

THE ORGANIZATION'S SICK LEAVE Q&As

1. Will employees be required to drive to hotel? **NO**
2. Can employees be called to work and used to haul other crews? **NO**
3. Do employees have to drive if requested or instructed to? **YES**
4. Will employees have the right to refusal to ride with someone that they feel is an unsafe driver? **NO, not unless there is a safety related reason why!**
5. If ratified, are the work boots guaranteed if no other crafts have an agreement in place? **BMW will be used as the pattern, and it is in an agreement and can only be changed through RLA processes.**
6. Will employees receive a pair of boot this year? **YES**
7. Will employees be allowed to select HiViz gear instead of boots? **YES**
8. Switching limits are defined by rail not highway. How will it be determined where employees can/cannot drive? Via switching limits/spreadsheet for creqw exchange points - still governed by CSRA Article 58 regarding switching limits
9. Can employees use paid sick days when a family member is sick? **YES**
10. If employee schedules a sick day in advance, can he/she remove it? If so, how far in advance must it be done? **No need to schedule can call CMC and request a paid sick day**
11. If employee marks off sick does he/she have to use a paid sick day or can employee elect to be off sick without pay? **Will not be required to use paid time.**
12. Any daily caps on paid sick days? **No, will not be scheduling in advance.**
13. Will compensated sick days count towards vacation accumulation? **NO**
14. What will be the process for converting Personal Leave days to paid sick days? **No process can convert with a call to CMC at the time of mark off.**
15. If ratified, how soon will paid sick days be able to be used? Can they be back-dated? For example-Agreement ratified on July 1-can a paid sick day be used on a June 25th sick mark off? **Cannot be back dated. Date of ratification will be the effective date.**
16. What kind of coverages/liabilities will the driver/passengers be subject to in case of an accident while driving? **This was discussed and Carrier stated we are covered barring any violation of laws that otherwise insurance would not cover.**
17. Would it be possible for an employee to convert any unused paid sick days into Personal Leave days rather than cashing out or putting in 401K? **NO**
18. Would it be possible for the Carrier to set-up an app or email address specifically for employees to send Dr. appointment requests? Right now no. It must be sent to mycority
19. Would a paid sick mark off disqualify you from a points "Good Credit"? **YES, according to the Carrier.**
20. Will the Carrier allow the sick leave mark off to be done on the tablet? **Carrier will investigate this process further.**

