

BMWED Discipline, Claims and Grievances Proposals

BMWED/SMART-MD Negotiations

October 21, 2021



NCCC Views On Opportunities & BMWED Proposal

Adapt to Modern Standards	Current processes are determined at the local level Carriers are willing to negotiate nationally for a standardized process
Technology	Benefit from the ability to utilize electronic options
Improve Efficiency	BMWED's proposal adds unnecessary steps, procedural hoops and delay to the process
Goal	Create a more streamlined approach to incorporate modern business practices



Modern Technology Should Be Incorporated Into Processes



Correspondence should be exchanged electronically

More timely exchange of correspondence

Reduces expense for both parties



Virtual Hearings

Investigation Hearings may be completed virtually



Virtual Claims Conferences

Claims conferences may be held virtually for more timely completion



Efficiency Improvements

Goal is streamline the process

Standard Timelines Should Be Adopted

- BMWED proposal includes different timelines based on the type of violation
- NCCC proposes a standardized process for the notification, hearing and appeal process
- Timelines established for appeal process would also apply to claims and grievances
- The Carrier or Union may choose to retain the discipline, hearings and appeals as well as claims and grievance procedures currently in effect under a particular agreement

Streamlined Process

