



# Railroad Workers United

***Unity—Solidarity—Democracy: The Rank and File in Action!***

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## **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 3<sup>rd</sup> & 4<sup>th</sup>, 2014 Chicago, Illinois***