

Attachment "C"

MTA Metro-North

Proposals Applicable to the Shop & Maintenance of Way Craft

1. Scope Rule and Classification of Work

Eliminate any and all restrictions that prohibit Metro-North from assigning, at its exclusive discretion, any employee to perform any tasks for which they are capable that is not within their Scope Rule for up to two (2) hours per shift regardless of any other provisions in the collective bargaining agreement.

2. Rest Days

Delete all provisions of the collective bargaining agreements that mandate or presume that specific days of the week shall be rest days.

3. Selection for Positions

The provisions in the Agreements relating to selection for positions shall be amended to provide that:

- (a) Seniority alone shall not govern assignment to a position. The successful bidder must meet all pre-award qualifications for the position. The Carrier shall have the right to establish job-related tests, written or otherwise, and other criteria to determine qualifications and to re-qualify as necessary.
- (b) New hires shall not be permitted to voluntarily exercise seniority to a position until they have completed one year of service.
- (c) All provisions for penalty payments for holding an employee on a position after he/she successfully bid off that position shall be eliminated.

4. Exercise of Seniority

The provisions of the Agreements relating to the exercise of seniority shall be amended to provide that:

- (a) Seniority alone shall not govern assignment to a position for purposes of displacement. An employee who wishes to displace to a position must meet all of the pre-award qualifications for that position. Employees who are unable to exercise a successful displacement shall be required to bid for a currently bulletined position for which he or she is qualified.
- (b) An employee who returns from a leave of absence, sickness, vacation, disability, jury duty, suspension or other temporary absence shall return to his/her former position. If the position has been abolished or held by a senior employee, the employee shall have the right to exercise his/her seniority within forty-eight (48) hours after reporting for duty.

- (c) An employee whose position is abolished shall, within forty-eight (48) hours following the effective date of abolishment, exercise seniority. Other employees who are affected by such exercise of seniority shall, within forty-eight (48) hours of being displaced, exercise their seniority.

5. Meal Period

The meal period window shall be eliminated.

6. Reporting to Work Site

Employees whose duties or responsibilities require that they begin and/or end their work assignment at any location on Metro-North's territory shall be paid from the time they report to and leave from the job location.

7. Graded Work Classification

Eliminate distinctions between graded classifications of work. All mechanics within each craft will be the same grade, will receive the same hourly rate of pay and will be required to perform any and all work contemplated under the scope rule.

8. Boo and Tool Allowance

Eliminate any and all provisions providing a tool allowance or payment of such.

Eliminate the annual boot allowance and replace with a voucher/Boot Order system that will be administered by the Carrier.

9. Single Day Vacations

Delete provisions which allow for use of vacation in single day increments.

10. Special Appointments

Increase the ratio of workforce across the property for which Metro-North may establish Special Appointments, so as to allow Metro-North to create more positions.