



New Turnover Document - NO IB Turnover

to: PROVISO MECHANICAL CAR FOREMEN
Cc: Proviso Car Managers

06/09/2019 07:40 PM

From:

To: "PROVISO MECHANICAL CAR FOREMEN"

Cc: Proviso Car Managers

All, everyone should have seen the abolishments on Saturday that will take effect 6/16 transitioning our team from an IB and OB foreman to a single foreman over all yard operations. I believe this will increase our resource productivity through one person directing operations. There is a lead man in Yard 9 - Utilize him. There will be a CD515 in the near future - utilize him. Hold your people accountable when they do not meet our performance expectations so you don't have to continually waste your time talking to people. You won't have time.

It is very clear:

- 1.5 minutes/car in the OB
- 1 minute/car in the IB
- 1 minute/car in G2

We already have the IB Leadman sending the information necessary for the turnover in yard 9 by scanning both of their forms. The IB Turnover will no longer be needed.

The attached form will be the new turnover document encompassing all yard operations.

NOTE THE NAME CHANGES:

Share View

> This PC > G1 (\\upcorp.ad.uprr.com\prvsg1) (G:) > PRVS CAR DEPT > Foreman > Yard Files

files ^	Name	Date modified	Type
COM	AIR COMPRESSOR FOLDER	4/23/2019 5:06 PM	File folder
ived	Archived	6/9/2019 7:31 PM	File folder
is of	Maps of Yards	6/9/2019 7:28 PM	File folder
in Ge	G2 Priority Train BOs.docx	6/7/2018 6:22 PM	Microsoft Office...
	IB Carmen Paperwork Rev 10-16-18.xls	10/16/2018 1:06 PM	Microsoft Office E...
1	YARD DAILY WORKSHEET.xlsx	4/16/2019 6:27 PM	Microsoft Office E...
in 1	YARD TURNOVER LOG.xlsx	6/9/2019 7:04 PM	Microsoft Office E...
	Proviso Truck Report.doc	5/29/2018 9:00 AM	Microsoft Office ...
	Radios.xlsx	1/28/2018 8:16 PM	Microsoft Office E...
' CEF	Yard Repair JC.xlsx	11/15/2016 1:26 PM	Microsoft Office E...
afety			

Note:

IB = Inbound train

OB = Outbound train

G2 = Global 2

[REDACTED]

From: [REDACTED]
Sent: Wednesday, February 24, 2021 10:53 AM
To: [REDACTED]
Subject: FW: Settlement 21-98090-MECH-BRC Org CVA 01-25-2021 (42) (Nicely)

From: [REDACTED]
Sent: Thursday, February 18, 2021 10:17 AM
To: [REDACTED]
Subject: RE: Settlement 21-98090-MECH-BRC Org CVA 01-25-2021 (42) (Nicely)

[REDACTED]

The LCAT settlement payment was processed and Claimant should receive on the next pay period.

[REDACTED]

From: [REDACTED]
Sent: Tuesday, February 16, 2021 1:18 PM
To: [REDACTED]
Subject: [E] RE: Settlement 21-98090-MECH-BRC Org CVA 01-25-2021 (42) (Nicely)

[E] - EXTERNAL SENDER

Use discretion when clicking links, opening attachments, or replying.

[REDACTED]

And for years (day one) this Organization has contested that policy.

However, without precedent or reference the Organization will agree to settle the claim.

Thanks,

[REDACTED]

National Representative
Carman's Division TCU/IAM

Follow TCU on social media!



From: [REDACTED]
Sent: Wednesday, February 10, 2021 9:11 AM
To: [REDACTED]
Subject: RE: Settlement 21-98090-MECH-BRC Org CVA 01-25-2021 (42) (Nicely)

[REDACTED]

For years the application of a reasonable time for carmen to perform Class 1 inspections is one (1) minute per car. However, the time may vary slightly based on weather, etc.

The incident date there was 25 cars involved. Therefore, taking the above into consideration the Carrier is willing to increase the settlement offer to 40 minutes straight time. As mentioned below the settlement is without precedent and non-referable.

Please respond to this email should the Organization concur.

[REDACTED]

[REDACTED]

CSX Transportation, Inc.
Senior Manager Labor Relations

[REDACTED]

From: [REDACTED]
Sent: Tuesday, February 9, 2021 8:38 PM
To: [REDACTED]
Subject: [E] RE: Settlement 21-98090-MECH-BRC Org CVA 01-25-2021 (42) (Nicely)

[E] - EXTERNAL SENDER

Use discretion when clicking links, opening attachments, or replying.

[REDACTED]

The trainmen worked on the cars in question from 10:30 to 12:00. Pay for time worked should be 1 hour and 30 minutes. The Organization therefore counter offers 1hour 20 minutes.

Thanks,

[REDACTED]

National Representative
Carman's Division TCU/IAM
Follow TCU on social media!



From: [REDACTED]
Sent: Tuesday, February 9, 2021 4:22 PM
To: [REDACTED]
Subject: Settlement 21-98090-MECH-BRC Org CVA 01-25-2021 (42) (Nicely)

[REDACTED]

Based on the facts and circumstances involved in claim 21-98090-MECH-BRC the Carrier is willing to offer a full and final settlement paying claimant 20 minutes at the straight time rate of pay.

This settlement is without precedent and is non-referable in any forum.


Please respond to this email with Organization's concurrence.

Thank you,

[REDACTED]

CSX Transportation, Inc.
Senior Manager Labor Relations

[REDACTED]

<div>  </div>																			
FIELD SCORECARD																			
Workforce and Repair Track as of yesterday, Trainyard metrics as of prior week (Mon-Sun). Parentheses contain numbers for the previous period.																			
Workforce		RIP Track		Overhead recovery		Labor recovery				Trainyard						Payrol trainyard		Safety	
working	headcount	BO	BO	shop	NS rate	DL rec%													
FTE	non-agr	dwll	rlse	rec%	(AAR \$149)	Mar	DL+IL	rec%	FTE	FTE,	inbound	inbound	outbound	outbound	mmpc,	avg car	mmpc,	injury	YTD
			per FTE	Mar (Feb)	Mar (Feb)	(Feb)	Mar (Feb)		RIP	trainyard	mmpc	cars insp	mmpc	cars insp	adjusted	per FTE	payroll	ratio	
SYSTEM	779	100	48	8	74 (70)	158 (172)	95 (96)	79 (78)	235	320	1.1 (1.1)	126,586 (127,341)	1.7 (1.7)	175,675 (177,897)	1.6 (1.6)	134	2.7 (2.6)	1.75	
MAJOR YARDS																			
Conway	56	5	47	5	53 (75)	139 (161)	62 (97)	47 (72)	13	31	1.2 (1.1)	13,200 (12,878)	1.3 (1.3)	13,825 (14,076)	1.3 (1.3)	125	2.7 (2.8)		
Birmingham	53	6	75	10	62 (49)	142 (149)	74 (65)	65 (57)	12	30	1.1 (1.1)	12,070 (12,868)	2.3 (2.2)	10,994 (11,237)	2.2 (2.2)	110	3.0 (2.9)		
Elkhart	53	4	34	16	65 (64)	191 (187)	89 (85)	78 (74)	13	28	1.0 (1.0)	16,003 (16,522)	1.6 (1.5)	14,868 (14,745)	1.6 (1.5)	160	2.1 (2.1)	3.59	
Chattanooga	49	4	37	11	57 (46)	146 (160)	72 (64)	67 (61)	11	27	1.5 (1.6)	11,573 (11,926)	2.0 (2.0)	11,007 (11,527)	2.0 (2.0)	119	2.8 (2.6)		
Macon	32	5	52	9	45 (46)	145 (147)	65 (63)	64 (61)	14	12	1.1 (1.3)	9,794 (10,202)	1.9 (1.8)	8,175 (9,896)	1.9 (1.8)	211	1.6 (1.5)	12.18	
Decatur	32	5	53	12	41 (52)	236 (248)	84 (95)	63 (66)	8	13	1.0 (0.8)	5,776 (5,537)	1.6 (1.7)	6,960 (6,644)	1.6 (1.7)	145	2.3 (2.4)		
Bellevue	32	3	38	8	45 (55)	175 (200)	68 (103)	65 (85)	8	17	1.1 (1.1)	10,174 (10,265)	1.6 (1.4)	10,499 (10,223)	1.6 (1.4)	176	1.8 (1.8)		
Norfolk	30	6	80	13	68 (58)	169 (183)	88 (85)	79 (76)	9	5	1.4 (1.0)	3,466 (4,359)	1.8 (1.5)	1,811 (1,128)	1.8 (1.5)	140	2.4 (2.6)		
Enola	22	2	58	17	114 (86)	161 (199)	226 (250)	204 (218)	4	10	1.4 (1.4)	3,405 (3,340)	1.7 (1.5)	4,871 (4,517)	1.6 (1.5)	117	2.8 (3.0)	9.41	
Allentown	13	2	31	14	77 (60)	173 (190)	110 (92)	75 (66)	4	4	0.6 (0.8)	2,224 (1,820)	1.3 (1.5)	2,502 (2,958)	1.3 (1.5)	178	1.7 (1.2)		
BLUE RIDGE																			
Shaffers Crossing	18	3	26	12	48 (50)	158 (202)	60 (76)	60 (76)	4	6	0.6 (0.5)	2,649 (2,218)	2.0 (1.4)	2,477 (2,627)	1.9 (1.2)	124	2.7 (2.6)		
Portlock	13		25	12	81 (116)	135 (134)	66 (102)	59 (90)	2	5	0.8 (0.4)	1,380 (445)	1.1 (1.1)	7,443 (7,734)	1.1 (1.1)	250	1.3 (1.2)		
Bluefield	10	2		3	68 (78)	145 (144)	63 (72)	41 (52)	7	1			1.7 (1.8)	575 (440)	1.5 (1.4)	91	2.1 (1.9)		
Crewe	8	1	33	16	104 (68)	171 (195)	139 (101)	99 (79)	2	2			1.7 (1.6)	2,522 (2,750)	1.7 (1.6)	199	1.7 (2.5)		
Lynchburg	7	1	28	1	88 (169)	139 (170)	111 (225)	54 (64)	2	1			2.0 (1.7)	1,123 (1,090)	2.0 (1.7)	157	2.1 (2.9)		
Weller	4			2	103 (80)	113 (106)	91 (109)	57 (66)	2										
Winston Salem	2			4	104 (14)	218 (328)	195 (66)	11 (4)	1	0			1.2 (1.3)	440 (415)	1.2 (1.3)	174			
Manassas	2					100 (116)			2										
COASTAL																			
Atlanta	26	4	23	3	175 (58)	162 (219)	183 (96)	150 (36)	4	12			1.6 (1.7)	6,066 (6,156)	1.6 (1.7)	75	4.3 (5.0)	7.58	
Linwood	14		22	2	139 (132)	161 (140)	186 (132)	183 (132)	6	7	0.9 (0.8)	3,502 (3,570)	2.1 (2.2)	3,520 (4,050)	2.0 (2.1)	146	2.3 (1.9)		
Greensboro	10	1		9	97 (85)	127 (146)	98 (98)	96 (98)	2	7	0.6 (0.7)	1,562 (1,218)	2.2 (2.3)	2,503 (2,054)	2.2 (2.3)	88	3.7 (4.3)		
Spartanburg	6	1				113 (128)			2	1			2.0 (2.1)	727 (721)	2.0 (2.1)	96	2.0 (3.2)		
Savannah	5	1	16	11	60 (84)	184 (212)	87 (130)	55 (67)	2	3	0.9 (0.9)	1,448 (1,057)	1.8 (1.8)	1,625 (1,046)	1.8 (1.8)	171	1.9 (2.9)		
Columbia	5	1		7	72 (102)	186 (212)	93 (145)	93 (145)	1	3			1.4 (1.2)	1,675 (1,555)	1.4 (1.2)	86	3.8 (3.9)		
Charleston	4		17	1		109 (110)			1	2			1.4 (1.4)	1,566 (1,775)	1.4 (1.4)	90	3.7 (2.6)		
Charlotte	4				266 (168)	124 (121)	267 (157)	267 (157)	1	1			2.2 (2.4)	687 (864)	2.2 (2.4)	155	1.2 (1.6)		
New Bern	2			3		101 (100)			2										
Valdosta	1			1		114 (119)			3										
GREAT LAKES																			
Chicago Calumet	33	7	18	7	100 (83)	142 (177)	104 (111)	84 (87)	15	6	0.7 (0.6)	980 (748)	2.1 (2.1)	4,838 (5,273)	2.1 (2.1)	134	2.5 (2.1)		
Detroit	21	2	116	27	70 (67)	191 (318)	107 (158)	100 (145)	5	14	1.7 (1.8)	3,396 (3,742)	1.9 (1.9)	3,940 (4,071)	1.9 (1.9)	72	4.6 (4.2)		
Ft Wayne	17	2	15	15	101 (88)	174 (178)	139 (129)	100 (92)	5	8	0.7 (0.8)	3,206 (3,602)	1.1 (1.0)	3,697 (4,026)	1.1 (1.0)	129	2.6 (2.3)		
Cleveland Rockport	16	3	46	4	115 (147)	122 (155)	116 (149)	85 (110)	2	8	1.3 (0.8)	579 (834)	1.5 (1.7)	1,835 (1,390)	1.5 (1.7)	45	7.4 (7.7)		
Toledo Airline	9	1		3		126 (168)			2	3	1.3 (1.1)	248 (337)	1.7 (1.8)	1,837 (1,672)	1.7 (1.8)	87	7.1 (5.2)		
Burns Harbor	5		27	18	162 (67)	146 (166)	182 (89)	143 (72)	2	3	0.3 (0.4)	718 (1,218)	1.5 (1.4)	1,316 (1,272)	1.3 (1.4)	112	3.0 (2.8)		
GULF																			
Sheffield AL	17	3	22	3	65 (56)	149 (148)	84 (72)	66 (58)	7	4			1.6 (1.6)	4,841 (4,889)	1.6 (1.5)	171	1.9 (2.6)		
Knoxville	10	2	38	1		120 (128)			9				1.2 (1.4)	2,113 (1,805)	0.8 (1.4)				
New Orleans	7	1	38	22	73 (69)	142 (175)	83 (87)	83 (87)	1	1			2.4 (2.0)	1,083 (1,575)	2.4 (2.0)	107	0.9 (3.0)		
Emory Gap	2					96 (126)			2										
KEYSTONE																			
Buffalo	11	1	8	41	160 (97)	326 (360)	370 (252)	318 (211)	0	9			1.4 (1.7)	2,649 (2,550)	1.2 (1.6)	44	7.1 (6.9)		
Shire Oaks	9	1	22	9	119 (114)	172 (189)			2				1.1 (1.6)	1,623 (1,862)	1.1 (1.4)				
Binghamton	8	2	32	2	117 (67)	158 (179)	138 (91)	39 (35)	2	5	0.8 (0.7)	2,264 (2,572)	1.3 (1.3)	2,447 (2,725)	1.3 (1.3)	148	2.2 (1.9)		
Altoona Rose	8	2	1	3	134 (198)	140 (159)	126 (210)	76 (87)	5	1	0.3 (0.3)	865 (772)	1.5 (1.5)	880 (739)	1.5 (1.5)	279	1.2 (2.4)		
Mingo Jct	5			2	38 (33)	197 (169)	49 (36)	38 (30)	1	3	1.0 (0.9)	628 (419)	1.1 (1.1)	1,101 (1,339)	1.1 (1.1)	86	3.9 (3.9)		
Baltimore	4	2		2	228 (73)	171 (174)	227 (102)	227 (102)	2	1			1.1 (1.1)	647 (239)	0.9 (1.1)	66	5.0 (10.0)		
Newark	2		449	12	118 (62)	292 (187)			0				1.6 (1.8)	1,486 (885)	1.6 (1.8)				
Abrams	2		23	497		3393 (4201)			0	1			1.5 (1.4)	847 (1,244)	1.5 (1.4)	109	2.2 (1.9)		
Morrisville	2					1116 (1487)			0	1			0.5 (0.7)	733 (653)	0.5 (0.7)	76	1.4 (2.8)		
Reading	1					128 (131)			0	1	0.9 (0.8)	524 (721)	1.5 (1.5)	935 (1,351)	1.5 (1.5)	256	0.7 (0.7)		
MIDWEST																			
St. Louis	16	3	22	6	46 (70)	169 (176)	60 (89)	47 (60)	4	4	1.5 (1.5)	1,884 (1,520)	1.5 (1.6)	3,081 (3,237)	1.4 (1.6)	167	2.0 (1.6)		
Portsmouth	16	2	37	10	38 (52)	159 (192)	46 (74)	46 (74)	5	4	0.4 (0.4)	4,411 (3,807)	2.2 (2.1)	4,331 (3,910)	2.2 (2.1)	287	1.2 (1.4)		
Cincinnati	14	3	19	6	41 (26)	180 (186)	59 (37)	43 (29)	6	4	0.5 (0.6)	3,084 (3,274)	1.3 (1.5)	4,236 (4,085)	1.3 (1.5)	264	1.3 (1.3)		
Kansas City	9	2	16	6	84 (77)	153 (198)	95 (113)	79 (66)	4	4	1.7 (1.9)	1,552 (1,393)	1.7 (1.8)	1,745 (1,244)	1.6 (1.7)	109	3.0 (4.0)		
Louisville	8	2	37	30	368 (488)	274 (190)	689 (654)	689 (654)	1	5	0.8 (1.0)	1,963 (2,121)	1.8 (1.9)	2,582 (2,783)	1.8 (1.9)	137	2.4 (1.7)		
Watkins	6	1	28	11	15 (16)	215 (160)	30 (23)	25 (22)	1	4	1.0 (0.8)	2,058 (2,036)	1.8 (2.1)	2,206 (2,600)	1.8 (2.1)	174	1.9 (2.1)		
Danville, KY	5	1	41		48 (79)	128 (152)	52 (88)	52 (88)	4	0			1.9 (1.5)	14 (250)	1.9 (1.5)	22	2.1 (1.0)		
Lafayette	2			2	135 (106)	110 (130)	104 (93)	104 (93)	1										
Muncie	1					98 (105)			1										

Field Scorecard Report Glossary

Report is divided into six sections: **WORKFORCE**, **REPAIR TRACK**, OVERHEAD RECOVERY, LABOR RECOVERY, **TASKMASTER TRAINYARD**, **PAYROLL TRAINYARD** and **SAFETY**

WORKFORCE shows the staffing level of cost centers

- **Working FTE** – number of agreement employees with active status, as of yesterday
- **Non-agreement headcount** – number of non-agreement employees with active status, as of yesterday

REPAIR TRACK section displays average dwell days for active Running Repair bad orders

OVERHEAD RECOVERY and LABOR RECOVERY sections display Car Repair Facility performance metrics for the last 2 avail months:

OVERHEAD RECOVERY

- **Labor and Material Recovery Rate** – calculated as Total CRB Reimbursement \$\$ (labor + material) divided by Total Expense \$\$ (includes labor, **non-labor overhead**, and material expenses)
- **Shop Recovery Rate** – calculated as CRB shop hours x **AAR Labor Rate** divided by shop payroll hours x **NS CRB Hourly Labor Rate** divided by 0.92 (*0.92 represents craft not working full 8 hours due to safety meetings, lunch, etc.*)
- **NS CRB Hourly Labor Rate** –calculated cost for each hour of labor required to complete a car repair at Norfolk Southern. The labor rate consists of the base hourly wage, fringe benefits and overhead rate, and is calculated on the monthly basis.
- **Current AAR Labor Rate**

LABOR RECOVERY

- **Direct Labor Recovery Rate** represents labor recovery of payroll hours paid under function code **0235**, FRT.CAR REPR.-
- **Direct and Indirect Labor Recovery Rate** also includes gang leader time on function code **0006** as well as material handling time and a handful of other miscellaneous function codes

TASKMASTER TRAINYARD and **PAYROLL TRAINYARD** summarize Car Inspection's key performance indicators:

TASKMASTER TRAINYARD

- **Trainyard FTE** – hours worked by one employee on a full-time basis under 0272 function code (each **FTE** is equivalent person working full-time (*40 hours per week*))
- **Inbound MMPC** – Inbound Taskmaster Inspection employee-hours divided by number of outbound car inspections
- **Inbound Car Inspections** – number of outbound car inspections
- **Outbound MMPC** – Outbound Taskmaster Inspection employee-hours divided by number of outbound car inspections
- **Outbound Car Inspections** – number of outbound car inspections
- **Adjusted MMPC** – number of Taskmaster inspection employee-hours minus CRB yard hours divided by number of car inspections

PAYROLL TRAINYARD

MMPC payroll – total 0272 employee-hours divided by number of all car inspections (*inbound and outbound*)

SAFETY section displays reportable injury ratios of cost centers, YTD