

General Chairman COVID-19

Notes 3/22/20 Ops Call:

Participants: All General Chairmen, EVP & CHRO, EVPO, SVP's, VP HDC, VP CC&S, AVP Safety, Health & Medical, AVP Supply

Health & Medical

- 5 additional secondary contact calls. No TE&Y call. Light call volume today. No known positive test in the last 24 hrs.

CMS

- Quick tie up jump 40%; word is getting out.
- Comp leave, have not seen an increase in demand. Availability permitting, we will allow more.
- Removing quarantined employees from board, start moving on that process where agreement allows. <<<Correction from yesterday notes>> Not all locations have agreement provisions that will allow for us to do immediately. Some locations do require we wait 15 days before removing from the board.
- Bill Wyoming confirmed not closing. Coal line RCX sanitation procedures have been issued. Van company confirming driver are following.
- Van – CMIS will preference one crew one van. Same message with Hotel vans. Also preference DH by locomotive where possible.
- Confirmed there are food options at Elko.
- Baymont hotel in N. Platte fall under Advantic, we have reached out to their executives. They are reaching out to each of their branches to confirm cleaning protocols.
- CMS reaching out to Hotel for food and availability.
- CMS also having the discussion with local hotels not part of a national chain on cleaning protocol.
- Working on an audit process with supply and local management team.

Northern Region

- If PTI that are low on cleaning supply, we told them to contact our local management. If we have supplies we can share we will.
- Please get the word out for crews to only take the supplies they need.
- Eastport locomotive will be cleaned and supply restocked at Spokane.
- No new N. Platte impacted employees.

Southern Region

- Working to get more vans between N. Little Rock and Longview to enable one crew / one van.
- Looking at larger vans as well, so we can accommodate more crew per van for proper social distancing.

- Most locations have supplies, let us know if they do not. Alfalfa was getting tight on crew packs, we fixing.
- Please use safety hotline for any cleaning supply issues. The team will quickly react to those.

Supply

- Getting positive news. Getting 55 gallon drums of alcohol and aloe vera to make our own hand sanitizers.
- Wipes are going out to supply warehouses and getting out to field as we speak.
- Crew pack supply is in good shape.
- Water bottle supply is in good shape.
- Do supply locally if you are tight on supplies. Thank the local management team for filling in the gaps.
- Working with CMS on crew hauling and hotels verification and spot checks in the field.

LR & WR

- Doerr – Finalizing process for employees who suspect others are ill. Will post the process to UP’s COVID website. Essentially... Using appropriate social distancing, say something to the employee, if not satisfied.... escalate to a local manager, ... then escalate to OHN and nurse hotline.
- Temporary Pay Process if infected with COVID-19 at work, not at work. – Sr. Staff is evaluating. Will have an answer tomorrow.

Open Q & A

Lischer – Please Promote Use of Friend to Friend with your membership. Great way to help co-workers who may be in need.

GC – Can we get relief on points if employees are sick even if it is not COVID related, if they get a doctor’s note? Giandinoto / Keller -Points are designed for that. If person gets to 28 points, individual circumstance will be taken to account before the person is charged.

GC – Please take a look at third party loaders on the coal line and their cleaning process. Same with the share crew facilities up on the coal line. Keller will look into. Keller shooting for by the end of the week to get solution o every locomotive and place where employee report to work.

GC – Are you going to adjust point if folks get a medical note? Giandinoto - Points are designed for the occasional layoff. If people are severely sick, they need to follow a leave process, and those points will not count. Please provide us the specifics if you have concern with individuals. Points do fall off after 91 days.

Lischer – Engage with the local team and region if employees are sick.

Lischer – If employees are sick their specific situation will be taken into account before charges are filed. Giandinoto and Keller will follow with GC on the attendance process.

GC – Problem with rides in Des Moines and problems getting food. Keller will follow up.

GC – Employee was advised to self-quarantine. Got mixed messages from Local OHN and HQ OHN. Jones – There was a miscommunication. We have taken care of the issue.

GC – Seeing four multiple crews deadheading in a van. Blank will follow up.

GC – Van at A&S picking up multiple crews. Giandinoto will follow up.

GC – Dupo has no cleaning supplies. Giandinoto will follow up.

GC – If Away from home terminal has no restaurant, how do we get the food. Giandinoto – contact the local team.

GC – Engineer certification, are we working on a waiver? Lischer – Yes we are working collectively with the industry for a broad set of FRA waivers including certification and licensing requirements. We will need your help to communicate the need, similar to what we did to get “quick tie ups” done.

GC – Thank the UP management team for meeting daily and working collectively together. Thank you for going above and beyond (other carriers have not been so open).

Lischer – Appreciate the feedback!