

L V Edington, Gen Chairman
I T Reynolds, Sr Vice Chrm
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Consolidated General Committee of Adjustment

*Union Pacific Railroad Company
(Eastern & Northwest Districts, former CNW Railway Co)
Kyle Railroad, Nebraska Central Railroad,
Portland Terminal Railroad & Wichita Terminal Assoc*

October 23, 2024

LC M C Meinhardt Jr – Local 322
LC B A Graham – Local 322
LC R H Ennis – Local 528
LC A Bakr – Local 577
LC W J Baisden – Local 597
LC R D O’Keefe – Local 597
LC M J Minor – Local 597

RE: Proposed Paid Parental Leave Agreement and Ballot - Metra

Dear Brothers:

Attached for your consideration is a proposed agreement that would provide eligible employees working under SMART TD agreements on Metra with four (4) weeks of Paid Parental Leave for the purpose of bonding with newborns or adopted children. An eligible employee is one who’s been in the service of the Carrier for one calendar year and provided at least 1,250 hours during that one-year period. If ratified, the agreement would become permanent unless cancelled by either party with a one-year written notice.

This ballot is furnished via e-mail only. Ballots must be received by this office via fax at 785-273-9380, or email at ledington@utu953.org, or by mail no later than **Thursday, November 14, 2024.**

Fraternally,

Luke V Edington
General Chairperson

Attachments:

Ballot
Proposed Paid Parental Leave Agreement

B A L L O T

Paid Parental Leave Agreement

October 23, 2024

☐

IN FAVOR of the Paid Parental Leave Agreement.

☐

NOT IN FAVOR of the Paid Parental Leave Agreement.

Local Chairperson

Date

Print Name

Local



PAID PARENTAL LEAVE AGREEMENT

AGREEMENT between the Northeast Illinois Regional Commuter Railroad Corporation (NIRCRC) and the SMART – Transportation Division (SMART-TD).

IT IS AGREED:

An eligible employee shall be entitled to Paid Parental Leave for the purpose of caring for and bonding with newborns or adopted children, subject to the applicable qualifying requirements as set forth below.

Section 1 – Eligibility

- a) An employee shall be eligible for Paid Parental Leave if they have been in the service of the Carrier for at least one calendar year and have provided service for at least 1,250 hours during the calendar year immediately preceding the date on which the Paid Parental Leave is scheduled to begin.

Section 2 – Benefits

- a) An eligible employee may be granted four weeks of Paid Parental Leave following a qualifying event. An employee requesting Paid Parental Leave will be required to provide any documentation requested by the Carrier to confirm eligibility and qualification.
- b) Qualifying events include:
 - i) The birth of a child for which the employee is a parent, or
 - ii) The adoption of a child for which the employee is the parent
- c) If a single qualifying event results in multiple children (e.g. the birth of twins, or the adoption of siblings), an employee will not receive any additional parental leave in excess of what is provided for in paragraph (a) above.
- d) For a regularly assigned employee, Paid Parental Leave shall be at the pro rata rate of the position to which assigned. For an employee who is other than regularly assigned, Paid Parental Leave shall be at the pro rata rate of the position to which they last provided service prior to the leave.

Section 3 – Requirements

- a) An employee shall notify the Carrier of their intention to use Paid Parental Leave at least thirty (30) days in advance, unless prevented by unavoidable circumstances, in which case the employee will notify the Carrier as soon as possible.
- b) Paid Parental Leave must be taken in one continuous block of four weeks or two continuous blocks of two weeks each, and all Paid Parental Leave days must be taken within one calendar year of the qualifying event.

Section 4 – Job Status

- a) Positions will be filled in accordance with the Parties' Collective Bargaining Agreement when an employee is absent on account of Paid Parental Leave
- b) An employee returning from Paid Parental Leave will return in accordance with the CBA's Leave of Absence provisions.
- c) An employee who engages in other employment while on Paid Parental Leave will automatically terminate his employment relationship with the Carrier.

Section 5 – Other Benefits while in Paid Parental Leave

- a) Paid Parental Leave will be considered vacation time for the purpose of meeting qualification requirements for Health and Welfare benefits.

This Agreement may be cancelled by either NIRCRC or the SMART-TD upon one year written notice.

For the Northeast Illinois Regional Commuter Railroad Corporation: For the SMART – Transportation Division:

Anthony M. Siriano
Director, Labor Relations

Luke Edington
General Chairman, SMART-TD