



BROTHERHOOD OF LOCOMOTIVE ENGINEERS AND TRAINMEN

A Division of the Rail Conference of the
INTERNATIONAL BROTHERHOOD OF TEAMSTERS

NS Northern Lines / CF&E
General Committee of Adjustment

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FOR POSTING ON BULLETIN BOARDS

Dear Brothers and Sisters:

We are again battling the issue of lunches. I want to make sure everyone understands the agreements pertaining to meal periods.

Road Switchers:

First and most important, crews must request to go to lunch! This can be to either a yardmaster, trainmaster, or dispatcher.

The next part is probably the most misunderstood and debated. Crews will be given a reasonable amount of time. This all depends on the circumstances. The carrier has issued instructions to the divisions that crews that are provided with a facility, are to receive 30 minutes for lunch. Some divisions have gone to the extent of admitting the 30 minutes start after you enter the building and wash up. There is another factor here as well. Does the location provide sufficient meals and the ability to heat-up meals? If food is not available, the 30 minutes do not apply and the “reasonable amount of time” would be the governing rule.

A lot of crews are under the misunderstanding that everyone is entitled to an hour for lunch. I believe this originated from the fact road meals are paid at either an hour of straight time or an hour at overtime rate. The “hour” penalty was negotiated as a penalty for refusing a meal and is not related to the meal period time itself. In some circumstances, an hour is perfectly acceptable.

The penalties for no meal are as follows:

Less than 7 hours on duty = no payment
Between 7:00 and 7:40 = 1 hour at straight time
More than 7:40 minutes = 1 hour at overtime rate

We have award language that states if the carrier continually flat out refuses lunch, it should be considered an 8-hour penalty. The 8-hour penalty will be addressed at my level and should not be put in unless my office has instructed it.

Yard Jobs

Crews must request a lunch. Lunch should be taken between 4 ½ and 6 hours on duty. Yard crews are also entitled to a second lunch in certain circumstances. To qualify for a second lunch, there must be 4 ½ hours worked after the completion of the first meal period. An example, a crew comes on duty at 3 pm and takes lunch at 7:30, then works 4 ½ hours after the completion of their first lunch. The crew would then be entitled to a second lunch.

In the event engineers are not given a lunch in the prescribed time interval, they are entitled to 20 minutes pay at the pro-rata rate, and shall be allowed a 20-minute lunch period as soon as possible thereafter. Late lunch and no first lunch are paid at the same rate.

Second meal will be paid 20 minutes at the punitive rate.

NO CREW SHOULD BE REQUIRED TO TAKE A MEAL IN THEIR FIRST OR LAST HOUR OF DUTY!!!!

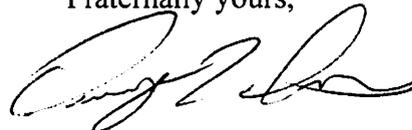
Crews instructed to just take their meal when they are done need to immediately call their local chairman and let them know of the instructions and who gave them. We are our own worst enemy on this one. It is also not permissible to “just take your lunch some other day when we aren’t busy.” Again, immediately notify your local chairman of these instructions and who gave them.

All crews that are denied a meal need to put into remarks the time requested, and the person denying it.

I hope this helps clear up some of the confusion of meals. If you have any questions please contact your local chairman.

*There is an exception for Wabash employees working at Berkley/Wentzville.

Fraternally yours,



Dewayne L. Dehart
General Chairman