

Section 2. No Strike/Interest Arbitration

Eliminate the right to strike in favor of arbitration under the Railway Labor Act.

Section 3. Health and Welfare

Increase healthcare contributions from 2% to 5%. Drastic changes to Injury on Duty timeframes for return to work before termination.

Section 4. Overtime

Eliminate overtime after 8 hours. Only after 40 hours physically worked in week. Elimination of double time completely. Management discretion to cap workday at 16 hours.

Section 5. Pension Benefits

Pension vesting for new hires from 5 years to 10. Full pension goes from 30 years of service/60 years of age to 30/62 for new hires. OT contributions to pension capped at 15% in excess of regular wages for new hires.

Section 7. Contracting Out Work

All work can be outsourced at Metro-North's sole discretion. Work can be shared with other MTA agency workers (LIRR, NYCTA) to consolidate operations.

Section 8. Scheduling Work

Weekends to be considered regular work days. Management restrictions of scheduling eliminated.

Section 9. Medical Review Procedures

All medical return to work procedures and review boards eliminated. Single review physician to determine return status.

Section 10. Sick Leave

First day sick unpaid. All sick occurrences of 2 or more days must have medical substantiation to be paid. Failure to provide documentation upon immediate return forfeits all sick pay.

Section 11. Grievance Procedure

Drastic overhaul to grievance procedure. Elimination of 2 hours of pay for failure by management to respond within time limits. Also cuts time limit for filing grievance from 10 days to 30.

Section 12. Discipline Grievance Procedure

Discipline grievance procedures drastically changed allowing management longer timeframes to charge workers for infractions.

Section 13. Headquarters

Management is free to change work reporting location 8 hours prior to shift start and keep worker at new location for up to 60 days regardless of bid location.

Section 14. Reassignment of Employees

Upon return from intermittent FMLA, management retains the right to place you and not honor your bid selection.

Section 15. Employees Required to Utilize Accrued Leave

Workers must burn all sick and vacation time PRIOR to unpaid FMLA starting. Workers using FMLA for eligible family members must burn all non-sick time accrued paid time PRIOR to unpaid FMLA.

Section 16. Training

Eliminate any overtime triggered as a result of mandatory training. The scheduled start may be changed in order to attend training. In addition, up to 16 hours of training may be scheduled during off-duty hours. UNPAID.

Section 17. Meal Period Penalties

Management to schedule meal periods at their discretion without restrictions. No penalty for missed meal period and no paid meal time on overtime.

Section 18. Probationary Period

Extension of probationary period for new hires and any current workers changing work titles. Any days missed during probation period will be tacked on at end and management reserves the right to extend probation period at its discretion.

Section 20. Extra Lists

Creation of an EXTRA LIST that designates up to 20% of the workforce in a particular bid area to be assigned at their discretion (hours, work area, days off.)

Section 21. Lock-In After Bidding a Job

Management retains the right to block any worker from bidding an open job vacancy that has been advertised for a period of 12 months.

Section 23. Vacation Relief Positions

Vacation relief spots may be designated as operational relief and schedules do not have to be offered based on those of co-workers who are on vacation.

Section 25. Vacation and Personal Leave Days

Eliminate one personal day and one vacation day for all workers.

Section 27. Holiday Pay

Drastic changes to all holiday pay provisions.

Section 28. Part-Time and Split-Shift Employment

Where already not in place, introduction of part time workers and same day split shift scheduling.

Section 29. Location of Forces

Elimination of the "30 Mile Zone Rule" in the case of job displacement.

Section 30. Paid Meal and Meal Periods

No paid meal periods. Metro North reserves the right to include an unpaid meal period (8.5 hour workday for 8.0 hours pay.)