

Q: Can I get a written copy of BNSF's "Low Hours" policy?

Is it and its specific requirements available to TYE employee's in any of the currently established directives (rules, policies, etc.) that are routinely accesible to TYE employees?

A: The "Low Performance Process" is actually not a policy at all. While the label might be new, the concept, process and expectations of full-time employment are not. BNSF expects TYE employees to be available for full-time employment.

The large majority of our employees meet this expectation; however, there is a small percentage of TYE employees that maximize their unavailable time by failing to take their notifications, bid excessively without protecting the assignment, time their layoffs to maximize time off and minimize their work opportunities, and maximize layoff events to reduce their available time. By doing so, their behavior impacts the reliability of BNSF's service, as well as the predictability of line-ups for other employees on the board.

The Low Performance Process focuses on the very lowest performing employees compared to their peer group. No set number of hours applies across the network or event at a specific location. Instead, an employee's performance is compared to the average number of hours worked by their peers for a given month.

The initial follow-up with employees identified through the Low Performance Process is a coaching and counseling session with a supervisor, which serves as a reminder of the basic expectation of full-time employment. We do apply judgment to each situation based on the individual circumstances identified during the discussion. If the employee does not improve their work performance, however, it will be considered a serious rules violation.

I hope that answers your question. If you have more specific questions, I would encourage you to talk with one of your local supervisors.

Thank you again for Asking LR.

Andrea Smith

Director – Labor Relations