



Railroad Workers United

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

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RWU Resolution Opposing “Bonus Programs”

(Adopted 7-01-08)

Whereas, so called “Bonus Programs” that unions and management may agree to in contract negotiations do nothing to build the base wage of the craft that settles for such schemes; and

Whereas this lack of a base building wage can and will penalize current and future generations of workers in the coming years as their wages stagnate at pre-inflationary rates; and

Whereas, these bonus schemes play into the hands of management. They erode the solidarity of the union, convincing workers that they have more in common with an “efficient” and “profitable” operation than they do with each other; and they build individual consciousness as opposed to union solidarity; and

Whereas, these Bonus Programs are a gamble with the fortunes of our futures and that of our families. A base building wage increase is guaranteed money in the bank; while a “bonus” is simply a gamble, money that we may or may not see from year to year depending on factors over which we have no control; and

Whereas, Bonus Programs are usually administered and decided solely by the carrier. There is no way to know if we are really getting the right bonus that was agreed upon in negotiations since the carrier has sole access to the financial records and the union is left to trust the carrier’s figures; and

Whereas, the carrier often ties the bonus amount to factors such as on-time performance, injury/accident expenses incurred, etc. This practice can have a detrimental effect upon the solidarity of the rank-and-file; and

Whereas, in some cases, individual workers may be denied their bonus at year’s end for various reasons including workplace accident, illness, leave of absence, etc, which would not allow the worker the requisite number of starts to achieve the bonus;

Therefore, Be it Resolved that Railroad Workers United pledge its opposition to any and all so-called “Bonus Schemes” that lure railroad workers away from the basic contract demand of a decent pay raise for all; and

Be it Further Resolved that RWU urge all union members when in contract negotiations with the carrier, to organize and speak out against such schemes if and when they are proposed; and

Be it Finally Resolved that RWU forward this Resolution to all rail union leaders in North America.