

MEMORANDUM OF UNDERSTANDING (MOU) INCLUDING HOUSTON (UP) TEXAS, LAFAYETTE (UP), BATON ROUGE (UP), AVONDALE(UP), AND SHREVEPORT(UP) LOUISIANA DRIVERS INTO THE BARGAINING UNIT

Between

HALLCON CORPORATION

5/29/2020

Employees of Hallcon in Houston (UP) TX, Lafayette (UP), Baton Rouge (UP), Avondale (UP), and Shreveport (UP) LA are hereby included into the bargaining unit as outlined in Article 1 of the contract between Hallcon Corp and UE Local 1177 2018-2022 agreement.

ARTICLE 1 – RECOGNITION AND SCOPE OF THE AGREEMENT

Houston (UP) TX, Lafayette (UP), Baton Rouge (UP), Avondale (UP), and Shreveport (UP) LA added to recognition clause, joining the already existing drivers Houston (BNSF) and Galveston (BNSF) TX and Louisiana BNSF and CN yards and road boards.

ARTICLE 6 – OVERTIME AND TEMPORARY YARD VACANCIES, SECTION 2: TEMPORARY YARD VACANCIES BY LOCATION

ILLINOIS, INDIANA, COLORADO, MINNESOTA, MISSOURI, WISCONSIN, TEXAS, LOUISIANA, NEW MEXICO, OKLAHOMA, AND KANSAS OVERTIME AND TEMPORARY YARD VACANCIES Drivers from Houston (UP) TX, Lafayette (UP), Baton Rouge (UP), Avondale (UP), and Shreveport (UP) LA are included in this article and subsection.

Article 17-Seniority

Seniority will be bridged for employees joining the from Houston (UP) TX, Lafayette (UP), Baton Rouge (UP), Avondale (UP), and Shreveport (UP) LA and shall be granted a 30 day window, at the execution of this agreement, to claim their previous work experience as outlined in the parties contract Article 17.

ARTICLE 18 – YARD JOB OPENINGS

SECTION 2: PROCESS FOR AWARDING OPEN POSITION BY STATE OR LOCATION BELOW:

ILLINOIS, INDIANA, COLORADO, MISSOURI, WISCONSIN, MINNESOTA, TEXAS, LOUISIANA, NEW MEXICO, OKLAHOMA, AND KANSAS JOB OPENINGS including drivers from Houston (UP) TX, Lafayette (UP), Baton Rouge (UP), Avondale (UP), and Shreveport (UP) LA

ARTICLE 35 – WAGES

SECTION 12: NEW UNIT DRIVERS

All drivers in the existing UE unit shall have their wages increased to the same location rates listed below, if the rate is higher than their current yard and road rate.

No driver shall suffer a wage cut as of this agreement.

APPENDIX A – WAGE SCHEDULE

Houston (UP) TX, Lafayette (UP), Baton Rouge (UP), Avondale (UP), and Shreveport (UP) LA wage increases (if applicable) shall be effective on the first day of first pay period following July 27, 2020.

YARD WAGE RATES

STATE	LOCATION	Dept #	Current Location Yard Rate	Location Rate YARD	Location Rate YARD	2020	2021
						0	1
TX	Houston Englewood Tower Shuttle	D17A	\$10.00	\$10.00	\$10.00	.35	.40
	Houston Englewood Tower Y	D17C	\$10.00	\$10.00	\$10.00	.35	.40
	Houston Englewood Yard	D17	\$10.00	\$10.00	\$10.00	.35	.40
	Houston UP Yard	L09	\$10.00	\$10.00	\$10.00	.35	.40
	Houston Englewood Dispatch	D17D	\$10.00*	\$10.00*	\$10.00*		
LA	Baton Rouge Yard	B59	\$15.00	\$15.00	\$15.00	.35	.40
	Shreveport Yard	B93	\$ 9.50	\$ 9.50	\$ 9.50	.35	.40
	Lafayette Yard UP	B55	\$9.00	\$9.00	\$9.00	.35	.40
	Avondale Yard UP	B91	\$10.25	\$10.25	\$10.25	.35	.40

*Dispatchers are paid \$2.00 above yard for all hours worked as a dispatcher. But System wide it adds \$2.00, so technically if the rate is made \$12.00, they would get \$14.00/hour.

ROAD WAGE RATES

STATE	LOCATION	Dept #	Current Location Yard Rate	Location Rate YARD	Location Rate YARD	2020	2021
						2020	2021
TX	Houston Englewood Road	D16	\$10.25	\$10.25	\$10.25	.35	.40
LA	Baton Rouge Road	I60	\$15.00	\$15.00	\$15.00	.35	.40
	Shreveport Road	B90	\$10.00	\$10.00	\$10.00	.35	.40
	Lafayette Road	B54	\$9.50	\$9.50	\$9.50	.35	.40

For the:

Employer

Juan M. Hudec

Date

9/11/2020

Union

J. Mager

Date

9/8/20