



LOCAL 528

"The Fighting 528"

MEMBERSHIP RESOURCE GUIDE

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Introduction

Welcome to **SMART-TD Local 528** (formerly UTU Local 528). We believe our strength is in our membership's commitment to stay involved. We are committed to assisting them in navigating our complex working environment and continuing to improve/uphold our agreements.

Whether this is your first day as a member or an old head. The wages and benefits provided in our agreements were not given to you by our carrier. These agreements are the results of many years of work and dues paid for by all of our current and past membership.

Our current work benefits are the result of a process called "Collective Bargaining" between our union(s) and the carrier(s). Our union agreements contain all of our guaranteed work benefits, rights and privileges. For example all of the following benefits are contained in agreements:

- Healthcare benefits (Medical, Dental, Vision, Etc)
- Wages – our current wages cannot be changed without both parties agreeing to the changes.
- Compensated time off (Vacation Weeks, Personal Leave Days)
- Seniority rights
- Craft & assignment work rules

We don't have any guaranteed right to a benefit/privilege from the carrier unless it is written in an agreement.

Railroad unions have worked and continue to work with US legislators in Congress and the Senate pass legislation that gives us the following benefits:

- Railroad Retirement Board: providing us retirement benefits, sick benefits, unemployment benefits, occupational disability and disability benefits
- Railway Labor Act: providing us our rights on how grievances will be handled along with the right to have a discipline hearing prior to discipline being issued and the right to representation at the investigation
- Federal Employer Liability Act: providing us a safe work environment and the right to speak to designated legal counsel if injured on the job without the fear of retaliation

Mission Statement

We believe in safe working conditions, fair wages and job security. In order to serve our members, we fight to uphold our current agreements, seek opportunities to improve them and provide the best investigation representation possible. By developing our staff, educating our members and streamlining our processes to be consistent, transparent and efficient. We work to assure the highest level of integrity, transparency and professional standards.

Office & Contact Information

Local 528 Office

Most railroad unions pay a full time salary to their Local Chairman to handle the memberships issues. Our Local has a different setup that spreads the Local Chairman's burden on multiple officers. Local 528's membership provides an office, with the following benefits:

- Allows all of our Local Officers & staff to a place to conduct day to day Local operations.
- Central location to store paper records.
- Open to all Local 528 members to conduct union business.

Contact Information

You can reach the Local 528 office during normal business hours listed below. If you find yourself in need of help outside of business hours, it's best to leave a voicemail and representative will get back to you as soon as possible.

Office Location: 730 W Randolph St, Suite LL, Chicago IL 60661

Office Hours: Monday – Friday 9 AM – 3 PM

Phone: 312-207-0906

Fax: 312-207-0908

Website: www.smart528.org

Local 528 Departments

Local 528 is made up of different departments with separate responsibilities/duties:

- Local or Administrative Department
 - Elected every three (3) years
 - Responsible for managing the Locals funds and property for the Local in accordance with our constitution and bylaws.
 - Staying compliant with all state or federal filing requirements
- Local Committee of Adjustments (LCA) or Representation Department
 - Elected every four (4) years
 - Progress membership grievances
 - Seniority, Pay, Discipline
 - Represent the membership when charged with discipline
 - Hold Carrier and the membership accountable to the agreements
 - Educate the membership on the agreements and current events on the property
- Local Legislative Representative or Safety Department
 - Elected every four (4) years
 - Handles safety issues and legislative matters
- Local Delegate
 - Elected every four (4) years
 - Sole purpose to attend the International Convention to elect International and National officers and voting on matters pertaining to the modification of the SMART Constitution.

Local Officers

Local President & Local Vice President

Duties to preside at meetings, supervise the local affairs, decide disputes, appoint committees, countersign documents and check disbursements, file necessary reports.

President: Wayne Carson

Vice President Chris Clayborn

Local Secretary/Treasurer

Duties to ensure the proper collection of dues, disbursements of funds, keeping accurate financial records and filing all reports required by law. Additional responsibilities of keeping accurate membership records.

S&T: Scott Bockhop

Local Board of Trustees

Duties are to supervise the financial affairs of the Local and perform an annual audit of the Local's finances.

Trustees: Micheal Gorski, Vincent Geraci, Richard Sweeney

Local Committee of Adjustments (LCA)

These officers handle all your claims, discipline, seniority, pay issues and protecting the agreements.

We have over 300 members and growing. Since all of Local 528's staff is part time and hold regular assignments with our carrier, we share the day-to-day responsibilities of the Local.

Due to our high volume of grievances and investigations being handled the Chairman does delegate various responsibilities to the other Vice Chairman.

Local Chairman

This is the highest and most visible position in our Local. Some of the duties and responsibilities include handling of claims, grievances, discipline cases and disputes with management. The Chairman or his designate is available to our membership to assist in any of these areas. He has voting rights on new General Committee of Adjustments (GCA) agreements.

LC: James Sanders

First Vice Local Chairman

Designated to oversee the day to day affairs of the Local's Office and keep the Chairman advised of the proceedings. In the case of a permanent vacancy he/she will act as Chairman

V.L.C.: Rich Ennis

Vice Local Chairman of Claims

Designated to oversee the affairs of claims and grievances and keep the Chairman advised of the proceedings.

V.L.C.: Esau Patterson

Vice Local Chairman CMS

Designated to oversee crew management and seniority affairs and keep the Chairman advised of the proceedings.

V.L.C.: Jesse Velasquez

LCA Secretary

Designated to handle communications for the Local Committee and keep the Chairman advised.

Secretary: Joe Johnson

LCA Staff

To better serve the membership the Local Committee uses a staff of claim writers that work under the direction of the Chairman and the Vice Chairman.

Claim Writers: Derek Smith, Steve Knowles, Steve Rini

Seniority Rights

In order to provide job security to our current members we have implemented Seniority Rights for our working districts. This means that we have processes in place to allow jobs provided by our carrier to go to the Senior man based on his Seniority. This provides the following benefits:

- The longer you work in your seniority district, the more secure your job will be.
- The longer you work in your seniority district, the jobs available to you will get better.
- Outside of certain rare cases, you cannot be forced to an assignment when a younger qualified conductor/yardmen is not being forced.

Seniority Roster

On the day you have your first on duty event you will be placed onto a seniority roster in the right class of service either as a Wisconsin Division Conductor or Chicago Freight Terminal Yardman. Your position on the roster will be set by this date and your last four digits of your social security number lowest to highest.

Seniority Movement

There is a lot of unique information to cover in this section. If your working in the Chicago Freight Terminal or on the Northeastern Two Wisconsin Road will determine how you can exercise your seniority.

Visit our website under the members tab we have the following agreements for you to reference to help you maximize your seniority movement.

- YARD: 2008-01-01 UTU Local CFT Q&A
- ROAD: 1977-01-10 UTU GCA Vacancies Agreement

Pay scale

Entry Step Rate of Pay (0-5 Years)

Entry rates of pay apply to all new hire employees. The rate of pay rises at the completion of each year of service until the employee reaches 100% of scale. In order to advance to the next pay level, trainmen must perform 80 or more tours of duty in the prior year. If an employee becomes conductor or engineer qualified during a year, they will immediately advance to the next entry rate level; however, future progression advances will remain on the original schedule based on the employee's hire date.

The full progression periods for both follow:

Years of Service	Percentage of Pay
1 st	75%
2 nd	80%
3 rd	85%
4 th	90%
5 th	100%

Pay Rate Sheet

We do produce updated Pay Rate Sheets available to members upon request, just call the office at 312-207-0906 or email rennis@smart528.org and ask for an updated Pay Rate Sheet.

Our Basic Day (8 hours) pay rate are composed of different mileage components based the craft of service you perform on that assignment.

- YARD: 100 run miles
- ROAD: 130 run miles
- PASSENGER: 150 run miles

Vacation Rights

Vacations are earned the preceding calendar year meeting the minimum qualification starts to qualify.

Vacation Qualification

For vacation qualification Union Pacific calculates miles not days of service, if you look in your timekeeping statistics and find vacation tab you can review your miles you will need 24,000 miles. The equivalent of 240 days of service, rendered during the preceding calendar year, is needed to qualify.

Each day worked in yard service shall be computed as 1.6 days (150 days needed to qualify).

Each day worked in road service shall be computed as 1.3 days (180 days needed to qualify).

Calendar days on which an employee is compensated while attending training and rules classes at the carrier's direction will be included in the determination of qualification. Such days are not subject to the multipliers.

Calendar days on which an employee assigned to an extra board is available and not used, not exceeding 90 days, will be included in the determination of qualification. Such days are not subject to the multipliers.

Calendar days on which an employee is absent and unable to perform service due to an on-duty injury, not exceeding 45 such days, will be included in the determination of qualification. Such days are not subject to the multipliers.

Vacation Seniority Roster

Your preponderance of service between April 1 and September 1, will determine which vacation roster you qualify for. Which means the location where you worked the most hours during that designated period of the year.

Wisconsin Vacation Seniority Bids/Awards

Vacations are awarded in seniority order and all splits of a vacation are awarded at the same time.

CFT Vacation Seniority Bids/Awards

Vacations are awarded in seniority order and all splits of a vacation are awarded at the same time.

Vacation Entitlement Scale

Years of Service	Vacation Week Entitlement
1	1 Week
2	2 Weeks
8	3 Weeks
17	4 Weeks
25	5 Weeks

Employees whose vacation entitlement is scheduled to increase on an anniversary date, are permitted to schedule their vacation time at any time during that year.

Vacation Single Day Allotment

Vacation is awarded in solid week blocks. A week is considered from Monday 0001 to Sunday 2359. You can designate any one of your weeks into single days. Single days must be used before their scheduled week.

Assignment	Single Days
Yard Service – Regular Job	5
Yard Service – Extra Board	7
Road Service	7

Vacation Pay Rate

Pay rate for each week of vacation is 1/52 of compensation earned during the previous year.

Minimum pay for each week of vacation for road service employees is 6 minimum basic days at the rate of the last service rendered.

Minimum pay for each week of vacation for yard service employees is 5 minimum basic days at the rate of the last service rendered.

Vacated Vacation Weeks

If your desiring to change your assigned solid week of vacation, print and complete the vacated vacation form and fax it to our office at 312-207-0908. This form can be found on our website or we can email or fax it to you.

Personal Leave Days Entitlement Scale

Personal leaves days are allotted at the beginning of a calendar year for your use and the compensation rate is one basic day rate of the last class of service performed. PL days are for road service members in-lieu of paid holidays.

Years of Service	Personal Leave Days
Less than 5 Years	3
5 years and less than 10 years	5
10 years and less than 15 years	7
15 years and less than 20 years	9
20 years or more	11

When can you use it?

You can schedule these days to be used on any regular assigned work day manpower permitting.

Emergency movements

If an emergency arises that would require the use of compensated time call our office to try to arrange the movement of your remaining vacation time. This is not a guarantee that the Carrier will move your vacation but we make every effort to help accommodate emergencies.

Claims (Minor Grievances)

When the carrier only wants to uphold certain aspects of our agreements while selectively ignoring other aspects of our agreements. We have process in place to hold the carrier accountable for not upholding our agreement(s) this is “claims.” We are counting on our membership to file these claims and help hold the carrier accountable.

Please read our Claims Service Guide for more information.

It can be found on our website at smart528.org/claims

Investigations

If the Carrier alleged you violated their discipline policy they are required by the Railway Labor Act to hold a hearing to develop the facts before issuing discipline. The guidelines on how this is handled is in our collective bargaining agreement.

What are your rights?

To representation under the Railway Labor Act.

How does the process work?

- Charged in writing within 10 days of an alleged rule violation.
- Schedule a hearing within 10 days of charge letter.
- A hearing is held and transcribed into writing for the Carrier Superintendent to review.
- A decision from the Carrier has to be rendered in writing within 10 days from the hearing date. The ruling will be either the discipline is dropped or discipline is upheld.
- If discipline is upheld, we will progress the case within 60 days with an appeal of that discipline to the Carrier Superintendent that made the ruling. They are required to respond in writing within 60 days of the appeal on their decision.
- If discipline is upheld, we will progress the case to the General Committee, their office will appeal the discipline within 60 days to the Carriers' Labor Relations designate. They are required to respond in writing within 60 days of the appeal on their decision.
- If discipline is upheld, the case is then scheduled for conference to try to come to a resolve.
- If not resolved then the case will be scheduled for binding arbitration.

Who should you call?

Call our office immediately for advice.

Don't fall to the pressure of the Carrier to sign a waiver of discipline any offer that is made available to you in the beginning is available after you consult with your Local Chairman.

Healthcare Benefits

Coverage starts under our medical plan on the first day of the calendar month following the month you first you have the required amount of compensated service, your eligible dependents are start coverage the same date. The required amount of compensated service is seven (7) calendar days in a calendar month.

A plan overview summary can be found at www.yourtracktohealth.com you can create a free account separate from the Carrier to view all your health benefit providers and contacts.

Medical Benefit Providers

Medical Benefit Plans

Managed Medical Care Program (MMCP)

Aetna (MMCP)	Phone: 1-888-332-8742	email: www.aetna.com
Highmark (Bluecross Blue Shield)	Phone: 1-866-267-3320	email: www.highmarkbcbs.com
UnitedHealthcare	Phone: 1-888-445-4379	email: www.myuhc.com
Enrollement Services	Phone: 1-800-753-2692	

Comprehensive Health Care Benefit (CHCB)

Highmark (Bluecross Blue Shield)	Phone: 1-866-267-3320	email: www.highmarkbcbs.com
UnitedHealthcare	Phone: 1-800-445-4379	email: www.myuhc.com

Prescription Drug Plans

Express Scripts	Phone: 1-800-842-0070	email: www.express-scripts.com
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Mental Health & Substance Abuse Plans

United Behavioral Health	Phone: 1-866-850-6212	eamil: www.liveandworkwell.com
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Dental Benefit Plans

Aetna	Phone: 1-877-277-3368	email: www.aetna.com
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Vision Benefit Plans

EyeMed	Phone: 1-855-212-6003	email: www.eyemedvisioncare.com
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Life Insurance and Accident Death & Dismemberment

Metropolitan Life Insurance Co.	Phone: 1-800-310-7770	
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Railroad Employees National Early Retirement Major Medical Benefit Plan GA-46000

Medical Benefits

UnitedHealthcare	Phone: 1-800-842-5252	email: www.myuhc.com
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Prescription Drugs

Express Scripts	Phone: 1-800-842-0070	email: www.express-scripts.com
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Rules Education Committee

The function of the Rules Education Committee (REC) will be to provide rules education classes to trainmen and enginemen for the purpose of increasing rules application knowledge, and to enhance the general level of competence and professionalism of the local's membership.

The REC will establish a monthly training class schedule the time and location to be determined by the REC Chairmen in consultation with the Local President. The Secretary-Treasurer will be advised of the training class a schedule, and will make that schedule information available to the general membership.

Elections

SMART TRANSPORTATION DIVISION ELECTION CYCLE

	2018	2019	2020	2021	2022	2023	2024
Local Officers			X			X	
Local Committee	X				X		
Delegate	X					X	
Legislative Representative		X				X	
General Chairpersons	(1)	X			(1)	X	
State Legislative Director			X				X
International		X					X

(1) For chairpersons ~ if elected by referendum

LOCAL 528 Union Meetings 2019

In an attempt to accommodate more of our membership we split the Local 528 Union Meetings into three (3) locations and different times. We encourage our members to make as many meetings as possible.

Locations Information

Chicago Union Meeting

Ovie Bar and Grill
120 N. Canal Street
Chicago, IL 60606

Countryside Union Meeting

Holiday Inn
6201 Joliet Road
Countryside, IL 60525

Elmhurst Union Meeting

Courtyard Marriott
370 North Illinois Route 83
Elmhurst, IL 60126

Scheduled Meeting Time

Date	Time	Location
Friday, January 04, 2019	10:30 AM	Chicago
Saturday, February 09, 2019	09:00 AM	Countryside
Friday, March 08, 2019	08:30 PM	Elmhurst
Friday, April 05, 2019	10:30 AM	Chicago
Saturday, May 04, 2019	09:00 AM	Countryside
Friday, June 07, 2019	08:30 PM	Elmhurst
Friday, July 05, 2019	10:30 AM	Chicago
Saturday, August 03, 2019	09:00 AM	Countryside
Friday, September 06, 2019	08:30 PM	Elmhurst
Friday, October 04, 2019	10:30 AM	Chicago
Saturday, November 09, 2019	09:00 AM	Countryside
Friday, December 06, 2019	08:30 PM	Elmhurst

SMART Member Benefits

Union Plus

Union Plus is brought to you by Union Privilege, established by the AFL-CIO, to provide consumer benefits to members and retirees of participating labor unions. Union Plus benefits stand for quality and service — with prices working families can livewith. Best of all, Union Plus programs are designed specifically for working families. Their benefits have added features that are especially helpful in cases of disability or layoffs. Who can use these benefits? You don't have to join Union Plus; as a member or retiree of a participating union, you and your family are automatically eligible for these benefits. Their secret? Union power. Just as unions provide strength in the workplace, Union Plus provides strength in the marketplace. They deliver the best benefits through the collective buying power of millions of union members. And they do so without using union member dues. Visit the Union Plus webpage designed specifically for SMART TD members today. Just click on any of the Union Plus links above.



Ticket Monster

Ticket Monster is our new entertainment benefit platform that offers you exclusive discounts on hotels, sports, concerts, theater, movie tickets and theme park tickets nationwide. Follow these three easy steps below and start saving today!



TICKET MONSTER

1. Go to <https://members.smart-union.org/login> (You must be a SMART member to access these savings and other exclusive offers).
2. Click on SMART TicketMonster
3. Sign up & save \$5 on your first order & earn cash back with each purchase!
4. Start searching for discounted sports, concert and theater tickets nationwide
5. Feel free to contact the Ticket Monster team at any time by calling 866-217-4777 or emailing service@ticketmonster.com.

Enjoy using Ticket Monster Perks for all of your event ticket needs!

DELL Employee Purchase Program

The Dell Employee and Affiliate Purchase Program is an exclusive discount program brought to you by SMART and Dell. This program, available to SMART Transportation Division members and SMART Transportation Division employees, enables you to realize significant savings on Dell computers and related equipment. To participate in this program, visit this Dell webpage designed specifically for SMART Transportation Division members and employees: Dell Member Purchase Website: www.dell.com/en-us/member/shop



Hearing Aid Discounts from Amplifon Hearing Health Care

As a SMART Transportation Division member, you and your family members are eligible to receive discounts on hearing exams as well as the purchase of hearing aids. You may also have a funded benefit which will help your out-of-pocket cost be significantly less. Amplifon Hearing Health Care is one of the largest providers of hearing healthcare benefits in the United States. The Amplifon Hearing Health Care program features:



- Custom hearing solutions – finding the solution that best fits your lifestyle and your budget
- Hearing aid low-price guarantee
- A 60-day risk-free trial period
- Aftercare program – including 1-year of follow-up care, 2-years of batteries and a three-year warranty
- Easy access to your hearing health care benefit — just call 1-877-310-3057

If you suspect hearing loss, call Amplifon Hearing Health Care at 1-877-310-3057 to schedule a hearing test with a credentialed Amplifon Hearing Health Care provider. You may also visit their website at www.amplifonusa.com/smartTD to learn more.

Car Rental Discounts

Avis Car Rental

The SMART Transportation Division has arranged with the Avis rental car company a discount rental program which provides exclusive benefits for SMART Transportation Division members and officers renting vehicles for personal or business travel. On top of reduced rates, the program allows SMART Transportation Division members to participate in the company's Preferred Service program. Once you enroll, you will receive an Avis Wizard Number that lets us quickly access your rental preferences. As a Preferred member, your car and paperwork will be waiting for you when you arrive because we take care of everything in advance. This service is available only to residents of the U.S. and Canada. To sign up for



preferred service with Avis Car Rental, call Avis directly at 1-800-331-1600 and provide the Avis Worldwide Discount (AWD) number D150699.

National Car Rental

The SMART Transportation Division has long had a reduced-rate rental program with National Car rental, which allows SMART Transportation Division members and the SMART Transportation Division Alumni Association members to receive discounts at National Car Rental in the U.S. and Tilden Rent-a-Car in Canada. To get details on a particular rental, or to make a reservation, members should call National Car Rental's toll-free number 1-800-CAR-RENT (1-800-227-7368) and mention the SMART TD ID number 10008107 and contract ID number 5005467. Members can also receive the discount by showing a SMART TD Alumni Association membership card. Visit the National Car Rental website at: <http://nationalcar.com>.



Further Reading

In order to help navigate this complex work environment, we have created the following documents go more in depth to specific union issues & services. They can all be found on our website

www.smart528.org under the members menu.

CFT Claims Service Guide

For some of the common claims a claim book to help the CFT members provide the proper language for claim submission can be found at smart528.org then navigate to the members/claims menu.

smart528.org/claims

NE2 Claims Service Guide

For some of the common claims a claim book to help the NE2 members provide the proper language for claim submission can be found at smart528.org then navigate to the members/claims menu.

smart528.org/claims

NE2 Yard Boards

Coming soon.

CFT Yard Boards

Coming soon.

SMART-TD Constitution

Our parent organization SMART publishes our full constitution on their website smart-union.org. The specific section to read for SMART-TD is Article 21B, or you can visit smart528.org then navigate to the members/further reading menu.

smart528.org/further-reading

Union Agreements

Most of our current agreements can be found on our website visit smart528.org then navigate to the members/agreements menu.

smart528.org/agreements

Railway Labor Act

The Railway Labor Act establishes our rights to enter into Collective Bargaining Agreements, creates processes to settle disputes and processes to amend them. Can be found at smart528.org then navigate to the members/further reading menu.

smart528.org/further-reading

Membership Feedback

We are committed to improving the published documents listed in this guide. If you have an idea of something that you want added to this guide or any of the published documents. Feel free to contact the office, tell one of our Local's officers/staff or email us at web@smart528.org