of scheduled railroading will result in a safer and more efficient railroad."