



**Brotherhood of Maintenance of Way Employees Division  
of the International Brotherhood of Teamsters**

**NORTHEASTERN SYSTEM FEDERATION**

**Renato G. Rufo**  
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**Dale E. Bogart Jr.**  
General Chairman

March 21, 2017

Mr. Todd Dragland  
VP Engineering-Chief Engineer  
New York Susquehanna & Western  
Railway Corporation  
1 Railroad Avenue  
Cooperstown, NY 13326

Mr. Dragland,

Reference is made to numerous discussions between the parties regarding the Carrier's desire to apply the flexibility provided in current Rule 17 of the Agreement (*System Production Gangs & changing the days (4 ten hour days to 5 eight hour days or vice versa) of the workweek thereof*) to the Basic Force at headquartered locations on the property without being required to abolish and re-bulletin those positions. The Organization recognizes these administrative challenges and hopes that this letter accomplishes the goal of reducing them to demonstrate our shared goal of effective and efficient utilization of the workforce in a fair manner for both parties.

The Organization is agreeable for the allowance of this practice being applied to the Basic Force at Headquartered Locations as follows:

- 1.) The Carrier (i.e. Chief Engineer, MW/Engineering) will provide the General Chairman with at least five (5) day written notice thereof of the desired change(s) except that such change(s) may be made in less than five (5) days upon concurrence of the General Chairman (*per current language of Rule 17.4a*).
- 2.) However, unlike the language set forth currently in Rule 17.5 for System Production Gangs, Basic Maintenance Employees affected by such changes to their work week may elect, and will have right to exercise seniority (*displacement rights*) to any junior employee/position for which they hold seniority and are qualified pursuant to Rule 14 of the parties' Agreement.

While it is understood and recognized that changes to the workweek are currently not identified as a triggering event for the exercise of displacement rights under current language of Rule 14, it is understood that with the effective date of this letter, that such events under the circumstances identified herein are encompassed within the language of Rule 14 allowing those so affected by any changes afforded in this letter to a displacement right.

Please indicate your concurrence by affixing your signature below.

Yours Truly,

Agreed

Dale E. Bogart Jr.  
General Chairman, NESF-BMWED

Todd Dragland  
VP/Chief Engineer, Engineering