RWU Resolution in Support of Ongoing Training & Education

Whereas, railroad workers are required under FRA and company guidelines to fulfill testing and certification requirements regarding current operating rules, ABTH rules, special instructions, physical characteristics, etc; and

Whereas, the rail industry is moving more and more to a computerized and automated means of annual testing to determine to knowledge and efficiency of its employees; and

Whereas, the computerized method has numerous problems including but not limited to: depersonalization, hardware failures, inappropriate location for a learning environment, inappropriate and inaccurate test questions and answers, the inability for employees to ask questions and obtain clarifications, lack of a group learning experience; and

Whereas, the “one-size-fits-all” training curricula is inappropriate for many if not most all terminals, lack the ability to focus on relevant rules, issues, and any meaningful attempt to explain the company’s “clear-expectations”, are often riddled with the local management’s inaccurate “rules-interpretations”, and can simply be a waste of valuable time; and

Whereas, the corporate mass-produced curricula discourages feedback and lack any semblance of a “learning experience”; and

Whereas, these curricula have taken on a "commercial presentation" feel. Stock prices, customer data, customer role-play, slide-shows, company rewards, office policies, BBS safety messages, management goals, company charities, commodity speculation, expansion rumors, locomotives purchased, car-load data, bonus analysis, etc. have no place in a rules class; and

Whereas the rail industry itself has complained about the vast number of rules violations and the dire need to address this phenomenon;

Therefore, be it resolved that Railroad Workers United supports a complete change in direction that training/education on the railroad is headed, and supports job training/education that includes but is not limited to:

- Face-to-face group classes with real live instructors in a non-intimidating environment.
- Discussion of relevant rules and real life experiences that are pertinent to workers on that property and that division/subdivision.
- Ample opportunity to ask questions and have an interactive group discussion to better understand how the rules apply to real life day-to-day work experiences on the railroad.
- Testing that is not simply multiple-choice on a computer screen.
- The opportunity to attend such classes as part of the workers’ assigned duties, and NOT a burden on the individual worker to be allowed to mark off.

Be it further resolved that RWU encourage the myriad railroad unions to push this concept on the various rail properties where they represent employees; and

Be it finally resolved that RWU will work to further what we consider to be real ongoing education and training on the railroad.

This Resolution adopted at the Fourth Biennial RWU Convention
April 3rd & 4th, 2014  Chicago, Illinois