

**BEFORE THE  
UNITED STATES SENATE  
COMMITTEE ON COMMERCE, SCIENCE AND TRANSPORTATION**

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**HEARING ON  
PASSENGER AND FREIGHT RAIL:  
THE CURRENT STATUS OF THE RAIL NETWORK AND THE TRACK AHEAD  
OCTOBER 21, 2020**

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**TESTIMONY OF  
DENNIS R. PIERCE, PRESIDENT  
TEAMSTERS RAIL CONFERENCE  
INTERNATIONAL BROTHERHOOD OF TEAMSTERS**



**TESTIMONY OF DENNIS R. PIERCE  
PRESIDENT, TEAMSTERS RAIL CONFERENCE**

Good morning Chairman Wicker and Ranking Member Cantwell, and good morning as well to Chairman Fischer and Ranking Member Duckworth of the Transportation and Safety Subcommittee. I thank you for holding today's hearing on the current status of the passenger and freight rail network and the track ahead. I look forward to providing you with important information on the current state of the nation's rail network, including the impacts of COVID-19, and to addressing legislative considerations for surface transportation reauthorization.

My name is Dennis Pierce, and I am proud to serve as President of the Teamsters Rail Conference, which represents over 70,000 working men and women who are members of the Rail Conference's two divisions. One is the Brotherhood of Locomotive Engineers and Trainmen — or BLET — which represents the locomotive engineers who operate freight, passenger and commuter trains across the land, and we also represent conductors, trainmen and other railroad workers on smaller railroads. The BLET is the oldest union in North America, and I am honored to also serve as BLET National President.

The Teamsters Rail Conference also includes the Brotherhood of Maintenance of Way Employees Division, which has represented the workers who build and maintain the tracks, bridges, buildings and other structures on the railroads of the United States for over 130 years. On behalf of our 70,000 plus members, we truly appreciate the opportunity to address the Committee today.

My testimony will address three areas of concern to Rail Conference members and all railroad workers. I will first provide the Committee with a track-level report of how the industry is coping with the COVID-19 Pandemic, which is a subject that remains of critical interest to all of America. Next, I will provide our view on recent developments in the industry, where we are

today, and the challenges that the industry faces tomorrow. And, finally, I will address the subjects we believe the Committee needs to include in surface transportation reauthorization.

When the COVID Pandemic was declared this past Spring, life turned upside down for our Nation, including the railroad industry and the men and women who move America's goods and people. A new term was coined — the “essential employee” — and Teamsters Rail Conference members, along with their Brothers and Sisters comprising the other railroad crafts, certainly fit into that category. I am pleased to report to the Committee that the railroad industry's essential employees have answered the call and worked tirelessly to fulfill their responsibility to the economy.

But it is important to understand that this success has come in the face of unprecedented challenges. On the freight side, traffic plummeted as significant portions of the country — and the world — shut down to manage the explosion of COVID cases in the early months. Record numbers of Rail Conference members and their co-workers were furloughed in response to the cratering of demand. This was on top of historic furloughs that occurred prior to the Pandemic, which were a function of the industry's current business model, which I'll discuss in detail shortly. In recent months, traffic has rebounded sharply — evidence of a V-shaped recovery — but recalls from furlough have been minimal and continue to lag. Thus, while railroad employment levels were a leading indicator of the COVID-related recession, they are a trailing indicator of the recovery.

Those Rail Conference members lucky enough to avoid a furlough have had to deal with other concerns for their personal health and safety. A large proportion of BLET members and their crewmates work in road service, where they must lay over at the other end of the road before returning home, and many BMWED members work in what are called traveling gangs,

which cover vast territories. Because of the nature of their work, tens of thousands of Rail Conference members spend significant time on the road, away from their families.

The nature of COVID has placed increased importance of personal protective equipment — or PPE — as well as the need for safe and sanitary lodging and meal facilities. Some railroads have been diligent about providing appropriate PPE, but others have been less successful. We believe the root of the problem lies in the fact that the appropriate Executive Branch agencies have not yet established mandatory PPE guidelines. This failure continues to place our members and their families at risk.

In order to address these PPE concerns, we urge the Senate to pass S. 3884, the Essential Transportation Employee Safety Act, which was introduced by Senators Blumenthal, Cantwell and Markey and currently is assigned to the Committee. We also urge passage of S. 3677 — the COVID-19 Every Worker Protection Act — introduced by Senators Baldwin and Duckworth, which would direct OSHA to address COVID protection in the workplace. This bill has 35 additional co-sponsors, and has been referred to the HELP Committee.

On the passenger rail side, the decline in ridership was even more precipitous than the plunge in freight rail traffic. Thanks to your support in the CARES Act, Amtrak and the commuter rail carriers were able to stabilize workforce levels through the end of the fiscal year. Today, however, these passenger and commuter railroads are on the brink of another crisis and find themselves in the opposite position than the freight railroads.

Ridership levels have shown only a very small uptick, as millions of Americans continue to work from home and few vacationing Americans are opting to take public transportation as the Pandemic continues. Amtrak has made plans to cut long-distance service by half or more,

and projects furloughing about 10% of its workforce, including nearly one-fourth of its Passenger Engineers corps, including all Student Engineers. Commuter agencies also are looking at reductions in service, and in employment.

That combined is why there is an urgent need for additional emergency funding. On October 1st, the House passed the CARES 2 Act, which includes 2.2 billion dollars in additional emergency funding so that Amtrak can maintain service at Fiscal Year 2019 levels and prevent these furloughs. It is only a matter of time until ridership returns in a significant way, and we believe it is imperative that this temporary emergency support be provided because not doing so risks Amtrak and commuter agencies losing thousands of furloughed workers, and then being unable to provide service at levels needed to meet the increased demand that is anticipated next year.

Even in the absence of the COVID Pandemic, the railroad industry today is in turmoil. Finally, and several decades after the National Transportation Safety Board first recommended the implementation of anti-collision technology, the industry is approaching full compliance with your mandate that key routes have a working Positive Train Control system. However, instead of using this technology as a safety complement to crews, the railroads want to use it to replace crewmembers, even though the technology cannot, and is not designed to, do many of the things the second crewmember does.

BMWED members of the Teamsters Rail Conference face a similar challenge. Railroads are actively testing and deploying various track inspection technologies, in several cases aided by waivers from existing track safety standards that have been granted by the Federal Railroad Administration (FRA). Once again, however, instead of using these technologies to assist the expert track inspectors represented by BMWED, the railroads are trying to eliminate their jobs.

On top of this, over the few years the Class I railroads have begun implementing a new business model — called “Precision Scheduled Railroading” or PSR — that has turned the industry upside down. The focus of PSR is to reduce a railroad’s operating ratio, which is the proportion of operating expenses to operating income.

America needs a railroad industry in which rail operations, shipper needs, effective maintenance, safety, employee and manpower concerns, and the long-term health of the railroads are equitably balanced. In our view, PSR has transformed the industry from a customer service model to a model where the customer serves the railroad ... from a safety first model to a profits first model ... from an employees added-value model to an employees are a cost-to-be-reduced model ... and from a reinvestment-in-assets model to an extraction-of-value model.

While PSR’s across-the-board and ruthless cost-cutting has produced historically low operating ratios, it also has produced historically high unemployment rates in the industry. Between 2014 and 2019, before COVID had any impact, railroad employment on the four largest Class I railroads was reduced by 17%, with nearly 30,000 jobs being lost. And, because of additional furloughs blamed on COVID’s impact on the economy, PSR enabled two of those railroads to further cut operating ratios during the same quarter that the nation’s GDP plummeted by 31.7%, year over year.

PSR has led to deferred maintenance and the closing of many repair shops. It has created a constant state of chaos as operating crew bases are relocated to reduce the number of crews needed to operate long-distance trains, and 2- to 3-mile-long trains are becoming far too prevalent. Railroads routinely operate trains that are so long the physical infrastructure cannot accommodate them without significant operational delays, because passing sidings simply cannot hold them.

Trains also are being operated with lengths that exceed the capacity of FRA-required safety technology. On October 4, 2018 there was a rear-end collision involving two Union Pacific Railroad trains near Granite Canyon, Wyoming, which occurred on a 13-mile-long, steep downhill grade of 1.58%. Attached to my testimony as Exhibit 1 is the National Transportation Safety Board's Safety Recommendation Report that discusses this accident.

As the NTSB explains, the accident occurred because the striking train's engineer lost the ability to control the speed of his train, even though he initiated an emergency brake application as soon as it became apparent that normal braking was insufficient. NTSB determined that this problem was likely caused by an obstruction in the train's air brake pipe.

FRA regulations require a back-up safety measure – a train's end-of-train device must be in communication with the locomotives via a radio telemetry link. The engineer can use this link to initiate an emergency brake application from the rear of the train in conjunction with initiating one from the head end of the train. However, the engineer was unable to do that because the length of the train exceeded the range of the telemetry link. Both crewmembers of the striking train were killed in the accident.

This NTSB Report also discusses a similar braking incident, which occurred on the same railroad west of Cheyenne about seven weeks later. In this second case, the problem with the braking system was caused by a kinked air hose in the middle of the train, which prevented a brake pipe reduction from being transmitted to the rear of the train. When the engineer initiated an emergency brake application on the locomotives, he was unable to trigger one on the rear and, again because the length of the train exceeded the range of the telemetry link.

A second tragedy was averted only because the crew on this train resourcefully kept toggling the emergency switch until the interrupted telemetry link was restored. Fortunately, this

crew had the time necessary to implement this workaround, which the Granite Canyon was denied.

A daunting number of other safety risks have been identified as a result of the slash-and-burn application of PSR. This past winter, the Brotherhood of Maintenance of Way Employees Division of the Teamsters Rail Conference published a detailed Report of the results of an extensive Survey of its membership detailing how PSR has affected them. It was presented to Federal Railroad Administrator Batory on February 19<sup>th</sup> of this year, and is attached to my testimony as Exhibit 2 for inclusion in the record of this Hearing.

The Survey Report shows that, between 2016 and 2019, the jobs of 14% of the nation's BMWED-represented maintenance of way workforce were eliminated as a result of PSR, reducing the headcount from 35,440 to 30,742. At the beginning of the Report is a 4-page summary that includes 10 comments that are representative of the responses submitted by the nearly 10,000 Survey respondents. They portray a shocking abandonment of safety, reduced maintenance standards and disregard for customer service, all in the name of slashing costs.

We also have received reports of:

- Carmen told to inspect rail cars in under 60 seconds when they can't even walk around a car in 60 seconds.
- Locomotive Mechanics assigned "blue cards" for inspection and maintenance are being told to stop work on the inspections before the cards are completed, and managers are signing the cards in order to get the locomotives out to fit the schedule.
- Rail brake checks are being performed while trains are in motion instead of while cars are standing still.
- Signal inspection and repair territories have been expanded beyond what can reasonably be handled, forcing Signalmen to triage by dealing only with most serious issues and not necessarily handling all issues that need to be fixed.
- Because of reductions, Signalmen on one of the four largest Class I railroads are unable to make all 30-day inspections; when they report this to the railroad, they are told



to “get to them when they can,” and some tests are being performed as much as five days later than required.

PSR also has led to some bizarre operational results that have been reported to my fellow Rail Chiefs from the field, such as:

- We have been made aware of situations in which rail cars were sent past their destinations by 200-300 miles and then brought back because the railroad did not want to stop and switch the cars out of consist, in order to keep to the schedule.
- We have also been told of rail cars being run past their destination *multiple* times for similar reasons.
- Problems getting trains out of yards have been reported, which were caused by the elimination of Yardmaster jobs, requiring Train Dispatchers to manage movements out of train yards remotely by using yard video feeds.
- Further, PSR has led to the abolishment or absorption of the jobs of those who manage train line-ups. This has greatly reduced the work predictability that is so important to operating crew members who are on call 24/7, 365 days a year. Changes like this also undermine the fatigue mitigations efforts for road crews that this body implemented in the RSIA in 2008.
- And there have been published reports of stopped trains blocking road crossings for hours at a time when its crew can no longer work because of hours of service laws, but the precision scheduling of PSR has not put a new crew on the train.

We have even heard of situations in which railroads are either refusing to serve shippers or making it cost prohibitive to use rail. And I have read of instances where railroads have hit shippers with demurrage fees for some delays that were plainly the railroad’s fault. But the other witnesses on this panel can testify to these problems much better than I can.

In a nutshell, the push for PSR has cut much deeper than just eliminating fat; it has cut into the muscle and bone needed to most safely and efficiently manage the nation’s rail network. PSR may be good for the bottom line, but it has been bad for the nation’s shippers, American consumers, and the employees that move the nation’s freight day in and day out.

Now, many of the above examples are anecdotal, and I expect the railroads would make that point as loudly and as long as they could. But my response to that would be to say “This is

why we have a Congress.” And that leads me to the subjects the Teamsters Rail Conference believes the Committee needs to include in surface transportation reauthorization.

First, we believe the Committee — and the Transportation and Safety Subcommittee — needs to closely examine the state of the freight railroad industry. Forty years ago, the industry, which was in dire straits, was largely deregulated when the Staggers Act became the law of the land. While that was a tough and bitter pill for railroad workers to swallow, the industry was able to reinvent itself. Then, the 1990s brought a wave of mega-mergers, which reduced the number of Class I railroads to seven.

But with the advent of PSR, we now are confronted with an industry that can, and far too often does, say — in the words attributed to Robber Baron William H. Vanderbilt — “The public be damned.” We urge the Committee to investigate whether the public interest is being served, as envisioned by the Staggers Act and the 1990s merger and control decisions by the carriers’ new PSR operating model.

A good start to this process would be the inclusion in upcoming surface transportation reauthorization of a requirement that the Government Accountability Office conduct an investigation and produce a report like the one envisioned in Section 9502 of the TRAIN Act portion of H.R. 2. Specifically, the GAO should study changes in freight railroad operating and scheduling practices as a result of the implementation of the PSR model, including, at minimum:

- the impacts of the operation of longer trains;
- the safety impacts of reduction in workforce, including occupational injury rates, impacts to inspection frequencies and repair quality, and changes in workforce demands;
- the elimination or downsizing of yards, repair facilities, and other operational facilities;
- increases in demurrage or accessorial charges or other costs to shippers;
- capital expenditures for rail infrastructure; and

- the effect of changes to dispatching practices and locations of dispatching centers on the on-time performance of passenger trains, and the quality and reliability of service to freight shippers.

There are two additional provisions, which have already been introduced in the Senate, that we believe also should be included in the surface transportation reauthorization bill. One is Senator Markey's "Safe Freight Act", S. 1979, which lies with this Committee and has fifteen co-sponsors. This bill would put a halt to the industry's attempt to eliminate jobs with a technology that cannot — and is not designed to — replace safety-critical train crew members, and in a manner that is wholly consistent with current crewing practices.

The other is the bipartisan S. 2652, the "Protection of American Jobs in Cross-Border Rail Operations with Mexico Act", which also lies with this Committee. As you know, earlier this year the United States-Mexico-Canada Agreement entered into force. But the USMCA, or NAFTA-2, is fundamentally unfair to American railroad workers.

For decades, there has been cross-border passenger and freight rail traffic between the U.S. and Canada with crews crossing the border for a short distance into the non-resident country. These operations have been facilitated by largely shared regulatory, safety and labor cultures between the United States and our neighbor to the north.

To the South, however, freight crews have historically changed at the border because, under Mexican law, only Mexican nationals can perform railroad work in that country. When the USCMA was being negotiated, the Teamsters Rail Conference fought long and hard for reciprocal treatment. This effort was supported by the Teamsters Canada Rail Conference and by the Union that represents Mexico's railroad workers.

However, we were unsuccessful in obtaining reciprocity in the NAFTA-2 Agreement, and today Mexican crews are operating the vast majority of trains on the Kansas City Southern Railway's affiliate — the Texas Mexican Railway — between the International Bridge in Laredo

and Laredo Yard. Inclusion of S. 2652 in the surface transportation reauthorization bill would be an important first step toward remedying this inequity.

I thank you for the opportunity to testify today, and I would be happy to try to answer any questions that you may have.

**SENATE COMMERCE COMMITTEE**

**OCTOBER 21, 2020**

**DENNIS R. PIERCE, PRESIDENT  
TEAMSTERS RAIL CONFERENCE**

**EXHIBIT 1**

**NATIONAL TRANSPORTATION SAFETY BOARD  
SAFETY RECOMMENDATION REPORT RSR-1902  
SEPTEMBER 16, 2019**



# National Transportation Safety Board

Washington, DC 20594

## Safety Recommendation Report

### Train Emergency Brake Communication

#### Ongoing Investigation

On October 4, 2018, at 7:40 p.m. mountain daylight time, eastbound Union Pacific (UP) freight train MGRCY04 (striking train) collided with the rear of stationary UP freight train MPCNP03 (stationary train) after cresting a hill and traveling down a descending grade of up to 1.58 percent for about 13 miles.<sup>1</sup> The striking train consisted of 3 leading locomotives and 105 railcars. The engineer and conductor of the striking train were killed, and 3 locomotives and 57 railcars of the striking train derailed while 9 railcars of the stationary train derailed. Prior to the accident, the crew of the striking UP freight train reported problems with the train's air brake system and radioed the UP Harriman Dispatch Center to advise them they had accelerated to 50 mph and were unable to stop.<sup>2</sup>

Event recorder data from the striking train's lead locomotive showed changes in the air flow from the locomotive to the air brake pipe at specific locations earlier in the trip. When the train was stretched (when the locomotives pulled the train uphill), the air flow was steady at about 27 cubic feet per minute (CFM), but when the train was bunched (compressed when the locomotives slowed the train going downhill) the recorded air flow dropped to 0 CFM.

The air flow meter shows how much air the locomotive is providing to the air brake pipe to compensate for leakage and to maintain the pressure needed for the brakes to operate correctly. Initial information obtained during the National Transportation Safety Board (NTSB) investigation indicated that the air flow did not display on the engineer's console when it was below 20 CFM, and the recorded air flow dropped to 0 CFM. Air flow dropping to a low level can be an indication of an obstruction in the air brake pipe.

When the engineer of the striking train bunched the train using locomotive-only electric brakes (dynamic braking) to go down the hill, the recorded data indicated that the air flow dropped below 20 CFM. Dynamic braking alone was insufficient to slow the train on the long descending grade. The train started to accelerate down the hill and the engineer tried to compensate for the increase in speed by applying air brakes. Despite the air brake application, the train continued to accelerate. Before the train reached the railroad's 30-mph speed limit, the engineer made an emergency brake application. The air brake application would have reduced the pressure in the air

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<sup>1</sup> For additional details on this accident, please review the preliminary report for this accident, RRD19FR001, at <http://www.nts.gov>.

<sup>2</sup> Train air brakes are controlled by an air brake pipe that spans the length of the train. Brakes are applied by reducing the air pressure in the air brake pipe. Emergency brakes are applied by rapid venting of the air brake pipe to atmosphere.

brake pipe at the lead locomotive, and the reduction in pressure in the air brake pipe should have propagated from the front of the train to the rear, causing the air brakes to be applied along the entire train. The emergency brake application would have rapidly vented the air brake pipe to atmosphere, again propagating from the front of the train to the rear. Air brakes applied along the entire train would have been enough to slow and then stop the train. NTSB investigators are examining the failure of the reduction in air brake pipe pressure to propagate to the rear of the train when the engineer applied the air brakes.

Normally when emergency brakes are applied, in addition to venting the air brake pipe at the lead locomotive, the head-of-train device (HTD) in the lead locomotive transmits a radio message to the end-of-train device (ETD) at the rear of the train to initiate an emergency brake application and vent the air brake pipe to atmosphere at the rear of the train at the same time the air brake pipe is vented at the front of the train. According to the event recorder, the ETD did not initiate an emergency application of the brakes by venting the air brake pipe to atmosphere from the rear of the train. Instead, the train continued to accelerate. NTSB investigators are researching the reason for the communication failure between the HTD and ETD.

## **Communicating Train Emergency Brake Signals**

There are two methods of communicating an emergency brake signal from the front to the rear of a train: an air pressure reduction that propagates along the train's brake pipe and radio communication between the train's HTD and ETD, which will vent the air brake pipe from the rear of the train as well. The HTD communication with the ETD should be automatically synchronized with the application of emergency brakes using the brake handle, but the HTD can also be triggered to communicate an emergency braking signal to the ETD independently by toggling a switch on the HTD. These two communication channels provide redundancy, but there are occasions where both methods fail to operate as intended.

## **Problems Initiating Braking through Air Pressure Reductions**

NTSB investigators relied on data from the locomotive's event recorder, evidence found while on scene, and accepted principles of train air brake systems to ascertain what happened in this accident. The air flow recorded by the event recorder showed there was steady air flow when the train was stretched. The event recorder showed that the air flow dropped when the train was bunched. This was likely caused by an obstruction in the air brake pipe, which spans the length of the train. The air hoses used to maintain brake pipe continuity between railcars are the components most likely affected when the train is changed from stretched to bunched. In addition, investigators identified wheels from the train that exhibited discoloration due to overheating associated with an emergency brake application only on railcars on the front end of the train. There was no evidence of braking behind these cars.

The location of discolored wheels and the event recorder data led investigators to the conclusion that the probable air hose obstruction occurred within the 19 railcars that were added to the front of the train at Laramie, which was about 38 miles from the accident site.

Evidence from another incident shows how this failure can occur. On November 23, 2018, another UP train crew working west of Cheyenne, Wyoming, experienced similar issues while

descending in heavy grade territory. After applying the brakes (reducing the air brake pipe pressure) to slow the train, the crew realized that the pressure reduction was not propagated to the rear of the train. The crew made several attempts to initiate an emergency brake application by toggling the emergency brake function on the HTD. The first two attempts were unsuccessful. On the third attempt, the train went into emergency braking. Upon inspection, railroad employees discovered a kinked air hose, as seen in figure 1. When emergency braking was applied, the kinked hose prevented the venting of the air brake pipe to atmosphere to propagate from the front of the train to the rear of the train. The third emergency brake application on the HTD led to successful communication with the ETD, which vented the air brake pipe from the rear of the train.



**Figure 1.** Kinked end-of-railcar air hose on railcar brake rigging of train involved in the November 23, 2018, incident west of Cheyenne, Wyoming. (Photograph provided by UP.)

On December 20, 2018, a UP mechanical employee discovered a similar kink in an air hose on a railcar on an outbound train that had recently received end-of-railcar hose repairs from a railcar repair shop. The end-of-railcar hose was configured incorrectly which kinked the hose, as seen in figure 2.





**Figure 2.** Kinked intermediate end-of-railcar air hose that was discovered during an inspection after an end-of-railcar air hose configuration was incorrectly applied. (Photograph provided by UP.)

Although the NTSB is still investigating the Granite Canyon accident, data from the event recorder indicates that air flow was obstructed in the air brake hose when the train bunched as it traveled downhill. Some of the railcars that were picked up by the accident train in Laramie would have had similar end-of-railcar air hose arrangements as the subject cars in the November 23, 2018, incident and the December 20, 2018, inspection. UP had procedures in place prior to the accident regarding the inspection of air hoses and air hose assemblies. After the accident and after the subsequent fouled air hoses were found, UP issued guidance to focus attention on inspecting cars with these air hose arrangements. The NTSB concludes that incorrectly configured air brake hoses could result in the inability to slow or stop a train. Therefore, the NTSB recommends that the Class I railroads review and issue guidance as necessary for the inspection of end-of-railcar air hose configurations to ensure the air hose configuration matches the intended design.

## **Problems Initiating Braking with Radio Communication**

Emergency braking is enhanced with communication between the HTD and ETD because braking by venting the air brake pipe can be concurrently activated from both the front and the rear of the train, resulting in the rapid reduction of pressurized air from two opposite directions. If there is an obstruction in the air brake pipe, the brakes on all railcars would engage, up to and including

the point of obstruction from both ends of the train. The emergency braking action initiated from a locomotive without the aid of an ETD would only be effective up to the point that air flow is obstructed. Under such circumstances, the amount of effective braking would be dependent upon where the restriction occurred in the air brake pipe; the closer the obstruction was to the front of the train, the less braking effort would be available. Inadequate or nonexistent airflow at the blockage point would preclude the activation of emergency brakes on all railcars behind the blockage. ETDs are proven critical hardware components that provide a quicker application of emergency brakes and provide a redundant path to induce braking in the event of an air brake pipe obstruction.

Radio telemetry between ETDs and HTDs can be interrupted by natural obstructions, changes in track grade, and track curvature during normal operations. Notifications to the train crew of such communication interruptions do not initiate until there has been a loss of communication for a minimum of 16 minutes and 30 seconds. Therefore, train crews may not be aware of communication interruptions between the HTD and ETD in a timely manner.

When an emergency brake application is initiated, the HTD transmits an emergency command signal to the ETD for 2 minutes or until the HTD receives an acknowledgement signal from the ETD. After 2 minutes with no reply from the ETD, the HTD emergency command transmission ends and the HTD will not start transmitting another emergency command signal unless the train crew initiates another emergency brake application. The NTSB is continuing to investigate these communication issues and they will be addressed further in the final report on this accident.

Class I railroads have air brake and train handling rules, and system special instructions (SSI) that stipulate operating procedures when ascending and descending graded territory. SSI typically contain information that tells the engineer and conductor where and when to check the braking performance of the train. In addition, the SSI includes special instructions on operating the device and what to do if there is an HTD/ETD communication failure. In this accident, these procedures did not prevent the brake failure on a grade, leading to the accident.

The NTSB concludes that the interruption of radio telemetry between an HTD and ETD could result in a lack of redundancy for emergency braking. Therefore, the NTSB recommends that the Class I railroads review and revise their air brake and train handling instructions and two-way ETD instructions to include: monitoring locomotive air flow meters for unexpected fluctuations, checking the status of communication between HTDs and ETDs before cresting a grade, and actions to take if the air pressure at the rear of the train does not respond to an air brake application. Furthermore, the NTSB recommends that the American Short Line and Regional Railroad Association alert its member carriers to (1) inspect the end-of-railcar air hose configurations and ensure the hose configurations match the intended design and (2) review and revise their air brake and train handling instructions for grade operations and two-way ETD instructions to include: monitoring locomotive air flow meters, checking the status of communication between HTDs and ETDs before cresting a grade, and actions to take if the air pressure at the rear of the train does not respond to an air brake application.

## **Recomendations**

As a result of this investigation, the National Transportation Safety Board makes the following safety recommendations:

### **To the Class I Railroads:**

Review and issue guidance as necessary for the inspection of end-of-railcar air hose configurations to ensure the air hose configuration matches the intended design. (R-19-41)

Review and revise your air brake and train handling instructions for grade operations and two-way end-of-train device instructions to include: monitoring locomotive air flow meters, checking the status of communication between the head-of-train and end-of train devices before cresting a grade, and the actions to take if the air pressure at the rear of the train does not respond to an air brake application. (R-19-42)

### **To the American Short Line and Regional Railroad Association:**

Alert your member carriers to (1) inspect the end-of-railcar air hose configurations to ensure the hose configurations match the intended design and (2) review and revise their air brake and train handling instructions for grade operations and two-way end-of-train device instructions to include: monitoring locomotive air flow meters, checking the status of communication between the head-of-train and end-of-train devices before cresting a grade, and the actions to take if the air pressure from the rear of the train does not respond to an air brake application. (R-19-43)

## **BY THE NATIONAL TRANSPORTATION SAFETY BOARD**

**ROBERT L. SUMWALT, III**  
Chairman

**JENNIFER HOMENDY**  
Member

**BRUCE LANDSBERG**  
Vice Chairman

**Date: September 16, 2019**

**SENATE COMMERCE COMMITTEE**

**OCTOBER 21, 2020**

**DENNIS R. PIERCE, PRESIDENT  
TEAMSTERS RAIL CONFERENCE**

**EXHIBIT 2**

**PRECISION SCHEDULED RAILROADING MEMBERSHIP SURVEY  
BROTHERHOOD OF MAINTENANCE OF WAY EMPLOYES DIVISION  
TEAMSTERS RAIL CONFERENCE  
FEBRUARY 2020**



## Brotherhood of Maintenance of Way Employees Division of the International Brotherhood of Teamsters

Freddie N. Simpson  
*President*

Dave D. Joynt  
*Secretary-Treasurer*

United States Senate Committee on Commerce, Science, and Transportation

Dear Chairman Wicker, Ranking Member Cantwell, and Honorable Committee members.

### How The Railroads' Cost-Cutting Business Model, Including PSR, Has Affected The Maintenance of Way Work Force,

So -called Precision Scheduled Railroading is not so much a train operations practice as it is part of a business model that emphasizes cost-cutting to reduce operating ratios (ratio of expenses to revenues) and maximize profits, and de-emphasizes service and maintenance. The business model is not to grow the business but to reduce it to only work that yields a profit margin desired by finance interests. Prior to the implementation of PSR BMWED maintenance workers were already undergoing dangerous cutbacks in manpower as well as tools and materials to do their jobs safely. This problem has been drastically exacerbated with the implementation of the new business model. Over the last few years there has been a 13.25% reduction in maintenance of way workers maintaining this vital transportation lifeline (from 35,440 in 2016 to 30,742 in 2019). It is self-evident that a 13 percent reduction in maintenance of way forces over three years, when forces had already been reduced, would adversely impact inspection, maintenance and repair of rail infrastructure. Details about how that impact has been experienced by maintenance workers and its effect on rail safety are described below.

There is nothing about the PSR theory<sup>1</sup> that would require any cuts to maintenance forces. Moving trains on an inflexible schedule should not impact maintenance of the infrastructure. The cuts in maintenance of way forces are simply about the desire to reduce the operating ratio and thus increasing profits to the shareholders. PSR has brought the idea of do more with less to a whole new level.

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<sup>1</sup> Created by the late Hunter Harrison, PSR designed to transport of freight, with fewer rail cars and locomotives, and this fewer crews using a more simplified, direct line of transport in accordance with a fixed schedule across their network. But it is also a way of reducing operating ratios by cutting costs, and to thereby satisfy the demands of Wall Street. A major element of this operating method is that all stakeholders must adjust to the inflexible schedule set by the railroad. Another is that customers that are not easily served, or who don't yield the same level of profits are not accommodated.

In October of 2019 FRA Administrator Ronald Batory inquired about Precision Scheduled Railroading and its effect on BMWED membership. In an effort to accurately convey the working conditions under the ever-growing PSR operation strategy industry-wide, an online survey<sup>2</sup> was made available to all of the roughly 30,000 BMWED members.

We asked for a candid and earnest response so that we could convey to FRA officials exactly how PSR is shaping the railroad workplace. This was a chance for workers to speak directly to the top railroad regulatory officials. Here is a representative sample of the almost 10,000 troubling responses we received.

**Page 10, Comment number 196, 12/22/2019 12:52 AM**

No brakes, osha laws ignored, safety rules are not as tight so the company can bend them. The FRA doesn't really hold the company responsible and rather the employee. Even though reprise is present and the employee is treated poorly if the task is completed regardless of rules

**Page 14, Comment number 278, 12/19/2019 6:32 PM**

The Core Values and concept of "It starts with the customer" and "People make the Difference" are now no longer visible at any level of discussion in the overall outlook of how this company operates. The adoption of PSR and the forced acceptance of these ideals forced far too many experienced railroaders and people who understood how our network operated out of their jobs and thusly destroyed any of the vital interdepartmental relationships that allowed members of our collective teams work together to get projects and maintenance completed. The sense of urgency has shifted to strictly move freight cars regardless of any maintenance to track or structures needed. The overall atmosphere has changed to a sense that no one wants to be charged for any type of train delay in fear of retribution of their jobs.

**Page 17, Comment number 353 12/19/2019 1:59 AM**

Working conditions seem to be worse. We are expected to do more with less. The railroad I work for has cut back on manned inspections, and with less frequency. We have found multiple defects like stripped joints, broken insulated joints, parts of the ball of the rail missing that trains have ran on without being caught for days until the 2 inspections a week are preformed. We have been lucky so far, but I'm afraid one of these days our luck is going to run out. The railroad I work for have also increased speeds faster and with less trains for compaction after work has been preformed to the tracks.

**Page 101, Comment number 8, 1/3/2020 11:56 PM**

Everything is in a rush mode and if you a defect the bosses try to write you up for delay yet my job is safe trains right ? The pressure we face is extreme from both FRA and the company stance ( and they are on opposite sides of they want from the Railroaders who are caught in the middle

**Page 102, Comment number 41, 12/25/2019 7:14 AM**

PSR has thrown safety out the window. Jobs that require 2 or more workers are being assigned, in lists, to individuals. There is constant harassment, mis-use of manpower, funding, vacant positions left unfilled, abolishment of vitally important positions, labors are non-existing or overwhelmed, machine operators running multiples of equipment, during a shift, to keep up with required work. It is rare to actually finish an assigned job before you reassigned to another, and another. The work is poorly done, seldom complete and materials left on the ground to rot or be overgrown with weeds. Walkways are hazardous, rights of way left un-maintained, signs missing. Ballast lines, ditch lines, drainage and culverts left unmaintained. OTE has to be trammed for miles upon miles, just to get to work

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<sup>2</sup> Attachment A, you will find the complete unfiltered responses provided by the survey respondents. Any typos or expletives are exactly as the respondent provided. Please take this as an opportunity to look into the current working conditions of America's hard-working railroaders.

location because any and all non-essential, storage tracks are removed. We are being "Made Ineffective " purposely with constant rule changes, standards changes, log in / log out, on duty, not on duty, ORM, job briefings, job briefing forms, start up forms, awareness forms, audits, observations, territory changes, vehicle and equipment down time, shop time, out of date eyewash, fire extinguishers, replacement tools, replacement managers, approved hotels 50 miles from work,. Trying to "Work" is a nightmare.

**Page 103, Comment number 62, 12/23/2019 7:27 PM**

Safety? There is no Safety on the railroad anymore. There is no Safety briefing on jobs, just do what it takes to get the job done. All in the name of the shareholders. Supervisors and senior project engineers actually tell you to break the rules, than turn around so they don't see rules being broken.

**Page 105, Comment number 114, 12/23/2019 12:54 AM**

As mentioned above in question one safety has taken a back seat to service. As maintenance employees we get less time to perform regular maintenance and often feel pressured to expedite testing and maintenance procedures. It is unsafe for the employee and also the general public to work under the current work atmosphere.

**Page 110, Comment number 225, 12/20/2019 4:10 PM**

PSR is all about stock share value. When you focus on that a lot of stuff fall to the Wayside. Safety is one of them. We used to have safety team members on regions and teams, but now we don't. When you cut people and jobs the workload doesn't change it actually increases. So we are constantly behind and with that comes stress, and loss of focus. People want to do a good job when they go to work they want to do a better job than it did yesterday but hard to do that when you're constantly behind.

**Page 120, Comment number 502, 12/18/2019 9:19 PM**

We are no longer equipped with the necessary manpower or tools to make sure the job is done thoroughly with safety being the priority. The powers that be would just as soon turn a blind eye to the needs of the crew just as long as they can get you turning wheels! Speaking of wheels, there are more on a train now than ever before. The demand to run train lengths to 12,000 and 14,000 feet is absurd! A 7,500 foot coal train running at 50mph and 18,000 gross tons will take a mile to stop in an emergency application. How long would it take a 14,000 foot 28,000 gross ton train to stop? In the same sentence, when it is 26 degrees outside and your train is 10,000+ feet long with only 2 lead motors, do you know how negatively that effects the air brakes!!?? How safe is it to have a Conductor walk and inspect a 14,000 foot train in the dead of summer? How much comm loss occurs on a 10,000 foot train? All serious and legitimate questions, but they clearly fall on deaf ears at the FRA.

**Page 150, Comment number 1261, 12/17/2019 4:54 AM**

The equipment and infrastructure are not maintained to the standards Norfolk Southern had even just five years ago let alone 17 years ago when I hired out. The railroad is more concerned with trains departing on time and fuel savings than maintenance and rule compliance. As a result in the past two years I have had to stop more trains on the line of road because of detector alarms than ever before in my career.

Railroads have cut so deep and so fast that workers are afraid not to do whatever is necessary to keep trains moving under the new PSR model. Local maintenance forces often consist of just two people desperately trying to keep up 80- 100 miles of track infrastructure. Understanding the incredible lack of resources track inspectors attempt to work with these confines set by their railroad employers instead of using safety standards to guide their judgment; they are pressured to report only what the railroad is staffed to fix. And within the tight time frames for train movements under PSR, maintenance of way gangs have smaller track windows for them to be on the tracks to accomplish their work. With the longer and heavier trains becoming the new normal this is not the time to cut back on track maintenance. PSR railroads are dangerously understaffed. For example, Union Pacific is over 1 million ties and 39 miles of rail behind where they need to be in order for the railroad to be truly safe – by their own



admission. Yet, they have refused to fill positions left open due to retirements, and are currently furloughing MOW workers across the system.

In summary the BMWED maintenance workforce is vital to the health and wellbeing of this great nation. These workers want nothing more than to be provided sufficient time and resources to make sure the job of maintaining the Railroad infrastructure is done safely. The American Railroads owe them and our nation these basic fundamental principles.

Sincerely,

A handwritten signature in black ink, appearing to read "Roy L. Morrison, III". The signature is stylized and somewhat cursive, with a horizontal line underneath it.

Roy L. Morrison, III  
Director of Safety  
Brotherhood of Maintenance of way Employes





# Attachment A

# BMWED PSR Survey



December 16, 2019 – January 6, 2020

1

Q1 - Generally speaking, how do work conditions compare to 5 years ago? If applicable, 10 to 20 years ago?

2

Q2 - In regard to safety, how has the implementation of Precision Scheduled Railroading affected your job?

3

Q3 - Are there benefits to working on a PSR railroad? If so, what are they?

4

Q4 - How has PSR affected your relationship with your supervisor/manager?

5

Q5 - At the end of the day, what are your thoughts on your employer?

Q1 Generally speaking, how do work conditions compare to 5 years ago?  
If applicable, 10 to 20 years ago?

Answered: 2,425 Skipped: 41

## PSR Survey

#	RESPONSES	DATE
1	I have only been working for 12 years, but my feeling is our company expects the same work load to be accomplished with less manpower. They do preach safety, and most often it is sincere, yet without enough help there is more strain on workers to complete a task within a reasonable timeframe.	1/6/2020 3:33 AM
2	Working conditions has decreased over all in the last 11 years I have worked for Union Pacific. Precision Scheduled Railroading has put an emphasis on the movement of trains no matter how poorly the locomotives are or the safety appliances on the cars are. Union Pacific expects trains to be moved in a timely manner and that safety will be sacrificed to move these cars.	1/6/2020 1:15 AM
3	Bosses treat us like we're a 3rd world county, compared to 10-20 years ago. Nothing matters but how shareholders feel. Employees, safety, are disregarded	1/5/2020 4:42 PM
4	Roughly similar.	1/5/2020 2:43 AM
5	Much worse	1/4/2020 12:18 PM
6	Very less organized & feel much more like a number	1/4/2020 1:15 AM
7	Not as good as it was	1/4/2020 1:10 AM
8	Been with the rail industry for 20+ years I feel more unsafe than ever in my career. The pressure from management to hurry up and then you're written up for delays ?	1/3/2020 11:56 PM
9	Definitely more strenuous. The carrier wants us to do more with less personnel and materials.	1/2/2020 9:42 AM
10	Worse	1/2/2020 6:18 AM
11	Working conditions have been negatively impacted in comparison to the past 5-10 years. Our workforce has been reduced by %75 at our depot in an effort to increase profits. Despite the reduction of manpower, management manpower has stayed the same. We had a supervisor and an assistant supervisor for 4 employees. Despite the massive decrease in manpower the workload has stayed the same. Management has used tactics of threatening jobs and non stop harassment to try to accomplish the work. This has created a hostile work environment with very low employee morale.	1/1/2020 10:38 PM
12	Worse than ever . Lack of man power	1/1/2020 10:17 PM
13	Getting worst every day	1/1/2020 7:43 PM
14	We are being forced to run longer and more dangerous trains without the proper equipment. Trains are not being inspected properly and are being sent out of the yard with falsified documentation.	1/1/2020 5:01 AM
15	you actually feel more rushed now compared to the past its so subtle how they push you and manipulate you	12/31/2019 7:33 PM
16	They are much worse, customers are not getting their products on a timely basis, it affects all businesses donto delayed deliveries. Train line ups are very unpredictable making adequate rest difficult at best, and causing extreme ffatigue, which makes very dangerous working conditions for everyone. 20 years ago, this was a good career. That could support your family. Today. It is a gotcha situation, where longevity makes you a target. Guys with 20+ years who have a medical problem are not being allowed to return to work even though they are cleared by their doctor. The pat is no longer enough to fully support a family in many areas of the country.	12/31/2019 7:33 AM
17	As far as job security... I feel and hear other employees mention that its unsettling and uneasy to see a long term future here. Cuts in employees makes work hard for us left here now. Bodies are only madee to do so much for so long. If retirement comes i pray that im able in joy my time left being healthy and financially secured. Employees and senior management at times are strenuous and makes a day or week, month hard to deal with.	12/30/2019 6:36 PM
18	Understaffed and always being rushed to get numbers, not having enough time to do the job properly .	12/29/2019 1:04 PM
19	No, they are taking away manpower, tools, and expecting to do the same job with less people and in 1/3 of the time	12/29/2019 5:37 AM

PSR Survey

20	More work expected	12/29/2019 4:42 AM
21	way more tasks that need completing with not enough payroll to complete	12/29/2019 2:42 AM
22	Conditions are awful and unsafe. Management has no regard for employee safety or moral. Omaha treats its workers as if they are an enemy and nothing else.	12/29/2019 1:34 AM
23	I have been railroading as a Mechanical employee, supervisor or manager over the past 25 years. Management culture has become more and more unhealthy and dysfunctional. That was until UP implemented PSR. The work environment is now toxic. As in lethal, to the mental health and physical safety of employees and to a lesser degree, management.	12/28/2019 11:40 PM
24	ok	12/28/2019 11:31 PM
25	More work is done with big RSG gangs now. Sections and other local forces have been cut to the point that it's difficult to adequately respond to service interruptions and rail test defects, etc.	12/28/2019 5:49 PM
26	More work with less people, safety first is a slogan, not a reality. Production first everything else last. Applies to 5 & 10 years ago.	12/28/2019 4:41 AM
27	More work with less guy's. Management expects the same amount done with less....	12/27/2019 4:29 PM
28	Morale is as low as I have seen in years! People feel the most important thing to the UP is the bottom line. They don't care about anything else, not our safety, not our families, not even us.	12/27/2019 3:36 PM
29	Much worse,less people knocking off anchors with no help ,just waiting to get hurt,management does not care,just want more for less	12/27/2019 2:56 PM
30	the FRA seems to let the railroad get away with anything and fail to enforce statues on them	12/27/2019 1:27 PM
31	Worse as far as overall. Some things are better but others are worse. The demands and time expectations to do certain tasks are far worse than when I first started 8 years ago.	12/26/2019 5:55 PM
32	The workforce keeps getting smaller and smaller, yet the rules,regulations, and workload only increases	12/26/2019 8:53 AM
33	it's not the same as 10 yrs ago. ten years ago we would do our job. now we spend less time at home, work night which is very dangerous	12/26/2019 2:39 AM
34	Steadily degrading safety and ignorant harassment from management	12/26/2019 12:32 AM
35	Limited manpower makes for a stressful work environment.	12/25/2019 5:11 PM
36	Getting worse. Seems like the railroads are are trying to cut costs at the expense of safety and at the same time their policies are a lot more strict. Morale among my coworkers are pretty bad right now and has a lot to do with company policies and the way management is ran.	12/25/2019 4:49 PM
37	Better	12/25/2019 2:14 PM
38	The conditions are getting worse by the day.The work force cuts plus the lac of management knowing anything about railroading	12/25/2019 12:17 PM
39	We do more work with less man power and machinery.	12/25/2019 7:44 AM
40	Far less stability. 1st line supervision has been stripped of resources , manpower, equipment and the expectations for track mile inspections and serviceability has doubled, the territories for maintenance has more than doubled.	12/25/2019 7:14 AM
41	Have gotten worse	12/25/2019 5:52 AM
42	Less safe, more focus on speed or production than quality or safety	12/25/2019 5:12 AM
43	It stinks now. Everything is hurry, hurry, hurry. You're asked to do other crafts' work. Work you were never trained to do. It is very unsafe and stressful now. I hate going to work now. It's a total mess now. Not enough people to do the work safely.	12/25/2019 5:09 AM
44	It's terrible. New technology with nonexistent training. Longer hours. Unfamiliar territory. Can't mark off without accruing "attendance debt points".	12/25/2019 4:17 AM
45	Much more stressful. There are many more distractions while using PTC, LEADER, Trip Optimizer, and Smart Consist. This, in addition to mandatory adherence to the fuel saving programs, trainmasters rushing us to get out of their yards, poor dispatching by unqualified	12/25/2019 2:50 AM

## PSR Survey

dispatchers, poor scheduling of trains, makes for an unsettled state of mind that makes it difficult at best to get quality rest. Safety is now fourth on our list of priorities while on the job. Morale is so low it can't be measured.

46	Work conditions are worse and higher stress. More intimidation to get work done faster. Which in effect makes less safe.	12/24/2019 10:45 PM
47	Even	12/24/2019 7:32 PM
48	No time to job brief just get paper work and go. No time to talk about job related issues. Short staffed called out more on rest. More crew fatigue no off days. When rules change no trainmasters to job brief with us so we are all on the same page. Rules changing to much always state of confusion on what's going on. No one to ask a question to when you don't know short on staff. No face to face meetings any longer. So when people don't understand the rule changes more accidents happen. The company doesn't care about our well being or safety anymore. Done away with safety days and work boots. No time to mark off for training pods.	12/24/2019 6:33 PM
49	Much worse	12/24/2019 6:00 PM
50	Longer trains, more chance of walking in the elements. Greater slips, trips, falls.	12/24/2019 5:04 PM
51	More hectic. Every job (even if it's a minor issue on a yard track) turns into a major issue. It is an environment where supervisors are breathing down our necks to get jobs done as fast as possible	12/24/2019 4:00 PM
52	Horrible!!! We use to have so many of our own employees to do our own work now they have cut us soo deep we have no help hiring outside contractors to do OUR WORK !!!! Working conditions are horrible so is moral	12/24/2019 3:57 PM
53	In our terminal work conditions have deteriorated immensely. I can only speak for my department. Trains are receiving sub par inspections. The cars we do bad order and send to our repair track only have the defect written on the card repaired instead of getting a full AAR inspection. This is due to management not wanting a high car dwell. Basically, the more defects and repairs on a car the higher the dwell time is. We are expected to achieve higher numbers than when we were fully staffed. We had over 40 carman before PSR. Now we have 24. Our foreman each had their own responsibility to carry out. All the foreman jobs were abolished and now those responsibilities are mainly forgotten about, that is until we experience difficulties. I'm talking about parts getting ordered, important information being communicated throughout out terminal.	12/24/2019 3:11 AM
54	Better than 20 years ago; not so much, 5 years ago.	12/24/2019 3:00 AM
55	Safety is a thing of the past like one road master said it's not what have done in the past it's what u can do k ow	12/24/2019 1:44 AM
56	Far more hostile. There is little to no respect for employees lately.	12/24/2019 12:06 AM
57	Gotten worse	12/23/2019 10:54 PM
58	Less time to get more expected done. Morale at an all time low.	12/23/2019 8:48 PM
59	Poorly More with less	12/23/2019 8:43 PM
60	20 years ago we had enough employees to get a job done right. Today we just patch things and hope it holds for a while longer.	12/23/2019 7:49 PM
61	5 years ago we were able to get tools and supplies we needed to do our job right. Today we have to make due with what we can find. Supplies are NOT being ordered for jobs to be worked correctly. Vehicles are being used in UNSAFE conditions to get jobs completed on the company's schedule. Foreman's are pressured to use "FREE TA's" if a train is on the circuit vs using a box 8. There is NO Appreciation For jobs being worked anymore since psr has been in the picture.	12/23/2019 7:27 PM
62	More hostile environment. Safety has taken a back seat to the movement of trains.	12/23/2019 7:23 PM
63	Far more worry about minor rule infractions and not enough focus on safety of the railroad. Supervisors are becoming increasingly sneaky.	12/23/2019 5:57 PM
64	Worse. 5 years ago I actually thought the Company cared for my safety. Not now. Not at all!	12/23/2019 5:51 PM
65	Less time and less man power to get the same amount of work done. Always feel rushed to do	12/23/2019 4:21 PM



PSR Survey

	the job.	
66	They want more work done with less people, and most of the time, it just isn't getting done at all.	12/23/2019 4:00 PM
67	Unsafe and and rushed compared to 5 years ago	12/23/2019 3:23 PM
68	Totally different, everywhere there's just skeleton crews	12/23/2019 2:58 PM
69	Slowly declined in quality and man power	12/23/2019 2:33 PM
70	10 years of service in July or 2020. I've noticed big change in upper management from concerns of employee safety has decreased huge to poor employee appreciation. Used to get turkey and hams for holidays, a thank you for going the extra mile to help out, ect....	12/23/2019 2:25 PM
71	Worse I believe safety has taken a back seat to production and the company is starting to take short cuts not good	12/23/2019 2:15 PM
72	Seems you've got to worry about your job and getting into trouble more then worrying about the job you need to do.	12/23/2019 2:05 PM
73	Much worse now then ever befor.	12/23/2019 1:59 PM
74	Less manpower = more risk to safety.	12/23/2019 1:31 PM
75	Working conditions are a lot better then years ago.wehave better and safer machines for the work and longer track time for a safer work environment..	12/23/2019 1:20 PM
76	Not enough track time to get maintenance done.	12/23/2019 1:04 PM
77	Moral is terrible and and they have sucked the life out of the workers. People just don't care anymore.	12/23/2019 1:02 PM
78	Basically, you do more with less. Less people less time , less materials. You bandaid lot ..	12/23/2019 12:33 PM
79	WORSE	12/23/2019 12:20 PM
80	Not good, more work less men.	12/23/2019 10:58 AM
81	Slightly worse	12/23/2019 10:51 AM
82	Worse	12/23/2019 10:50 AM
83	In my career PSR has changed my environment mostly making my work reactive instead of proactive. Dont fix it now there is no time, keep the trains moving, has become the new norm.	12/23/2019 8:57 AM
84	Before you could have you morning job briefing, do your job and wouldn't have to worry about being micromanaged all day long. I'll get 3-4 phone calls a day now from 2 different bosses telling me to do different things. Nobody seems to be on the same page	12/23/2019 6:22 AM
85	My seniority is shrinking with the new found profit building PSR	12/23/2019 6:05 AM
86	Cuts, cuts, cuts. Understaffed and overworked.	12/23/2019 5:30 AM
87	They are very bad now the company wants us to do way more with way less people putting us in unsafe conditions to try and get our work and testing done on time	12/23/2019 3:55 AM
88	Worse. Definitely. Push to get more done, quicker, and do extra work like projects. More injuries. And more discipline	12/23/2019 3:40 AM
89	Drastically worse.	12/23/2019 3:39 AM
90	Work conditions could always improve, but the way it feels lately is the only thing that matters is keeping the share holders fat and happy	12/23/2019 3:20 AM
91	Substantially different. Far more concerned about getting the work done "no matter what" than getting it done safely. Less tools and less people to perform safety sensitive jobs. With far greater work loads than remotely reasonable	12/23/2019 3:16 AM
92	Work conditions are hostile	12/23/2019 2:53 AM
93	Worker safety is no longer priority. Also it's hard to work efficiently when we must keep watching our back constantly to avoid harassment by supervision	12/23/2019 2:53 AM



PSR Survey

94	I have worked for Norfolk Southern for 9 years. In the two years since the implementation of PSR the working environment has become toxic. The threat of disciplinary action for minor infractions or the removal from service for minor medical conditions has become a real fear for many. If you have high blood pressure or sleep apnea, as many of our workers do, even if it is properly being treated, there is the constant threat of removal from service. There are employees who have received disciplinary letters in their files for things that are not even rule violations. If a supervisor does not agree with someone, they are likely to become targeted for discipline very quickly. While in the field, working, the extra load that the dispatchers are covering is affecting their response time and the ability to be able to successfully complete your daily tasks. The mobile track authorities are a help with this, but mobile cannot currently be used inside of a control point. All of these things that I have mentioned did not happen prior to PSR.	12/23/2019 2:36 AM
95	5 years ago things were safer and a much better working atmosphere	12/23/2019 2:35 AM
96	Absolutely horrible.	12/23/2019 2:22 AM
97	Worse ....taking away positions and putting more work on the men	12/23/2019 2:18 AM
98	I think that it has changed because you can't take care of the same amount of track and add more things with less people and keep it safe	12/23/2019 2:12 AM
99	Everything is a hurry up and walking on pins and nails	12/23/2019 2:05 AM
100	I'll leave it simple. I loved coming to work. We had supervisors that cared, and respected the safe work we are doing.	12/23/2019 2:04 AM
101	When I first started almost 8 years ago, safety was always the main concern. Every supervisor and co-worker went out of their way to preach the importance of safety and wanted everyone to understand why we do things a certain way. Now, it seems that safety has taken a backseat to trying to make as much money as possible regardless of what negative impacts will be made to doing things safely. Its sad to see a company that i have always been proud to work for, follow in the footsteps of other railroads while all of us craft employees suffer the consequences.	12/23/2019 2:01 AM
102	Horrible compared to 8 years ago. They don't care about safety, only profit.	12/23/2019 1:50 AM
103	Bad, in comparison to 10 years conditions are terrible	12/23/2019 1:46 AM
104	I've been with the railroad for 14 years and 11 months..I enjoyed coming to work and went out of my way for the railroad..ever since we have went to this psr it's a hazardous work place we worry about our jobs..we've seen guys lose there jobs with 2 years to go until retirement..they put a target on your back and make it havec out here..people ask me how to get on with the railroad and I tell them this is the last place you want to work right now..I can only hope to make it until retirement..	12/23/2019 1:43 AM
105	I believe the companies are looking for ways to fire people of dumb reasons	12/23/2019 1:40 AM
106	Worse	12/23/2019 1:39 AM
107	They're awful, we as workers are not appreciated, we're used and abused to the company and share holders full benefit.	12/23/2019 1:36 AM
108	Less money more bullshit	12/23/2019 1:32 AM
109	More dangerous and with less employees to perform safety critical jobs.	12/23/2019 1:20 AM
110	They are much much worse. All the railroad cares about is the bottom line. Work ethics and sense of values have been thrown out the door.	12/23/2019 1:19 AM
111	It is a completely different place to work. Emphasis on profits and nothing else.	12/23/2019 1:10 AM
112	Working conditions have steadily gotten worse in the last 5-6 years and really declined in the last 2.	12/23/2019 12:58 AM
113	Work conditions are much more dangerous. The carrier is too concerned with on time freight, which puts pressure on the workforce to perform at an unsafe pace. 5-10 years ago the focus was safety and service. Now the focus is strictly on service.	12/23/2019 12:54 AM
114	Work conditions are okay as long as we are working.	12/23/2019 12:49 AM
115	Serious decline in last few years, drastically different than 10 yrs ago.	12/23/2019 12:47 AM

PSR Survey

116	More strenuous now because of every thing shifting to performance based instead of safety based.	12/23/2019 12:46 AM
117	Working conditions are extremely poor. Moral is at an all time low. Parts to complete or repair issues are scarce and very often hard to get.	12/23/2019 12:34 AM
118	Not as good	12/23/2019 12:24 AM
119	Safety is no where not even close to the top of the list as it should be! Compared to 5, 10 and even 20 years ago.	12/23/2019 12:15 AM
120	There is no comparison, the railroad of today is a vastly more hostile place to work. As little as 5 years ago it felt like a partnership between management and craft employees, it's much more adversarial now. 28 years ago when I started my railroad career I was told it was a job for life, I would hesitate to encourage anyone today to begin a railroad career.	12/23/2019 12:13 AM
121	Worse	12/23/2019 12:08 AM
122	Terrible! I haven't seen them this low since starting back in 2015. Safety no longer matters.	12/22/2019 11:57 PM
123	Terrible	12/22/2019 11:45 PM
124	Moral is down.. safety is put to the side by union Pacific to drive profits. Monster trains 1500ft 40000tons	12/22/2019 11:21 PM
125	not a noticeable change. minor changes to how dispatcher operate, which make getting time to work on tracks harder and more stressful to accomplish.	12/22/2019 11:05 PM
126	They don't compare at all. I've been on system gangs for about 16-17 years of my 20 years on the railroad, with the last 3 -5 years being by far the worst. The people who are in charge at this moment, and who have been in charge for the last 4-5 years seem to not have a clue as to how to run our gangs anymore. Use to, we would no where we were going and how long we would be there at start up class. Now, it seems to be a week to week schedule. This is no good to any of the workers when it comes to trying to get hotel rooms in advance. Especially for a gang of 50 people. All our new bosses are concerned about is where they are going to eat for breakfast, lunch and dinner it seems like. They have no worries when it comes to finding a room cause they have a card for that. But that comes with being a boss, no big deal. But our old bosses just seemed to care about the employees more and did their best to let us no if anything was changing with our schedule, and they did with plenty of time for us to find other accommodations for our people. Our new bosses have made many changes out here that do not benefit us, and the changes they made have been going on out here for 20 years or more, and every change has been to their benefit, not ours. They have made our vacation damn near hard to take. They have taken away the amount of money we get for some mileage. Anything that was to our benefit, it's gone. And it's only getting worse. They talk about safety, but that's all it is if you ask me. Going to a 5-2 schedule, with the way we travel, is in my mind no where near caring about safety. People will still try and go home, no matter how far they are, for what, 1 day at home for most? But what happens when that one person doesn't make it cause he is tired from a full day of work and tries to drive home 7-10 hours away and doesn't make it because he has an accident? I bet you won't hear a word about safety then. They will just say he shouldn't have tried to go home that day. If not that day, then when? We have family also that we like to see. Working a 5-2 schedule is not only stupid with the way we work, but not good for any system gang on any railroad. I could go on, but if this is as serious as you say it is, and I agree, I think I've said enough for now. Let's see where thus gets me.	12/22/2019 10:53 PM
127	Cancerous	12/22/2019 10:49 PM
128	We are just Fire fighters these days we do nothing but run to the next fire to put it out and safety goes out the window.	12/22/2019 10:07 PM
129	Sucks always looking over your shoulder	12/22/2019 9:09 PM
130	They want us to work more with less man power an still get it done with no overtime. They have cut are man power by half over the last 10 to 15 years	12/22/2019 7:37 PM
131	Same turn of the century switch components, deteriorating Bridges and walkways. Power track tools are of very low quality craftsmanship along with vehicles we work with.	12/22/2019 7:21 PM
132	Safety has slipped from number one priority to number 4 by their own admission. They are also quick to fire employees for very minor violations	12/22/2019 6:37 PM

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133	Good	12/22/2019 6:24 PM
134	The company is bringing in more contractors and when on the property they are being asked to do more than what was agreed on because we are short handed and guys aren't saying enough their actually becoming buddies with them. Did	12/22/2019 6:23 PM
135	Trying to do more work with less people is making for some unsafe situation. Also technology is making it sometime unsafe like they wanting us to us tablets to get track time. I believe talking to dispatcher is safer	12/22/2019 6:21 PM
136	Today everything is gloom and doom. And as long as your off work on time and not working any overtime the railroad doesn't care what you do. If you get close to being on overtime supervisors are pushing and rushing so that we don't get overtime	12/22/2019 6:18 PM
137	More safety	12/22/2019 6:16 PM
138	No comparison had everyone doing their bid in jobs and now they have everyone doing different jobs every day that they are not used to setting people up for risk of injury	12/22/2019 5:40 PM
139	We have gone from servicing engines in a shop with a water catchment and treatment plant to servicing engines line of road. We are lead by fear tactics and Intimidation.	12/22/2019 5:35 PM
140	They have gone down hill used to 8 men on the section all you have now is maybe 2 or 3 guys to take care of 100 miles of track and expecting them keep up everyone is wore down .	12/22/2019 5:22 PM
141	5 years ago safety was a concern.	12/22/2019 5:21 PM
142	More and more over the past few years Norfolk Southern has thrown safety out the window both employees safety as well as the on track safety of its equipment. I.E.... 1. Timing the employees while standing over them during maintenance and repairs using unattainable, and unsafe demands of time. 2. Demanding short cuts in repairs, wanting and demanding releases of incomplete repairs of vehicles. 3. Using unreasonable and improper discipline to enforce their unsafe practices they are demanding employees perform.	12/22/2019 5:13 PM
143	We hardly get any maintenance done because of less men and material then we are pushed when things fall apart	12/22/2019 5:12 PM
144	We have fewer men and more work	12/22/2019 5:02 PM
145	They have increased the workload of each employee to the point that it is a safety concern!	12/22/2019 4:54 PM
146	Less people, and less money for maintenance	12/22/2019 4:43 PM
147	We are asked to do the same amount of work in shorter windows.	12/22/2019 4:03 PM
148	No longer have a job at the railroad due to what some people call PSR. I call it corporate greed.	12/22/2019 3:41 PM
149	Work conditions have rapidly declined. Maintenance on tracks, cars, and locomotives have steadily gone down hill.	12/22/2019 2:49 PM
150	There is no comparison. Threats and bullying is the way the railroads are working now days	12/22/2019 2:31 PM
151	The way you guys are running this railroad stinks	12/22/2019 2:29 PM
152	Supervisors don't care about safety or if they are breaking rules as long as trains get out and the company is making money.	12/22/2019 2:06 PM
153	There are not enough people to get the work done. Track maintenance is being deferred at shop areas. Locomotives are being routed around shops to other shops to be tested and repaired. This is inefficient. Safety has dropped in importance.	12/22/2019 1:57 PM
154	BAD safety is out.	12/22/2019 1:50 PM
155	Very different. Safety has gone to the bottom of the list and productivity to the top. The average worker is not cared about, just making the shareholders richer.	12/22/2019 1:23 PM
156	They rush us so the trains don't stop. Also it is almost like pulling teeth to get track time sometimes to fix defects that we know are there.	12/22/2019 12:59 PM
157	Very bad	12/22/2019 10:54 AM
158	Well 10 years ago safety and moral were top priority. Now there's not enough time for safety.	12/22/2019 10:49 AM

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So stretches are out, job briefings are gone, and 1 person road trips are in. All the supervisors care about is getting a release. Not having a relationship with the employees anymore. It's all about the Benjamin's.

159	Going on what I hear from people who are still working. Some are working alone in craft for shifts. They feel it to be unsafe conditions. Say managers are rushing even though it's one person.	12/22/2019 10:38 AM
160	The company's (csx) disregard for employees safety and overall well being is overridden for going faster doing more with no off time allowed if rsa days are near they reset that employee so they can keep using them never before have we been subject to such overwhelming pressure and harassment	12/22/2019 7:53 AM
161	Unsafe.	12/22/2019 7:36 AM
162	Work conditions are horrible, less manpower, do more with less is the new normal.	12/22/2019 7:22 AM
163	Terrible and dangerous too few men operating longer and more abused power. Defects are being ignored locomotives being run with safety appliances not working. Bad wheels on ever train that goes by. Just blatant disregard for safety in the name of money its disgusting.	12/22/2019 7:10 AM
164	Stressful. Getting disciplined literally for just doing your job. Getting handled for locomotive failures just because you were the last one to sign a trouble off and it failed because it is pushed by the AVP. Feel like could get out off work confirmed at any. Moment just because they feel like it. Alot of bullying. Forced overtime has been an issue. I have watched workers leave the railroads at a record pace for new jobs. Safety has gone out the window even though they act like they preach it the expectations put on supervisors and workers is unbearable for long periods of time. PSR has already been tried and stopped by several railroads that were basically in shambles. It needs to end. There is clearly no cate for their workers or public safety because people are pushing out locomotives and cars because of time constraints being out on them called dwell time. They think every troinke is basically the same. To many leaders in charge who only care about numbers and money and dont know how a railroad really works.	12/22/2019 7:02 AM
165	Worse	12/22/2019 5:41 AM
166	Safety has been put on the back burner. Of course they still say it's there but their actions speak otherwise. We are expected to do more with less. They have cut back on getting material and safety items(ppe) to do our job efficiently and safely. We no longer are having quarterly safety meetings but rather now are some short videos that are sent via web. Constantly having to worry about cutbacks as far as layoffs and not being able to support our families. Showing up everyday to not knowing if you will have a job. The overall moral of coworkers decreased due to the poor conditions. We don't feel like we are important rather then just numbers. Doesn't feel like we are working for the customer anymore rather then doing what is best for the pockets of the shareholders. 8 years ago when I started, I was proud to be working for the railroad and not just any railroad but for the best railroad, Norfolk Southern. Anymore I don't have that same pride because of all the things I have seen changed in the years since Wick Morman left and then PSR was implemented.	12/22/2019 4:57 AM
167	Wost I have seen.	12/22/2019 4:54 AM
168	We are now working almost won a pice work type system where your expected to get so much done in a certain time frame. It's like they have a quota on you	12/22/2019 4:47 AM
169	Worst. There is no money being spent on infrastructure and the man power is getting less and less	12/22/2019 4:46 AM
170	I'm am furloughed, and conditions before being laid of had drastically declined in my 5 years	12/22/2019 4:44 AM
171	More focus on just moving freight. Dwell time on bad order cars drives the mechanical dept. Get it going, don't care how.	12/22/2019 4:44 AM
172	Work conditions have gotten worse, forced to do more with less employees	12/22/2019 4:37 AM
173	Company has cut employees and doubled the work load . Push unsafe practices then puts blame on employee when a injury happens. Nothing like the railroad was 20 years ago .	12/22/2019 4:22 AM
174	There are no more corners that can be cut, since there are no corners left	12/22/2019 2:49 AM
175	Terrible, Management is punishing employees over engine failures they have no control over	12/22/2019 2:48 AM

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176	Safety has gone to the wayside. All they care about is the numbers. I've been working for ns for over 20 yrs	12/22/2019 2:38 AM
177	Supervision doest care about safety just get the job done.	12/22/2019 2:37 AM
178	Way worse. There are way less people that are expected to do the same amount of work we had with more. The bare bones locomotive fleet puts unnecessary pressure to hastily repair locomotives because all of them must be pulling freight all the time in order to make shareholders more money.	12/22/2019 2:22 AM
179	Safety is pushed to the wayside	12/22/2019 2:18 AM
180	Night and day difference. The push to get the job done and get it done now no matter what it takes is the new mentality. Safety is the last thing on the company's list.	12/22/2019 2:14 AM
181	Much worse	12/22/2019 2:14 AM
182	I long for yesterdsy	12/22/2019 2:10 AM
183	Terrible! Not one concern for employees, not to mention safety.	12/22/2019 2:07 AM
184	night and day.5years ago much better .10 years ago even better.	12/22/2019 2:05 AM
185	Worse in all ways especially safety.	12/22/2019 1:53 AM
186	With certain safety rules being done away with ie, lifting limits- the possibilities of injuries will increase and I don't think it will stop there.	12/22/2019 1:43 AM
187	Work load has doubled while available manpower has been cut in half. Mandatory overtime is required in lots of cases!	12/22/2019 1:39 AM
188	Safety And quality has taken a back seat to "get it out the door" and "If it meets fra requirements it's fine"	12/22/2019 1:35 AM
189	The locomotives aren't as well maintained. Resources spread so thin causing crews to sit well past their hours of service because the company lacks the resources to pick up or drop off employees in a timely manor. Driving customers away so that they can cut jobs and raise stock prices. The railroad is no longer a career but a job.	12/22/2019 1:34 AM
190	Worse, anything goes if it means keeping the train schedule.	12/22/2019 1:31 AM
191	Way worse. Way more unsafe and way more uncertain.	12/22/2019 1:17 AM
192	Safety is no longer a concern	12/22/2019 1:07 AM
193	Safer , less micro managing , more accountability.	12/22/2019 1:05 AM
194	Worse.	12/22/2019 1:03 AM
195	I felt safer 5 yrs ago were rushed from the time we get the track now. Trains are running nonstop around us. We're doing major work under 704 protection now 5 yrs ago we actually made sure 707 protection was in place	12/22/2019 12:55 AM
196	No brakes, osha laws ignored, safety rules are not as tight so the company can bend them. The FRA doesn't really hold the company responsible and rather the employee. Even though reprise is present and the employee is treated poorly if the task is completed regardless of rules	12/22/2019 12:52 AM
197	Railroad always showed interest in safety and work conditions... It appears to be safe but I always work as if I'm not told the whole truth from the company.	12/22/2019 12:41 AM
198	Safety has evaporated and the current company direction is that of employee harassment instead of cultivating a safe and productive work environment.	12/22/2019 12:26 AM
199	Conditions are much worse than 5 years ago. I left Norfolk Southern in September due to how awful PSR has made the railroad. I started in 2011. In 2011 the railroad was a good place to work but conditions have deteriorated to a point where working there was unbearable. They preach safety as being their number one priority but in reality safety is just another bump in the road in preventing them from lining the pockets of major shareholders.	12/21/2019 11:05 PM
200	Terrible.	12/21/2019 10:53 PM
201	More stressful for both Craft and management employees.	12/21/2019 10:52 PM

## PSR Survey

202	Way more hostile and more pushy than it used to be. Definitely less safe. When I hired in safety was a requirement of the job anymore, it seems with management, that it is a forethought at best.	12/21/2019 10:37 PM
203	They suck. Everyone is worried about their jobs. Moral is low.	12/21/2019 9:18 PM
204	Horrible	12/21/2019 7:33 PM
205	Have drastically declined in safety	12/21/2019 6:56 PM
206	We work with alot less safety regards to maintaining equipment and cars. Worse by far safety and efficiency.	12/21/2019 3:21 PM
207	Times now as terrible. More work with less work force.	12/21/2019 3:00 PM
208	The locomotives are falling apart. We brake down far more than in the past.	12/21/2019 2:01 PM
209	The company ONLY cares about production! Safety is an absolute afterthought. All you have to do to see this for yourself is look at training. When I hired on 8 years ago we were constantly in classes being educated on all the new rules, regulations, and safety standards. I haven't been in a class since PSR started. Now they are telling us we have to take classes at home on our own!!! If they cared, they would show it in this step alone. I won't even get into the conditions of our vehicles/yards.	12/21/2019 9:24 AM
210	Working conditions are far worse now. Now they will circumvent safety rules in order to get the job done.	12/21/2019 8:56 AM
211	They are worse, I hired 1998 and it's the worst I've seen	12/21/2019 4:26 AM
212	Less derailments. More materials and tools to do the job. Better organization. Overall improvement.	12/21/2019 3:21 AM
213	They've gone down hill. More work with less help. Less people and less time to do work. Feel rushed.	12/21/2019 2:24 AM
214	Alot more work with fewer people. Much much much more change in start and stop times per project. We are in some cases seeing newer machines, however the the work time vrs down time more often than not caused more failures per machine. All in all though the work is not so bad as to gripe about. Having said that, the continuing hiring and displacement of new employees because of this prosses the carri ed r has implemented has made the workplace much more inhospitable to much of the workforce.	12/21/2019 1:14 AM
215	worse because they micro manage every decision made .	12/20/2019 11:28 PM
216	Horrible. Stuck on trains longer than 12 hours and forced to violate agreements in fear of being "insubordinate". Hazardous weather conditions while walking broken trains that are in excess of 14,000 feet long.	12/20/2019 11:11 PM
217	Management is worse overall	12/20/2019 11:06 PM
218	Absolutely miserable comparatively speaking. This place used to be a decent place to work. I now dread the phone ringing anymore	12/20/2019 10:27 PM
219	Better in general.	12/20/2019 10:26 PM
220	Worse	12/20/2019 9:50 PM
221	Worse not family anymore	12/20/2019 5:16 PM
222	Do more with less	12/20/2019 5:07 PM
223	The conditions seem to be better for us!	12/20/2019 4:57 PM
224	I feel like 5 years ago it was more of a team, cerrier and Union working together. Helping customers and maintaining the rail road. But now it seems It's All About the profit margin. In my territory we've seen a lot of customers leave the railroad industry and go to trucking. They just don't want to deal with the railroad.	12/20/2019 4:10 PM
225	Rail conditions are markedly improved over the past w0 years. However, inspection methods have declined with the advent of the PSR systems in place currently. While data collection is vital the loss of hands on human resources will be a detrimental catastrophe as machines,	12/20/2019 4:09 PM



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despite what we are told, cannot spot the beginnings of some failures. Ie: thawing mud hole locations in early spring, minute cracks in angle bars or insulated joint bars, etc. Human experience will override high speed photos or geo measurements made prior to daytime and radiational heating causing rapid thaws. Even with the pilot programs now going on, for the past year, dispatchers are telling track inspectors that they cannot have track time because they have already met their required rides. This is the mentality that will eventually become a catastrophe for the railway industry.

226	Less people, same amount of work. Doing more with less.	12/20/2019 4:01 PM
227	Our production crews have been reduced to such a low number of employees and blocks on the track cut but are still expected to achieve nearly the same production we did 5, 10,15 years ago. Managers and supervisors and directors have very little knowledge in what we're doing. Little to no experience. Working hours are terrible. We used to start between 5am and 8am and could still live pretty normal on the road. Now we basically start at 11am and work till at least 9pm making it very difficult to eat healthy and when living out of a hotel.	12/20/2019 3:39 PM
228	A lot worse not as safe, no maintenance at all on anything, shareholder value that's it	12/20/2019 3:32 PM
229	The work environment is much more stressful, workers get less time at home. We do the job to support our families, part of the support is spending time with them.	12/20/2019 3:14 PM
230	Work conditions in the past few years have drastically changed. It appears that the Railroads have put more of its focus on stock holders instead of the employees who keep things running. The shortage of workers makes for a stressful environment, especially when you're expected to do the same amount of work.	12/20/2019 2:53 PM
231	N/a	12/20/2019 2:26 PM
232	A lot less man power.	12/20/2019 12:49 PM
233	OThey have thrown safety out the window, just rush with a handful of people and get it done	12/20/2019 12:32 PM
234	Safety is no longer the number one concern. Management is expecting more work to be done in less time with less workers. Seniority districts don't seem to matter either as they are sending b and b gangs all over.	12/20/2019 12:29 PM
235	Wanting to do more with less people	12/20/2019 11:47 AM
236	Boards are always exhausted now! Corporate greed is keeping crews on duty longer and more often. Lack of board regulation and proper rest is gonna eventually lead to an accident!	12/20/2019 10:59 AM
237	Same	12/20/2019 10:56 AM
238	More work events on train because of block swapping, air brake tests are falsified, lack of reliable locomotives, more pressure from railroads to cut corners when doing work I/e set out and pick ups. Rules in place by contract agreement are not followed. Track maintenance is almost non-existent. Surprisingly something bad hasn't happened	12/20/2019 10:36 AM
239	Worse it's all about cutting costs and raising profits	12/20/2019 9:48 AM
240	Much worse	12/20/2019 6:07 AM
241	More with less. safety, proper rest, being forced onto unknown territory aren't a concern at all with railroad now	12/20/2019 5:34 AM
242	better	12/20/2019 3:57 AM
243	Much worse than 10 years ago	12/20/2019 3:47 AM
244	We have less people and more work	12/20/2019 3:39 AM
245	Consistently rushed to get jobs done no matter work conditions or tool and equipment conditions throwing safety out the window	12/20/2019 3:37 AM
246	There is little concern for safety compared to 10 or 20 years ago. Maintenance of equipment is now considered a liability and workers are no longer assets.	12/20/2019 3:08 AM
247	They y'all the same talk safety first but that's not what happens, 9 years ago it was different they cared about us the employees but now it seems they don't care, they y'all the talk but don't walk the walk!	12/20/2019 2:44 AM

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248	In the last 5 years, steadily gone downhill. Do more with less. Safety is just a word. It has no real value.	12/20/2019 2:37 AM
249	I have worked on System Gangs for 41 Years. I have seen common sense rules disappear and more knee jerk Actions occur. Snow boots on and then they are outlawed, Then they are a must again	12/20/2019 2:31 AM
250	It seemed more like a family back in the day. There was a sense of loyalty between us and the carrier and vice versa.	12/20/2019 2:19 AM
251	Do more with less	12/20/2019 2:01 AM
252	I only worked for UP for 5 years. In that time their focus has been on nothing but production. Safety is as far from their minds as they can get. They push us to go faster, force us to use equipment that is mechanically unsafe and take safety steps out of the SOP to trim off as much time as they can.	12/20/2019 1:33 AM
253	really worse	12/20/2019 12:42 AM
254	Worse. We are forced to perform other task at the end of our tour or be threatened with insubordination. Often times with no additional compensation.	12/20/2019 12:37 AM
255	We do not have the people to do our work safely. Nor do we have the time due to overtime lacking which leads to inadequate work being done as needed.	12/19/2019 11:44 PM
256	Horrible	12/19/2019 11:40 PM
257	Deplorable! Morale is at an all-time LOW! We are being worked to exhaustion w/ no extra time off. We are making more single or few car setouts and pickups than ever!	12/19/2019 11:19 PM
258	It seems as if we are short handed. And rules really don't allow us to do some work. I understand the safety of it. People dont take pride in their work like before without worrying about a piece of paper. Leaders with bad people skills. Why talk about good things when something negative always seems to follow. It seems pointless at times. Why can't we just do a job right and safe. Regardless how we do it as long if it's done right and safe. We feel like a number other than feeling appreciated of good work. Management always need to audit. Instead of auditing why not instruct good behavior or how to do a particular job. I realize some have the education. Without the work experience along with that. How can you tell someone there doing it wrong if some situations warrant it and it still gets done right and safe. To have the proper tools to do a job you have to spend the money but yet the managers have there hands tied with a small budget to. So I can't blame them. To me it seems like pencil pusher need to get their hands dirty to. Then they might understand the job better. Just saying. Past years the money not the same. Getting smaller then better every year. Yes we get raises but in reality nothing has gotten better. Dues and insurance goes up along with deductibles. Which makes our wages smaller to the economy.	12/19/2019 11:11 PM
259	average	12/19/2019 10:53 PM
260	Well when I hire out in 2011 I remember train were no longer than about 7000ft. My last trip my train was 12,700ft long and my train went into emergency 3 times. That is over 2 miles one way (each time it went into emergency) if I would have to walk a train back in 2011 I may have walked 2 miles but that was to the end of the train and back. Now the railroads are pushing for PSR to make a quick buck by cutting maintenance on the tracks cutting train crews (skeleton crews). The track maintenance is the worst I have ever seen it. One of our subdivision that is supposed to be 60mph max speed sub but do to the last of maintenance due to trying to save money it is now 25mph almost the whole way across it now.	12/19/2019 10:30 PM
261	Enjoyed, less rules and didn't have to look at while work	12/19/2019 10:15 PM
262	Worse in the last 3 years than ever	12/19/2019 10:07 PM
263	They're more stringent and conditions are unsanitary. Very toxic but not as bad as 2 years ago.	12/19/2019 10:00 PM
264	It's all about production, safety only matters when it is cost effective. We are now doing 2 to 3 times the work with half the people.	12/19/2019 9:53 PM
265	NOTHING COMPARED TO 5 YEARS AGO, 5 YEARS AGO THE RAILROAD WAS AMAZING TO WORK FOR. NOW PEOPLE ARE STRUGGLING & STARVING TO PROVIDE FOR THEIR FAMILIES!	12/19/2019 9:52 PM



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266	Alot less people. Track conditions are nowhere near as good as 10 years ago	12/19/2019 9:40 PM
267	It's gotten worse. It's all about speed, the railroad, has sacrificed safety for profits. The carrier expects more work than I can safely handle, the cars and motors are in need of repair, and customers are not happy with our service.	12/19/2019 9:09 PM
268	More dangerous. Maintenance crews leaving ties and all types of material laying beside the track after working because they are just as short crewed and everyone else. With all this material laying beside the track it's a tripping hazard for train crews when having to walk trains especially at night	12/19/2019 8:15 PM
269	Six days off instead of seven, less time at home	12/19/2019 8:11 PM
270	It's not the same the work environment has become a place where guys are to scared to move in fear of getting fired	12/19/2019 8:04 PM
271	It causes alot of holdups, congestion	12/19/2019 7:43 PM
272	I don't like working with. Red Block employees....	12/19/2019 7:40 PM
273	I've been out here 13 yrs.. one main line.. you barely can walk down main line to check your train.. they never move anything now.. 10 yrs ago.. you could	12/19/2019 7:30 PM
274	More work being contracted out than in house.	12/19/2019 7:16 PM
275	More work being contradicted out then in house	12/19/2019 7:16 PM
276	Work conditions are alot worse less manpower same work 2 guys have to cover 80+ miles of track for maintenance	12/19/2019 6:59 PM
277	Seems more rushed. Safety is less of a concern. Less planning goes into projects And craft employees are held accountable for things beyond their control	12/19/2019 6:40 PM
278	The Core Values and concept of "It starts with the customer" and "People make the Difference" are now no longer visible at any level of discussion in the overall outlook of how this company operates. The adoption of PSR and the forced acceptance of these ideals forced far too many experienced railroaders and people who understood how our network operated out of their jobs and thusly destroyed any of the vital interdepartmental relationships that allowed members of our collective teams work together to get projects and maintenance completed. The sense of urgency has shifted to strictly move freight cars regardless of any maintenance to track or structures needed. The overall atmosphere has changed to a sense that no one wants to be charged for any type of train delay in fear of retribution of their jobs.	12/19/2019 6:32 PM
279	Compared to when I hired (12 years ago) much has changed. The conditions are much worse because we are expected to do the same amount of work with less manpower. The schedule change has lowered moral worse than it already was and we feel more unappreciated than ever.	12/19/2019 6:12 PM
280	They are worse! Due to the Carrier trying to make record profits every year to please the shareholders. We as employees are constantly being forced to do more with less!	12/19/2019 6:06 PM
281	Doing more with less. Manpower numbers are down with no intent to replace retired men. Safety is better but injuries occur often. Alot go unreported.	12/19/2019 5:57 PM
282	They have gotten worse, they expect more with less emoyees	12/19/2019 5:37 PM
283	Conditions are worse. Longer ,heavier trains are not as safe as shorter ones	12/19/2019 5:00 PM
284	In my 9 years of railroad career in maintenance of way between 2 class 1 railroads I've noticed a huge decrease in man power and work being put into the infrastructure. Tracks are being let go to bare minimum of FRA standards.	12/19/2019 4:56 PM
285	Less pay for more hazard work.	12/19/2019 4:47 PM
286	Worse. Workforce was cut drastically. To much work for the amount of employees. Track conditions are suffering/breaking down. Dispatchers don't understand how to work M&W between trains.	12/19/2019 4:37 PM
287	Work safety standards are still there but fixing a problem that exists in the track to its entirety so we don't have to go back and fix the problem over and over again does not. We don't have enough people to do the job the right way. All management wants us to do is enough work to	12/19/2019 4:34 PM

PSR Survey

remove a slow order then patch up the next problem. It's the wrong way to teach a new crop of men to do track work.

288	I started on the railroad in 2008. I started in Allentown, PA where there was two section gangs, surfacing gang, tie gang, and a ditching gang. Fast forward to 2019 there's a yard inspector track patrol foreman and one section gang. (The surfacing gang is split between Bethlehem and Easton) and the tie gang is non existent.	12/19/2019 4:21 PM
289	Better	12/19/2019 4:16 PM
290	Become more strenuous do to less men and capabilities. NS officers not wanting work done. Watching closely and micro managed	12/19/2019 4:10 PM
291	Work conditions are definitely more dangerous as The nations largest railroad puts profits before safety. The management is more hostile , infrastructure is NOT maintained	12/19/2019 4:08 PM
292	They have become a lot more unsafe in my opinion due to supervisors rushing everyone. In the past they would want it done but no rushing us they would pay overtime	12/19/2019 4:01 PM
293	More work with less employees makes for unsafe conditions.	12/19/2019 3:57 PM
294	More rules. But managements expectations to meet work goals with less people has not made it safer.	12/19/2019 3:26 PM
295	Past 5 years has been rough	12/19/2019 3:23 PM
296	Very poor	12/19/2019 3:22 PM
297	Less men, more work, they want the same production that they had with 30 men with 10 men. Production first than safety	12/19/2019 3:03 PM
298	I think with the man count down from where it use to be has a huge impact on everyone's safety. Do more with less seems to be the new moto. It was not that way when I hired in almost 10 years ago.	12/19/2019 3:00 PM
299	Worse. Work force cut substantially creating extra duty which increases fatigue and increases wear and tear on the body. Management does not care.	12/19/2019 2:56 PM
300	Well I started 4 years ago but when I first started we did quality railroading with 4 people in a truck to do the job now adays we have a supervisor blowing our phone up while trying to work trying to get us to goto another location when the first one isnt even done yet and we have 3 people a truck right now	12/19/2019 2:55 PM
301	Moral is awful. Employees get there jobs threatened. Love my coworkers but hate coming to work.	12/19/2019 2:53 PM
302	No change, status quo.... we as a whole have not benefited one bit from our unions representation	12/19/2019 2:50 PM
303	it us all about the stock holder not jobs.jobs cut off machines in storage trucks cut off	12/19/2019 2:37 PM
304	Lot less mancount .more work to be done not enough people making it not as safe as it should be	12/19/2019 2:27 PM
305	Call times for crews are much worse because of these massive train lengths. And because of the massive train lengths its hard on my 53 yr old body. Walking 14000 ft trains is no joke. My body is breaking down rapidly. Walking conditions are horrible.	12/19/2019 2:27 PM
306	I've been with UPRR 12 years and the last 3-4 years have been tough. It's all about more production with smaller workforce's. Managers are forced to require more and more with less because of upper management shoving it down their throats and threatening their pay of results aren't shown and the job isn't fulfilled so I'm a sense their hands are tied if they want to keep their job. Safety even though it's not spoken has flown out the window. It's all about making sure record profits are given wether it be from us in the field doing our best or they cut more jobs to make it look like it's working. I've seen morale go to the worse ever. Before guys that may get furloughed would try their best to stay and keep their job, but now it's almost a relief for people to get furloughed so they can quit and move on to a better job where they're respected by upper management and don't feel this gloomy cloud looming over their head day to day	12/19/2019 2:16 PM
307	more of a hostile work environment	12/19/2019 1:50 PM

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308	It's harder to work dispatch won't give you much time so your in a hurry not there fault there chief is standing behind them telling them run trains	12/19/2019 1:44 PM
309	Lot less safe, lots better 5 years ago	12/19/2019 1:34 PM
310	Same amount of work, but less people, and No overtime	12/19/2019 1:10 PM
311	Seem better	12/19/2019 12:53 PM
312	We are much more understaffed and the emphasis on safety has diminished greatly.	12/19/2019 12:46 PM
313	We are having to cover the same amount of territory with less people. We're also having to travel long distances to our reporting head quarters	12/19/2019 12:33 PM
314	Worse	12/19/2019 12:31 PM
315	Serious decline in working conditions	12/19/2019 11:50 AM
316	Deplorable. There is no teamwork. It's all about managers trying to get the next level. No one takes ride in their terminals and we are micromanaged at the the VP levels.	12/19/2019 11:37 AM
317	I would say worse as in less man power and more of a rush to get jobs done	12/19/2019 11:27 AM
318	Less material less PPE	12/19/2019 11:12 AM
319	Much worse	12/19/2019 7:31 AM
320	Safety is out the window.	12/19/2019 6:36 AM
321	Different environment as probably expected of any company that redefines itself	12/19/2019 5:09 AM
322	Worse then when I started	12/19/2019 4:34 AM
323	Planning is terrible	12/19/2019 4:32 AM
324	Less people to do more work. More contractors doing our jobs and no morale between the ranks	12/19/2019 4:18 AM
325	No rest, little to no safety inspections. Things over looked. Class 1 railroads bullying customers and employees	12/19/2019 4:15 AM
326	I am in constant worry about losing my job as a result in the changes and policies implemented by csx and handed down to managers	12/19/2019 4:12 AM
327	less MOW employees doing twice the work , longer hours forced to work hours and scheduled rest days for snow storms that haven't even happened yet basically being on call the company is not following DOT Re set protocol	12/19/2019 4:08 AM
328	5	12/19/2019 4:06 AM
329	We have less people to do more work. The company seems to get its way with everything and the union just goes along with it. Conditions have gotten much worse.	12/19/2019 3:49 AM
330	Better	12/19/2019 3:46 AM
331	Some are better, some the same, it varies with which managers you're working for and what the conditions are	12/19/2019 3:42 AM
332	More safety minded but not always safety actioned.	12/19/2019 3:21 AM
333	Less inclined to find reasons to fire people, especially over gray area issues. Safety is definitely on a do as I say, not as I do basis. All that matters is moving cars fast and the red zone is ignored hundreds of times a day.	12/19/2019 3:18 AM
334	No increase in men and more territory to cover	12/19/2019 3:18 AM
335	Conditions seem to be worse. They added more workload and cut positions down to where we run slim on all gangs. I don't believe they want safety before production	12/19/2019 3:17 AM
336	Much more stressful. Much less enjoyable	12/19/2019 3:13 AM
337	The managers were not as hard about getting something done as they are now rush feeling now	12/19/2019 3:13 AM

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338	I think things are much safer	12/19/2019 3:11 AM
339	What is happening now is very stupid compared to 5-years ago	12/19/2019 3:10 AM
340	With added seniority you work more. The schedule the union agreed upon worsen work conditions more than PSR	12/19/2019 3:03 AM
341	Working conditions are much worse	12/19/2019 3:02 AM
342	Safety is put on the back burner to move trains	12/19/2019 3:00 AM
343	Poor less workers more work	12/19/2019 2:49 AM
344	Fewer people with more working hours.	12/19/2019 2:45 AM
345	They don't compare. Complete disregard for safety.	12/19/2019 2:36 AM
346	U.P.Today versus 20 years ago workers are Stifled now more than ever . Gang sizes and district head count are lower than I've ever seen. Derailments occur seemingly more often and contractors seem to be called out before the local district. I'm approaching 22 years of service and have never seen the Morale this low! PSR ( 2020 plan ) has the junior Employees fearing their job security and seeking a more stable line of work.	12/19/2019 2:36 AM
347	Ok	12/19/2019 2:36 AM
348	Work conditions for the most part are better, some times they do get stupid,	12/19/2019 2:35 AM
349	Move the freight, at all cost, Is the new norm. More on saftet, but less on actually fixing anything	12/19/2019 2:34 AM
350	Short handed and expected to do more with less men and resources. Contractors are all over the property	12/19/2019 2:20 AM
351	Work duties are the same expectations. However there is a severe manpower shortage, trucks are old and broken down, and other mow equipment is lacking.	12/19/2019 2:14 AM
352	Better than before	12/19/2019 2:05 AM
353	Working conditions seem to be worse. We are expected to do more with less. The railroad I work for has cut back on manned inspections, and with less frequency. We have found multiple defects like stripped joints, broken insulated joints, parts of the ball of the rail missing that trains have ran on without being caught for days until the 2 inspections a week are preformed. We have been lucky so far, but I'm afraid one of these days our luck is going to run out. The railroad I work for have also increased speeds faster and with less trains for compaction after work has been preformed to the tracks.	12/19/2019 1:59 AM
354	It seem like we have been pushing the limits of both our equipment and our employees jeopardizing both safety and employee health recently. This may work short term but is bound to catch up with us if something is not done to change this.	12/19/2019 1:57 AM
355	I feel like safety has taken a back seat to building and moving trains faster...	12/19/2019 1:56 AM
356	Dangerous, do to company greed	12/19/2019 1:46 AM
357	I've see many changes since starting with the SCL in 1976. All the mergers post ACL/SAL. I'd rank the working conditions under Pete Carpenter and Michael Ward as the beat and Carl Taylor and HH and residue as the worst. I worked 23 years in the craft and have served the last 20 years as a full time representative of signal employees. Seen a lot.	12/19/2019 1:36 AM
358	Poor	12/19/2019 1:34 AM
359	More work is expected from less employees, unreasonable goals are set daily. And safety is an afterthought.	12/19/2019 1:34 AM
360	Good	12/19/2019 1:27 AM
361	Not know if you have a job doing what you love doing, makes it really hard to focus.	12/19/2019 1:25 AM
362	It depends on your manager,if the manager is all about production most of the time the WORKING conditions are horrible,basically safety is out the window etc. IVE seen WORKING conditions get worse compared to 5yrs ago,it seems to me something is going on inside the company that is a mystery how it is being managed.	12/19/2019 1:23 AM

## PSR Survey

363	It's all about discipline and dismissal trying to take employee head count down. You went from wanting to go to work to not going in for fear of getting disciplined.	12/19/2019 1:22 AM
364	Always rushed disregarding safety at every level. Managers are demanding unsafe behaviors to complete unrealistic work.	12/19/2019 1:21 AM
365	Worst conditions. Working nights cant tell what track looks like. We work more odd hours	12/19/2019 1:17 AM
366	5	12/19/2019 1:16 AM
367	Not Good 10 to 20 years ago we had better leadership in the company and our brotherhood. Some of our brothers have turn on our union just to stay working. There's no more solidarity in our union.	12/19/2019 1:10 AM
368	I feel like they have become worse, train lineup means nothing and its only getting worse. The New hires are coming out knowing less than they did before and there is a push get more done with less and its starting to show.	12/19/2019 1:05 AM
369	Horrible stress levels! Because they have to make bigger trains , the threat of getting fired because of mechanical failure are nightmares I have.	12/19/2019 12:56 AM
370	About the same really	12/19/2019 12:50 AM
371	PSR cuts the pools and extra board so slim employees can't get enough rest a home, or have no quality of life at home. Fatigue is of little concern to PSR as it treats people like robots. 10-20 years ago, employees could claim additional rest. An additional 4 hours of rest could mean the difference in a safe trip or a catastrophic one.	12/19/2019 12:49 AM
372	Worse	12/19/2019 12:47 AM
373	Better	12/19/2019 12:45 AM
374	It really sucks now compared to 5 years ago, management wants more work with less manpower and shitty tools, budget. Cut hrs with scheduling less money overall	12/19/2019 12:44 AM
375	More rules but safer and slower pace. Lots of walking in dangerous conditions now that there's only 1 worker per train.	12/19/2019 12:38 AM
376	It's not as comfortable of a work place as in you can't go to work everyday an feel like your career is safe	12/19/2019 12:33 AM
377	About the same seems as though they look for extra reasons to get rid of people sometimes	12/19/2019 12:26 AM
378	More rules, more workers scared of getting fired.	12/19/2019 12:26 AM
379	To many contractors. Same work less people	12/19/2019 12:25 AM
380	Not good	12/19/2019 12:25 AM
381	Work conditions have continually decrease for the last 10 years along with moral.	12/19/2019 12:23 AM
382	Worse	12/19/2019 12:21 AM
383	Our equipment is not as well maintained, air brake inspections are rushed and we are being pressured to take trains even if a defect is present.	12/19/2019 12:20 AM
384	Same	12/19/2019 12:19 AM
385	More production and less safety	12/19/2019 12:14 AM
386	Working conditions are getting increasingly worse. We are being asked to do the same work we did in the past with half the employees we had 5-10 yearsago	12/19/2019 12:13 AM
387	Horrible not enough employees. And we never do enough	12/19/2019 12:12 AM
388	Terrible no one cares about us and knowing I have almost 10 years for a COMPANY and telling my family I may not have a job cause this company doesn't care about the employees	12/19/2019 12:11 AM
389	Doing more work with less people. Puts a strain on workers making them exhausted and impacting Safety, regardless of what the Safety numbers say.	12/19/2019 12:11 AM
390	Worse. Forced to violate mandatory rules and regulations.	12/19/2019 12:10 AM

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391	Some different	12/19/2019 12:06 AM
392	Smaller crews, shorter windows, outdated equipment, unrealistic time expectations, extreme inconsideration to personal/family life, rule inconsistencies, Miss managed money, very missed managed scheduling especially when it comes to work location and time of year, no overtime and less uhhhhhless time at home with family. BUT the worst part is the fact that management is out to fire us! They are looking for reasons to write us up or worse! The moral has gotten SO INCREDIBLY BAD in the last 5 years because of this! It starts with their INSANE knee jerk reaction to any and all kinds of accidents or injury or what have you. I'm sorry but human error is and always will be unavoidable (no matter how many safety stand downs and BS rules they come up with. You would think by now they would understand the simple fact of when you focus on the negative you create more negative the more time they spend dwelling on a mistake The more time they spend creating the next mistake! They have taken any and all fun and enjoy ability out of the workplace are used to like my job now I can't stand it. It is very obvious that all of the management at union pacific railroad care way more about a dollar then they do about the livelihood of their employees! Hell the only reason they care if an employee gets hurt is because they don't want to be sued	12/19/2019 12:05 AM
393	Less workforce.	12/19/2019 12:05 AM
394	Insufficient. Cannot attain PPE on a timely basis. Quality is inferior. Safety is not at the forefront. Training is non existant.	12/19/2019 12:02 AM
395	Not the the same you go to fix something and you don't have the part or Materials to fix it and the manager tell you they don't care make it work so you cobble fuck it together or half ass it	12/18/2019 11:59 PM
396	Tools are better . Less manpower. Employee attitudes are horrible.	12/18/2019 11:59 PM
397	In the last 15 years the work conditions have become gradually more stressful and heavier loads on each employee. Steady audits and worry of supervisors watching from the woods causes less attention on safety and work and more on what could be considered in their determination of what would classify as a rule infraction. Threats of losing your job if you don't go against an agreement in union contract or standing up for yourself when told to do Something that is against the rules.	12/18/2019 11:56 PM
398	Way more contractors and a lot less train traffic	12/18/2019 11:51 PM
399	1	12/18/2019 11:49 PM
400	Compared to 10 and 20 years ago safety improved. This was done in part by drug screening as well as employees contributing to safety at a group level all the way down to an individual level. Drug screening weeded out many that would have put others at risk. And when coworkers feel they are NOT being burdened with more work and more travel at the expense of the company for profit those safety standards will be maintained. However, if we look at the company from the time PSR was implemented, we see from the safety numbers we can not maintain levels from last year. I as an example can no longer work on the district nearest me as I am only qualified as a machine operator of many types including those utilized at district levels as little as 10 years ago. With 24 years of safe service on the railroad I now find muself traveling just to work but the issue now is the distances and the burden of MORE work on each individual due to smaller gang size and the hunger to maintain same amounts of production because of PSR that amounts to a decline in safety. It is bad enough the stress of working over 1000 miles from home, less days off, and a much greater work burden that even I lose focus. Supervisors have been downsized, and try to burden each individual with jobs a foreman at the very least should be doing. Foreman are now doing observations a supervisor should be doing.Even though these observations are in theory not able to lead to discipline it os certainly done in an effort to maximize supervising because of the limited numbers available. Point is that even foreman are birdened with more work to make up for the lack of supervising because of PSR and maximizing profit.	12/18/2019 11:47 PM
401	Was a career, now it's just a job.	12/18/2019 11:47 PM
402	More responsibility. Have not had any compensation .	12/18/2019 11:43 PM
403	Worse. Main concern is running trains. Not safety	12/18/2019 11:41 PM
404	Na	12/18/2019 11:39 PM
405	Getting away from safety focused job and instead more focused on profits.	12/18/2019 11:35 PM



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406	Work conditions are horrible. You have dead lines for derailments, pushing the human body further than what it needs to on jobs that it shouldn't, everytime you round a corner it feels like someone is looking to find the wrong you're doing instead of the right.	12/18/2019 11:35 PM
407	In my twenty years, safety steady got better, until about 3 years ago. Then it's began to regress	12/18/2019 11:34 PM
408	Not the same at all use to like coming to work and enjoying my job. Now it's a job and it's a shame	12/18/2019 11:34 PM
409	Worse	12/18/2019 11:34 PM
410	Better each year for the last 20	12/18/2019 11:33 PM
411	About the same	12/18/2019 11:33 PM
412	Far less manpower now but still having the same amount of repairs and track conditions making it difficult to complete a job 100% and on time	12/18/2019 11:30 PM
413	Alot more pressure and less time to get things done	12/18/2019 11:30 PM
414	Worse they make us cross crafts and threaten us with making us work through holidays when they screw up and don't fix problems that have be pointed out and documented	12/18/2019 11:29 PM
415	Worse, everyone is expected to do more & more work with less people. You are expected to jump from position to position with out having a 19a. Anything to get the job done is expected.	12/18/2019 11:29 PM
416	Moral has dramatically declined. A fair number of employees are sitting at home due to cut offs. Management has been more than difficult to deal with and turnover has become expected.	12/18/2019 11:29 PM
417	Better because of safety audits and implementation of tsc.	12/18/2019 11:27 PM
418	Safety is not as big of a priority as it used to be	12/18/2019 11:27 PM
419	10 years ago when I hired out with NS on the Pittsburgh division, it seemed as if the future of the railroad was bright and promising, we worked many projects and the moral was high, nobody had to worry about who or what department was getting cut next. Fast forward 5 years. We started to see different cuts and layoffs and were hearing threats from the higher paid that cuts and job abolishments were coming to the M&w side. Between those days and now, the moral from brother to brother and even between supervisors and brothers has drastically changed, with all of these newly implemented and abrupt saving procedures, everyone is beginning to worry just how we are going to have a job. I personally have friends and family in the t&e side that have been furloughed and left on the street. And friends in the engine house at Conway that we're furloughed without warning. Nobody comes to work with a good outlook anymore , i don't care what department you are in, we all have families to feed and bills to pay, we have all built a life based around this railroad. And for what, to be working fine one day and the next being sent home by furlough. Attitudes and tensions are high among everybody because of the unknowns that lie ahead for our careers. How can we come to work everyday with a "let's get it done" attitude when the actions of our employers have been so untrustworthy? All for a buck! They don't care about the people. They care about the stock holders. Corporate greed!	12/18/2019 11:25 PM
420	Being audit 2/3 times a month getting/ doughing my work. Not concentrating on work ... it's more production then safety.	12/18/2019 11:24 PM
421	Worse	12/18/2019 11:22 PM
422	Seems like they don't care about track conditions there all about cutting cost	12/18/2019 11:21 PM
423	Less manpower, Jobs have been taken away on division, more work being done by contractors, 5-8s, 9 and 5 should not even be on the table. If you work away home you should be twb hour days!Moral is down system wide as a whole!	12/18/2019 11:19 PM
424	From 2005 to now there is less help. For an example there used to be 4 guys on a section truck to now 2 and maybe 3 if you're lucky.	12/18/2019 11:19 PM
425	Worse. Lack of manpower affects every aspect of the railroad	12/18/2019 11:19 PM
426	Less safety, more production	12/18/2019 11:18 PM
427	Better tools to work with	12/18/2019 11:18 PM

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428	According to the numbers, we are safer.	12/18/2019 11:17 PM
429	They suck, it's more about production and less on safety, making about the same as 10 yrs ago as the last 5 yrs	12/18/2019 11:16 PM
430	Same	12/18/2019 11:14 PM
431	Conditions have went down by 10 fold, compared to 5 years ago. Moral amongst the members is bad. I have seen many who were working find other employment and leave because of the new conditions under the P.S.R way of business	12/18/2019 11:13 PM
432	More pressure to get things done faster with less manpower	12/18/2019 11:11 PM
433	Same	12/18/2019 11:11 PM
434	Better than it was then	12/18/2019 11:11 PM
435	I'm in my 17th year and have never seen it as bad as it is right now, there is a serious shortage of man power	12/18/2019 11:11 PM
436	Not good at all	12/18/2019 11:10 PM
437	Five years ago work was great . It was a company that you were proud to work for now it feels like a company that does not care about their workers	12/18/2019 11:09 PM
438	A lot less guys. Trying to do the work in a much more squeezed time frame.	12/18/2019 11:09 PM
439	Worse	12/18/2019 11:09 PM
440	Same pay more work load required	12/18/2019 11:09 PM
441	The work environment is more hostile with a do more with less attitude from management.	12/18/2019 11:08 PM
442	Terrible	12/18/2019 11:08 PM
443	Amount of track time has gone down greatly maintenance has suffered greatly to make time for more trains. Saftey is all talk no show when push come to shove saftey is not cared about. So much worse.	12/18/2019 11:08 PM
444	Better	12/18/2019 11:08 PM
445	was better, but in the last 2 years has gotten worse	12/18/2019 11:07 PM
446	Asked to do much more with less. Bad equipment now on these smaller gangs. The company needs to invest in New equipment. I miss my 2 days off a month that they took away.	12/18/2019 11:07 PM
447	We're losing jobs to contractors because the railroad doesn't want to add more people to gangs	12/18/2019 11:06 PM
448	Same work less guys but they want us to get more done with less	12/18/2019 11:06 PM
449	I find it more difficult to have the ability to do our work. The scheduling of the work widows are not very well coordinated	12/18/2019 11:06 PM
450	Moral is in the tank and management is out to get anybody they can	12/18/2019 11:04 PM
451	We are expected to do more work with less people and in less time	12/18/2019 11:04 PM
452	I enjoyed my job a lot more 10 years ago. One because there were more job options available before cuts were being made. Two the fear of getting fired or put of service for minor infractions was far less of a concern. Three I feel as if we were treated more fairly and with more respect than we are now. I feel as if this trickles down from the shareholders down to management.	12/18/2019 11:02 PM
453	They want you to do more with less manpower	12/18/2019 11:02 PM
454	Terrible, 12 years ago when I hired out this was an awesome job, now if you look the wrong way, someone wants to write you up, or send you home.	12/18/2019 11:01 PM
455	More is expected from less employees on a gang. Once a 7 man gang is now 5 or even 4 or less, yet the same or more production is expected	12/18/2019 11:01 PM
456	They push safety until shit hits the fan then they don't care it's get it done	12/18/2019 11:00 PM
457	Home life is none exciting and and pay is not worth the travel.	12/18/2019 11:00 PM



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458	Better	12/18/2019 10:59 PM
459	It was better 5 y re ars ago	12/18/2019 10:58 PM
460	Work conditions are good. Moral is awful	12/18/2019 10:58 PM
461	Undereducated management pushing velocity over safety	12/18/2019 10:57 PM
462	They are much more hostile. There is a much worse divide between craft and management. The rush affect is horrible and the undertone of the noone cares just don't stop a train is the worst I've ever seen	12/18/2019 10:56 PM
463	The conditions suck. There aren't any words to describe. How about you come do what we do for a week and see for your self.	12/18/2019 10:54 PM
464	Better	12/18/2019 10:54 PM
465	Trying to get same amount of work done with less people . Care less about the people that work for them also .	12/18/2019 10:54 PM
466	Less man power. 5 years ago gang sizes were bigger and workers were tasked with more specific duties ensuring duties were done correctly. Now a days with less man power we take care of the same amount of track miles and it seems like their are more derailments and less quality repairs to track because of it.	12/18/2019 10:53 PM
467	More rushed less man power.	12/18/2019 10:52 PM
468	Worse. Everyone scared	12/18/2019 10:52 PM
469	We are rushed and thats not as safe.	12/18/2019 10:49 PM
470	Unsafe	12/18/2019 10:47 PM
471	More rushed, pushed to do the same work with half the man power and time.	12/18/2019 10:47 PM
472	Hard less help	12/18/2019 10:47 PM
473	Overworked now	12/18/2019 10:46 PM
474	Worse	12/18/2019 10:45 PM
475	As long as it benefits the company, its ok to be unsafe and break certain rules!	12/18/2019 10:45 PM
476	I've been out here for almost 5 years and noticed a change in how the supervisors come after us and try and spook us	12/18/2019 10:45 PM
477	Bad	12/18/2019 10:45 PM
478	Saftey is only important when convenient for the company.	12/18/2019 10:45 PM
479	Smaller work groups, bigger workloads. Longer hours for people who are around.	12/18/2019 10:45 PM
480	Less man power	12/18/2019 10:45 PM
481	They suck	12/18/2019 10:44 PM
482	Have decreased each year. Extremely in the last 2 years. Safety is now the least of concerns.	12/18/2019 10:44 PM
483	We are not allowed the time to do quality repairs that are expected from us. Safety has seemed to take a back seat to everything else.	12/18/2019 10:44 PM
484	More micro management. They just go off computer reports instead of getting in the field	12/18/2019 10:43 PM
485	Working conditions are ok but if an accident happens they still try to find a way to blame the union employee	12/18/2019 10:43 PM
486	Maintenance priorities has been pushed towards the backburner	12/18/2019 10:43 PM
487	Management expects you to more with less. And safety is always 2nd. Quality of work has dropped.	12/18/2019 10:42 PM
488	Less te to work on track	12/18/2019 10:42 PM
489	I have seen more derailments in the last year than I have in the last 10 years	12/18/2019 10:41 PM

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490	Not enough personel covering too large an area	12/18/2019 10:40 PM
491	Worse	12/18/2019 10:40 PM
492	They haven't changed at all! Still aren't great. And use the rules to benefit the company.	12/18/2019 10:40 PM
493	Safety is out of the window. And it's no longer about the people	12/18/2019 10:39 PM
494	My opinion, is that now it's more uptight.	12/18/2019 10:34 PM
495	Not nearly enough people to do the work. All gangs have been cut. When people take vacations the Carrier does not send relief help.	12/18/2019 10:26 PM
496	It's a horrible atmosphere. Coming in every day wondering if your going to be laid off or not. Also expecting more work with less people.	12/18/2019 10:15 PM
497	It's terrible	12/18/2019 10:02 PM
498	Low morale.	12/18/2019 9:41 PM
499	Longer hours. Less predictable and often exhausting shifts	12/18/2019 9:34 PM
500	Generally speaking, safety be damned...on many levels. Precision Scheduled Railroading has cut crews, maintenance, carmen, staffing in general so short for the sake of shareholders profiting that necessary tasks related to safety are an afterthought. Is the equipment functioning properly? No? Move it anyway or suffer discipline. Are you qualified for the job you are called for? No? Go anyway or be flagged for refusal or missed call. Are you properly rested so you can perform your job safely? No? Why not? Because Precision Scheduled Railroading doesn't run a consistent and accurate train lineup compared to 5 years ago. I cannot count the times I have been called for work 12 hours early thanks to Precision Scheduled Railroading. Do you have the tools and supplies needed to do your job? No? Why not? Oh, the company no longer supplies those because any "excess cash" goes directly to the shareholders.	12/18/2019 9:19 PM
501	Better know then they were 15 years ago.	12/18/2019 8:45 PM
502	Five years ago, when I hired in you were able to get the rest that you needed. New attendance policies and cut workforce has us all working entirely too much with too little rest.	12/18/2019 8:35 PM
503	Terrible	12/18/2019 8:23 PM
504	Horrible	12/18/2019 8:20 PM
505	Worse, the conditions are very unsafe. They are creating toxic work environments, that affect us physically and mentally.	12/18/2019 8:03 PM
506	Night and day difference for the worse. No longer a career I would reccomend to anyone.	12/18/2019 7:50 PM
507	They are worse. Longer days less sleep. Scared on a daily basis of loosing a job, house, vehicle, and more. Need more people so everyone stands a chance of living the American dream.	12/18/2019 7:48 PM
508	Horrible! More work with less rest and pay! Total disregard for safety!	12/18/2019 7:47 PM
509	Horrible	12/18/2019 7:27 PM
510	23 Years for Cn. Today we dont pdi cars , block swap. Hardly do air tests . They just grab airslips from any train. Less men and want more work	12/18/2019 7:18 PM
511	Better now than 10 years ago	12/18/2019 7:11 PM
512	Very unsafe There is a lot of pressure from inexperienced polo talent management	12/18/2019 7:10 PM
513	Everything that the railroad has pushed in the past has fell by the wayside. Safety of employees is no longer a concern and neither are servicing the customers. Employees are fatigued because nobody can mark off anymore without being handled for discipline which will eventually be termination. Have everyone furloughed which also makes it unsafe for the employees still working and not having enough employees to allow for reasonable lay off priveleges.	12/18/2019 6:49 PM
514	Compare nothing to even 5 years ago, and an entire different industry from 10 to 20 years ago. Employees are continually being asked to do more with less at the same time continually being	12/18/2019 6:31 PM

## PSR Survey

tested for rules compliance while being placed in situations where the same, or worse, more is expected of their productivity and efficiency with less hands to perform the same or more work.

515	Supervision is younger with no work experience 5years 10 to 20 years ago Decision making was easy Company listened to ideas problem solving	12/18/2019 6:23 PM
516	The main goal of servicing customers is nearly impossible. The fine tuning - do more with less mentality - is back firing on the carriers. We simply do not have the man power or equipment needed to move freight in a safe and timely manner.	12/18/2019 6:21 PM
517	Worse, and safety is not the #1 priority anymore.. Employee moral is at an all time low..Company cares for one thing,and that's money.. Human life should not come after money..	12/18/2019 6:19 PM
518	Things have become gradually worse over the years. With more technology comes more oversite which allows them to nit pick us out of a job.	12/18/2019 6:12 PM
519	As a carman, I see less time to inspect, more cars to outbound, what 63 people did, now 8. Do the math, not much more than run and don't look. God help you when you find a defect, because the FRA and union not going to help.	12/18/2019 6:08 PM
520	More stress, accelerated work schedules, more pressure to get more done in less amount of time with no overtime. Lower head count on gangs so I'm bouncing between jobs I'm not familiar with. No men for fire watch and other safety positions.	12/18/2019 6:08 PM
521	Much worse!	12/18/2019 5:48 PM
522	More production is expected with less concern for safety.	12/18/2019 5:16 PM
523	Terrable. Absolutley every person is miserable and wondering if you are going to be abke to keep a job no matter how long you have been on the railroad	12/18/2019 4:47 PM
524	Not even the same railroad	12/18/2019 4:44 PM
525	over work and no time off	12/18/2019 3:55 PM
526	Worse	12/18/2019 3:46 PM
527	Not the same used to love this company/ industry now I keep waiting for the knife in my back	12/18/2019 3:22 PM
528	Poor, have seen nothing but negative changes.	12/18/2019 3:17 PM
529	Worse	12/18/2019 3:17 PM
530	Less safer	12/18/2019 3:12 PM
531	Deteriorating. Instead of running customers away and putting lines out of service they should be investing their profits in securing work for future	12/18/2019 2:49 PM
532	Poor	12/18/2019 2:43 PM
533	Harder	12/18/2019 2:28 PM
534	They are worse. They have skeleton crews working and slowly are getting rid of our equipment. And then bring in unexperienced contractors to supplement the lack of man power/ equipment.	12/18/2019 2:25 PM
535	More pressure to rush your work longer blocks of rail road means less time for maintenance because of trowing lights bad signal on trains 10 or so miles away. With that it cuts work time So you have to rush or wait	12/18/2019 2:13 PM
536	They are horrendous compared to 5 years ago and seem to get worse literally by the day	12/18/2019 2:13 PM
537	It's gotten worse. Safety is not on the railroad	12/18/2019 2:05 PM
538	Much worse, employees worked 10 to 12 hours without a break or lunch	12/18/2019 2:05 PM
539	Safety take the back seat to business profits.	12/18/2019 2:04 PM
540	Too much micro magement	12/18/2019 1:49 PM
541	Lowest morale I've seen in my 12 years. Lots of disfunction now.	12/18/2019 1:46 PM
542	Horrible it just a push to get as much done with total disregard to safty.	12/18/2019 1:44 PM

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543	Worse, more harassment, bad working conditions	12/18/2019 1:44 PM
544	Speed first safety last. Doesn't matter if it's broken or unsafe PSR says it needs to be moving track speed now.	12/18/2019 1:38 PM
545	Work conditions are not good you are being pushed for production and safety is out the window	12/18/2019 1:09 PM
546	It was a good job 10 years ago, now I feel like I'm stuck in a nightmare and cant wake up.	12/18/2019 1:07 PM
547	Things now are a bit harder	12/18/2019 12:13 PM
548	No comparison Time is pushed and stretched and forged Safety is on paper not reality. Quality inspection is impossible. Derailment death toll increase is imminent. Livonia Car Dept.	12/18/2019 11:51 AM
549	i see no difference. we still strive to get the job done safely, yet we are always pushed to get done and put out the next fire.	12/18/2019 11:50 AM
550	Horrible	12/18/2019 11:45 AM
551	We are expected to get the same, if not, more work done with less equipment, supplies and people. On our line, we share one end loader between several workgroups that are miles apart. The yard gang I came from, it was a pretty regular occurrence to reuse old ties and spikes because you could not get new ones.	12/18/2019 11:39 AM
552	Higher levels of stress due to less maintenance on bigger and longer trains. Rail side repairs have become a common occurrence. Except now we're walking longer distances over uneven ground increasing the risk of slips trips and falls. Lack of power for the amount of train being handled leads to longer trip times and increased fatigue.	12/18/2019 11:13 AM
553	Poor.	12/18/2019 11:12 AM
554	More work with less people with a lot of jobs not getting done	12/18/2019 10:50 AM
555	We recieve less track time. More of a rush to get the job done. Work schedules are constantly changing. Working at night.	12/18/2019 10:42 AM
556	Worse want more with less	12/18/2019 10:30 AM
557	Horrible ! Yeah because of years I've got in I can generally hold a regular job but because of PWS it adds that factor	12/18/2019 10:17 AM
558	You work harder for the money	12/18/2019 10:07 AM
559	Much, much worse	12/18/2019 9:37 AM
560	Terrible, moral is the lowest I've ever seen. We've got long term employees quitting, or considering quitting. I used to love my job, but I'm angry every day I go to work now.	12/18/2019 9:34 AM
561	Very unforgiving with the attendance policy making people come to work tired and sick. The only reason is to run more trains with less people.	12/18/2019 9:24 AM
562	I feel work condition have gotten more strenuous, with the notion to hurry, hurry because now our curfews are shortened with same amount of quotas	12/18/2019 9:10 AM
563	Work is longer, more frustrating and definitely less appreciated	12/18/2019 9:09 AM
564	Worse	12/18/2019 8:46 AM
565	Terrible	12/18/2019 8:45 AM
566	N/A	12/18/2019 8:36 AM
567	Not great	12/18/2019 8:36 AM
568	The worst I have ever seen.	12/18/2019 8:31 AM
569	Work conditions today are very dangerous and safety is no longer a concern of CSX	12/18/2019 7:49 AM
570	Working conditions are a joke, bad ordered trains getting pushed through without real fixes, tracks brings fixed cheaply only to have another derail a few days later.	12/18/2019 7:33 AM
571	About the same, but with increased emphasis on safety.	12/18/2019 7:28 AM

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572	Morale is down. Trains are longer, slower and seem to cause more delays for other trains including Amtrak. Customers are not getting serviced on time. Crews are working longer and more demanding shifts and fatigue is taking a toll.	12/18/2019 7:21 AM
573	Train lineups are inexcusable every train does work 15000 ft trains.....	12/18/2019 7:18 AM
574	Safety has always been the number one goal at the railroad, but now with the demand and eith the workliad that is putvon so few employees it puts alot more risk in doing your safely. It also makes inspections and maintaining equipment to the level of safety required virtually impossible. I guarentee that the public is at a much higher chance of catastrophee than 5 years ago due to lack of maintenance and proper inspections not able yo be performed.	12/18/2019 7:06 AM
575	Work load over exceeds employees	12/18/2019 6:31 AM
576	Gangs of 30 or more are down 10 to 15%, while productivity is up 30%. UP doesn't care about the quality of the product, just the #, putting ties in in the winter conditions is more challenging than summer months	12/18/2019 6:30 AM
577	When I was still employed with the RR the conditions had changed drastically in the 4 years I started. What became a decent and enjoyable career started to become tedious and unbearable. The work load increased drastically. The amount of responsibility became a burden. The fear of being laid off or cut because you couldn't handle it became a nightmare that would literally keep me awake and fearing that I would not have a job.	12/18/2019 6:26 AM
578	5 years ago things were much more do as I do and not do as I say	12/18/2019 6:08 AM
579	Worse	12/18/2019 6:02 AM
580	Drastically different (worse). Too many jobs lost, jobs we have have terrible hours and off days, carrier making new rules as they go to appease their own agenda.	12/18/2019 5:58 AM
581	Way worse	12/18/2019 5:50 AM
582	Worse	12/18/2019 5:48 AM
583	Nowhere near as good today	12/18/2019 5:45 AM
584	Lots of job cuts, working more with less	12/18/2019 5:40 AM
585	One of the biggest changes I've noticed is the affect of less carmen and mechanical forces. The locomotives are always breaking down, never running correctly, constantly having defects that aren't getting fixed and told by managers to just take it and not worry about it. Having to wait hours for available power after being called for a train. More problems with the cars themselves and more derailments because of problematic cars.	12/18/2019 5:38 AM
586	Worse	12/18/2019 5:22 AM
587	Much more dangerous than was before, more stress on workers to do more with less	12/18/2019 5:13 AM
588	Horrible. Forced overtime with short handed crews. No concern for safety. Employees are a liability not an asset	12/18/2019 4:54 AM
589	Profits first. Safety last. Railroad used to be a career you could retire from. Now, laid off before vested.	12/18/2019 4:52 AM
590	Not even close	12/18/2019 4:52 AM
591	Work conditions are worse. We are constantly threatened with yard closure as a reason to keep productivity up. 8 years ago it wasn't like this.	12/18/2019 4:42 AM
592	Worst I have ever seen. No care for employees, just profit.	12/18/2019 4:32 AM
593	The conditions Now are more unsafe then they have ever been in my 15 years on the railroad. Local management is scared to death for their jobs. If the crews don't get a certain thing done then the management gets in trouble, which makes them tell the crews to get the task done no matter what. It's an environment that's just asking for a disaster	12/18/2019 4:28 AM
594	Horrible now days. I'm never working fast enough, they are always rushing me. And they defur all FRA defects bc safety don't matter to them anymore "Union Pacific"	12/18/2019 4:16 AM
595	Work conditions are terrible. Everything is about making a dollar for the shareholders, not about employees	12/18/2019 4:15 AM

PSR Survey

596	20 years ago work was a pleasure .To be fair there have been improvements at the tolerance for era has tightened tremendously stress levels at an all-time high single man crew is Dangerous I hope you look at this not the stock price. Work rest issues are probably the the most constant dangerous thing that I've dealt with how do you get rested when you never know when you're going to work I'll talk to a guy well you know the stories you sleep you wake up and you don't get called for 30 hours it's not possible to live a quality life try to be a quality employee . And be ready to deal with the high demands. Suggest 2 12 hour work shifts 6p to 6 a etc...	12/18/2019 4:06 AM
597	I've noticed lately last couple years that our carrier has basically at times totally disregarded our agreement at times!	12/18/2019 4:03 AM
598	I've been switching on the yard for 6years. It takes longer for anything to get fixed, walking conditions are terrible. Mainline ballast is used in the yards.	12/18/2019 4:01 AM
599	Worst	12/18/2019 4:01 AM
600	The only conditions that have changed is the elevated stress of not knowing my future in the railroad industry. Union has laid down and is allowing jobs to be taken over by contractors, even if I make retirement will it still be there? Everywhere I look it's a contractor and not a single one is putting in the retirement system set up for railroad workers. I'm paying for representation and I'm not getting it. The jobs are becoming few and far between.i truly believe that the unions are being paid off by the contractors or else they would be suffering due to the decline of union employees.	12/18/2019 3:54 AM
601	They are 1000 times worse. Inaccurate lineups no maintenance and total lack to safety	12/18/2019 3:52 AM
602	There are fewer workers to do the job	12/18/2019 3:51 AM
603	No	12/18/2019 3:50 AM
604	It's sad to say the least, work conditions gets worse every year an safety has hit rock bottom ,rules only apply when they can be used against the employee.... bottom line only the stock holder matters.	12/18/2019 3:48 AM
605	Worse! Moral is at an all time low. Everyone is worried they are gonna show up to work and get laid off from day to day. Used to be a happy place to work for all employees but not anymore	12/18/2019 3:47 AM
606	Poor with a side of low morale	12/18/2019 3:46 AM
607	Deteriorating	12/18/2019 3:43 AM
608	Working conditions are degrading quickly. No regard for safety. We're only scapegoats now.	12/18/2019 3:40 AM
609	It's changed a lot for the wrose	12/18/2019 3:39 AM
610	Worse, less care for the companies we service. Also less care about the crews and public's safety with longer trains.	12/18/2019 3:23 AM
611	We are under more pressure to make a repair quicker and with less man power. Basically to more with less.	12/18/2019 3:22 AM
612	So much better 5 years ago. We at least had some off days. Now we go weeks or months without any	12/18/2019 3:19 AM
613	Unsafe,chaotic, rushed,lack of knowledge and training.	12/18/2019 3:14 AM
614	The work conditions in the last 10 years have gotten horrendously under staffed. Our production rail and tie crews work at 75% manned while our sections run about 60% manned. The shortage of employees causes us to work long hours for many days in a row. Injuries and fatalities have significantly increased since the implementation of PSR and I firmly believe this is due to fatigue.	12/18/2019 3:05 AM
615	With thru freight crews doing work on both ends of the road, on most trains, it increases the opportunity for human factor incidents as well personal injuries.	12/18/2019 3:01 AM
616	Worse. More work equals greater concern for injuries	12/18/2019 2:57 AM
617	They've gotten far worse	12/18/2019 2:55 AM
618	Much worse. Have been personally told safety is not first. Worse jobs and less homelife.	12/18/2019 2:55 AM



PSR Survey

619	Safety is better but seems that nowadays railroads that don't have set schedules for running trains are enacting PSR but they don't seem to understand that the work still has to be done. Having to work faster with less people will ultimately cause incidents.	12/18/2019 2:49 AM
620	There has been a significant decline in safety moral personal time. A lack of supplies and a constant push for individual employees to take responsibility for things that should fall on the company.	12/18/2019 2:42 AM
621	Our workload has increased but personnel has been cut back.	12/18/2019 2:41 AM
622	13 years ago was alot better than now. Companies are more malicious, I come to work thinking how to not get fired vs doing my job effectively. I assure you I dont want to hurt myself so save the safety speeches	12/18/2019 2:31 AM
623	Work conditions are the same, still 2 pieces of rail with a tie between them	12/18/2019 2:20 AM
624	Less safe	12/18/2019 2:18 AM
625	Rules and safety are only important when something goes wrong - then they use them against you.	12/18/2019 2:18 AM
626	Work is much more strenuous after the layoffs in the locomotive mechanical dept. Having to work extra hard to meet the demands of the Railroads needs. Have to work many locomotives each day being pressed to get them out as fast as possible. While being asked to do other crafts work we don't know how to do, besides just trying to figure things out. All the extra slack we have to pick up from our brothers and sisters whom are now gone is making conditions unsafe. Our safety record has risen higher since PSR i worry about the safety of my co-workers at the expense of greed. The economy we are being told is not doing well due to the lower car loadings so PSR is so called a Must. Im sure their has to be a better way to adjust to the changes if their really is a change. These long trains have me worried about the bigger risk of derailments. With the dangers of chemical spills and explosions i see these risk on the rise to come. I worry for the public being exposed to a higher potential to the danger of the railroads carless attitude of run it run it!! Just waiting for someone to put an end to this. To the railroad's its all about profits for them and Their investors not anyones safety. With my job i personally do, the biggest risk i have seen is us not being able to maintain the low horsepower locomotives in the hump yard. They are falling apart and we don't get the time to fix them properly. I get excited when i see the FRA show up because they catch the things being let go and we get to finally fix them! Years ago we had plenty of locomotives now we only have a handful and we can keep them in good shape they are being over worked over and over. Time to beat this PSR out of the Railroads.	12/18/2019 2:14 AM
627	5 years more safety concerned and maintenance was kept up. Now more moving freight at whatever cost	12/18/2019 2:11 AM
628	I have just about three years on with ns since the start of psr I've noticed massive increase of train size with less power saefy is no longer the main concern it's all about move freight do train have come around to a mount territory to cut back on crews I had 70+ conductors below me on the board down to 12	12/18/2019 2:11 AM
629	There are fewer employees and many are expected to do more than what their job description requires. An example is a truck driver doing welding work, i.e. field welding, grinding, electric welding. Track Inspectors performing track maintenance. Employees feel pressured to do extra.	12/18/2019 2:09 AM
630	The job market seems to be increasing.	12/18/2019 2:08 AM
631	Worse. My quality of life has plummeted since PSR began. My time off at home has been greatly reduced. My time in a hotel has been reduced. My time at work has nearly doubled. The fatigue and lack of time with family is extremely depressing.	12/18/2019 2:07 AM
632	Considerably worse. Management treats like absolute garbage and with contempt as if they absolutely hate us.	12/18/2019 2:05 AM
633	Worse	12/18/2019 2:05 AM
634	Not worth a darn. We were better off even 3 years ago.	12/18/2019 2:05 AM
635	It sucks !	12/18/2019 2:03 AM
636	Low moral. I think there is less emphasis on safety because guys are worried about their job.	12/18/2019 2:03 AM

PSR Survey

637	New employee to CN railroad as a conductor. Currently furloughed since 11-10-19	12/18/2019 2:02 AM
638	Less safe, as the company has continued to be emboldened with a lack of union resistance. While profit has always been the priority, they are less concerned about hiding that it now.	12/18/2019 2:00 AM
639	They are not even comparable they want to over work us all and don't care about us	12/18/2019 1:57 AM
640	Very good	12/18/2019 1:55 AM
641	Compared to 3 years ago I'd say it's getting worse especially management	12/18/2019 1:53 AM
642	Work conditions are now absolutely terrible. You can spend three days that you're away from home terminal and you're lucky to spend one day at home. When you're away from home terminal they try to send you everywhere but home.	12/18/2019 1:52 AM
643	Worse expecting more with less	12/18/2019 1:52 AM
644	Manpower has declined over the years a lot of the repairs to the track take a lot longer and more temporary slow orders stay on longer	12/18/2019 1:51 AM
645	When I started railroading 7 years ago, our terminals main focus was customer satisfaction, doing whatever it took to deliver a positive experience for the customer. With recent changes and focuses, our location has instructed the customer when they will get a switch, and the customer has had to change their operations accordingly.	12/18/2019 1:50 AM
646	My job is less safe	12/18/2019 1:49 AM
647	Much different in the last 5. Less emphasis on Safety, more on productivity, and Shareholder benefit. 20+ years ago, we did more work, and had the tools and supplies to do the work properly and safely.	12/18/2019 1:47 AM
648	They have deteriorated severely. Safety is no longer in the forefront. The shop moral is no longer there the personal relationship or friendships are no longer there either	12/18/2019 1:40 AM
649	Furloughed	12/18/2019 1:39 AM
650	Horrible just compared to 5 years ago! Safety has been put on the back burner now it's just about running trains as long and fast as possible	12/18/2019 1:37 AM
651	Worse. Safety is worse. Intimidation is a daily thing now.	12/18/2019 1:33 AM
652	In the last 5 years, worse. Bigger trains that don't fit in sidings, more issues with train (ie break in twos). The list goes on.	12/18/2019 1:33 AM
653	fast pace and seems to be quantity (how much we get done) and not quality	12/18/2019 1:29 AM
654	Very unsafe over worked employees	12/18/2019 1:23 AM
655	Less track time for maintenance	12/18/2019 1:16 AM
656	It feels more rushed. Less track time same amount of work. One day they say no overtime get it done today. The next day they say stay all night to finish it. Managers need more money in their budgets for projects	12/18/2019 1:14 AM
657	A lot worse! Combining trains and doubling the tonnage, means unsafe consitions	12/18/2019 1:10 AM
658	People are more overworked, less enthusiastic, feel boxed in, no happiness.	12/18/2019 1:07 AM
659	5 years ago, they actually seemed concerned about actual safety issues. Efficiency statistics are the number one topic in most meetings now, and safety is only a concern after someone gets hurt. The carrier is quick to terminate employees for rule 1.6 violations in order to place the blame and intimidate other employees.	12/18/2019 1:04 AM
660	They suck. There's more emphasis on production than safety. We're just a number	12/18/2019 1:03 AM
661	Much much worse always being rushed they don't fix anything broken and calling every 10 hrs even on rest days alot of times before you are rested	12/18/2019 12:59 AM
662	Not very good	12/18/2019 12:57 AM
663	Lot more stress pressure to perform with less training	12/18/2019 12:54 AM
664	They are much more dangers than ten years ago bigger trains go go train line ups are a mess	12/18/2019 12:53 AM



## PSR Survey

crew balancing is never right don't know when to be rested for your job trains are to big to yard more break intwo less people to do the work stressing everybody out someday if this continues something big the really bad will happen train inspections by carmen are rushed

665	Everything is in a rush it's like time is against you , you fear for your job every day	12/18/2019 12:50 AM
666	Equipment inspection is less than it should be. The public and employees more at risk because of equipment failure.	12/18/2019 12:44 AM
667	Horrible	12/18/2019 12:44 AM
668	Less fun, more stress	12/18/2019 12:41 AM
669	More time walking broke down trains. Especially in the cold.	12/18/2019 12:36 AM
670	After leaving a profession I was previously at for 13 years, to come to work for Union Pacific I have seen a lot of change in 5 years. Union Pacific has done everything in their power to make it less safe, less efficient and with less manpower. Yes stock have gone up but talking to businesses I serviced, it hasn't gone up without price gouging small businesses. Safety has gone out the window. Instead they are only concerned about how fast can you do it. Setting an allotted time to perform the tasks. With these preconceived/ unrealistic time frame to complete tasks they have decided to cut manpower making less safe for employees and the public	12/18/2019 12:27 AM
671	Significantly declined	12/18/2019 12:20 AM
672	worse	12/18/2019 12:14 AM
673	Terrible.	12/18/2019 12:13 AM
674	Got worse.	12/18/2019 12:13 AM
675	Horrible	12/18/2019 12:13 AM
676	I am seeing trains doubled in size, routinely 9-11k feet. At two of the areas in my seniority district the Carmen and Roundhouse personnel have been walked off the property. There are NO inspections being done by the specially trained people for this job.	12/18/2019 12:11 AM
677	Less people these days to do the work. Longer drives to work sites since now gangs have larger areas of responsibility.	12/18/2019 12:10 AM
678	Not enough safety talks by managers always pushy and about numbers	12/18/2019 12:07 AM
679	8 to 10 years ago we could get a track authority and get a track out of service and work for at least six hours that day on the track now we have to work under stop board protection	12/18/2019 12:03 AM
680	Everyone works 12 hours shifts and no lunch breaks	12/18/2019 12:03 AM
681	Safety has fallen off and doesn't seem to matter anymore, company doesn't seem to care about taking care of the customers anymore either, seems everything is just about numbers on a report that do not truely represent actual work.	12/17/2019 11:57 PM
682	They want 12 hrs of work done in 8 hrs	12/17/2019 11:55 PM
683	Better	12/17/2019 11:53 PM
684	getting no time for repairs or maintance	12/17/2019 11:50 PM
685	Horrible. All about moving freight and making money. Safety gets pushed aside	12/17/2019 11:50 PM
686	Worse	12/17/2019 11:50 PM
687	More work load with less. Customer service is worse	12/17/2019 11:47 PM
688	Working conditions have deteriorated exponentially quickly. Everyone knows the stereotype of railroads "hire to fire you". Safety violations and lack of equipment maintenance are setting up railroad workers for failure.	12/17/2019 11:46 PM
689	Worst it has ever been	12/17/2019 11:44 PM
690	Much less emphasis on safety. Employees are rushed to complete tasks and are penalized if it's not done to the unrealistic standards set forth.	12/17/2019 11:43 PM
691	I can only speak about 5 years ago but it has shifted from safety to making sure cars are	12/17/2019 11:43 PM

## PSR Survey

moving even if it takes way more time and a poor use of resources. They have cut everything back to do more work with less people and the safety of those employees are compromised.

692	Less Safety and more productive is all we have now. With 50% less Carmen working.	12/17/2019 11:42 PM
693	Worse	12/17/2019 11:40 PM
694	Work conditions are worse than they ever been. Never know if your going to have a job day to day. Weed weasels watching your every move telling managers they have to write up so many people a little month.	12/17/2019 11:36 PM
695	It is very dangerous. But why do you care.	12/17/2019 11:29 PM
696	More with less, nothing you do is good enough.	12/17/2019 11:29 PM
697	They threaten discipline if you delay a train. They put a 20 yr old college kid in charge of us who has no clue how to supervise or actually do the work. Every single mistake results in discipline of some sort.	12/17/2019 11:26 PM
698	Working conditions are worse. Less people to do the work with longer trains. And now the railroads want a one man crew. It'll be hard as he'll to move trains when one comes uncoupled or there is a broken rail which is very common in the winter. It'll be hell on whoever is on that train and others on their own trains	12/17/2019 11:21 PM
699	They don't compare, They are deplorable and unacceptable in the majority of circumstances, lack of equipment, supplies, Resources and men/women in the work face takes it toll on everyone, and equipment as well	12/17/2019 11:21 PM
700	Less focus on saftey	12/17/2019 11:16 PM
701	Its the worse	12/17/2019 11:14 PM
702	Do more with less and safety is out the window.	12/17/2019 11:14 PM
703	The trains are longer and we are not aloud enough time to properly inspect them	12/17/2019 11:12 PM
704	More work is being pressed upon fewer people and less time is allowed to complete jobs.	12/17/2019 11:11 PM
705	Worse in some areas but better in some. Over all though, the environment as a whole is worse.	12/17/2019 11:08 PM
706	Worse, less members less rest days	12/17/2019 11:07 PM
707	Less family time with z-5 & z-6 schedule. I drive longer than I should to to try and minimize time away from family.	12/17/2019 11:03 PM
708	Far worse than when I started 5 years ago. In the last 2 years several people have been seriously injured and several have died	12/17/2019 11:00 PM
709	Production first. Safety last. Doing work that other crafts use to do.	12/17/2019 10:59 PM
710	Today is more unorganized, always feel like chasing our tail. Never really fixing nothing. But rather a cheap temporary solution	12/17/2019 10:59 PM
711	It's definitely not the enjoyable job I hired into 12 years ago. Moral is at an all time low.	12/17/2019 10:58 PM
712	Moral is in the toilet and no one wants to come to work.	12/17/2019 10:58 PM
713	Terrible	12/17/2019 10:58 PM
714	It is the worst I have ever seen in my 20yr career. Management is awful	12/17/2019 10:57 PM
715	Substantially have gotten worse. Do more with less and scalp the workforce and track down to nothing.	12/17/2019 10:56 PM
716	Longer trains. Bot enough rest time because crews are cut to short	12/17/2019 10:54 PM
717	26 years a lot worse .	12/17/2019 10:52 PM
718	5 years ago I really enjoyed my job. I woke up everyday proud to go to work. Now we are so short staffed (I work in the car dep.) We dont have the man power to inspect trains the way we are supposed too, we are constantly told to work faster. Tracks are pulled before we even get a look at them. Safety used to be number 1 and now if you have a safety concern you're ridiculed for it.	12/17/2019 10:52 PM

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719	Terrible, fear of losing job, work overload. Senseless work being done.	12/17/2019 10:52 PM
720	A lot worse moral is low jobs being cut stress at all time high	12/17/2019 10:51 PM
721	Everyone is being rushed and threatened with delay of train	12/17/2019 10:48 PM
722	More work less workers.	12/17/2019 10:46 PM
723	We're more stressed, it's less safe as a whole.	12/17/2019 10:43 PM
724	Horrible	12/17/2019 10:42 PM
725	Bad	12/17/2019 10:36 PM
726	I feel conditions now compare to five, ten, and twenty years have progressively declined. Equipment is no longer maintained, standard upkeep no longer exists. Common census among transportation employees is that the investors profits are more important than employees safety.	12/17/2019 10:30 PM
727	Worse	12/17/2019 10:30 PM
728	When PSR came along everything changed for the worse. Employees are treated like robots, we can't adapt to schedule changes and maintain normal lives. Stress and fatigue is carried home endangering families. It's no good for anyone	12/17/2019 10:28 PM
729	We are expected to accomplish more with less people.	12/17/2019 10:24 PM
730	very poor, it rush rush rush plus say my job we do what 3 jobs use to do and they are constantly screaming what's taking so long. I've ( engineer ) have been accused of hogging the train or delaying it. On this job we don't all the work the others use to do but we have a good amount of work but again what's taking so long. We keep hearing no over time. For now we are allowed 2 hours which isn't enough so we tie down and the train master picks us up. They drive like bats out of hell trying to get us back to the office. I'm waiting for the big wreck with the way some of them drive. Telling them to slow down or stay off their cell phones while driving goes in one ear and out the other. When we don't get a customer placed or pulled we are not allowed to show company reason , it's always blame the customer and charge them extra because we did do the work due to little or no over time. This is almost daily... CSX	12/17/2019 10:22 PM
731	Do to the implementation of PSR, I feel work conditions have gotten worse. People I know, including myself, use to enjoy coming to work.	12/17/2019 10:21 PM
732	Everyone is so scared of discipline anymore. Over the last few years morale has went way down	12/17/2019 10:18 PM
733	Worse. Cargo is treated better than employees	12/17/2019 10:17 PM
734	Conditions seem to be the same. The railroad itself has been the same for hundreds of years just the way people run it change.	12/17/2019 10:17 PM
735	A lot more dangerous do to lack of rail maintenance and less road crew employees, which leads to less rest time.	12/17/2019 10:16 PM
736	Safety no longer seems to be highest priority.	12/17/2019 10:14 PM
737	Much more demanding, train lineups are worse, safety has gone to the wayside due to company greed	12/17/2019 10:12 PM
738	Poor to fair depending on job .	12/17/2019 10:05 PM
739	More dangerous now than ever, safety is out the window. It's all about speed now.	12/17/2019 9:58 PM
740	A lot worse. I worked at up for almost 7 years until I was recently furloughed and seen it continously get worse. When I hired in the focus was safety and then it shifted more towards let's cut jobs and let everyone else take on more work and cover the jobs that were lost.	12/17/2019 9:54 PM
741	After my 11 years, it continues to get worse. Unpredictable board lineups, forced to new areas without a pilot, less time off for rest, unnecessary deadheads in poor weather conditions.	12/17/2019 9:54 PM
742	Im going to say 10 years ago, I felt more like I was protected with under a TA form. Other than this mobile TAs. You had to talk to the dispatch, which felt more protecting. Coupling all these trains together is not so good under "Grade", and Curvature. We had one derailment that Train went into emergency. Loaded cars on both ends of a couple empties, picked the empties up	12/17/2019 9:51 PM

## PSR Survey

and set them off. Not very safe with MW&S working. I honestly think this might work on other territories. If they can get the glitz worked out of this PTC equipment.

743	Much worse	12/17/2019 9:46 PM
744	System production on KCS is going from 8 days on 6 days off. To 5 days on to 2 days off. There will be no time for family.	12/17/2019 9:45 PM
745	Unbelievably bad	12/17/2019 9:43 PM
746	Well.. PSR is the reason I'm not working with 5 1/2years of service	12/17/2019 9:42 PM
747	The company seems more concerned with bottom line profit, than they are with the integrity of the infasturcture of the track, It is like putting a band-aid on a wound that needs stitches.	12/17/2019 9:40 PM
748	Worse, you cant get them to buy the tools and safety items to do your job effectively. We send locomotives out of our shop with parts missing, or not working while we wait to get the part in stock. We have 6 local units without working heaters as an example.	12/17/2019 9:40 PM
749	The same as it was 10 years ago.	12/17/2019 9:38 PM
750	Rushed and disorganized	12/17/2019 9:38 PM
751	I have worked for this company for 11 years and each year gets worse and worse. We need family men with family morales back in management! Pay has went from 18.87 to 30.07 yet pay checks are within \$100\$ \$200difference!?! There was no such thing as the onsite reporting where the company can legally rob you an hour a day saying you can't drive your personal vehicles out without being taking out of service that you have to ride in company vehicles while NOT being paid!!! I speak for the majority of every employee I work with and around no one feels valued or that they matter that we are looked at as animals and just another number to make the big names in the company and shareholders rich while we get nickeled and dimed to death! Also what kind of company won't let the employees change home territories without starting your seniority back to day 1! And I'm so sick of everyone preaching safety is our number one priority on paper then when it comes to the work all they care is production and numbers. When Mike Reid left the MWS department has done nothing but decline on a down hill slope Morall is at an all time low and no one takes pride in the job therefore we will only continue seeing worse and worse outcome in the future	12/17/2019 9:33 PM
752	Alot harder. We work many hours with less people. I almost feel like we just patch problems instead of taking the time to fix it right the first time.	12/17/2019 9:28 PM
753	I'm nervous coming to work, more than I used to be. I don't know if they are cutting more jobs. Trains are longer. The draw bars are breaking more frequently. I don't feel safe being on the adjacent track at all while a train go passed. I feel like the company is more concerned with the share holders than they are about our safety.	12/17/2019 9:26 PM
754	Way more unsafe, not enough employees working, making trains longer and heavier, not inspecting thoroughly, company greed is getting out of hand	12/17/2019 9:24 PM
755	Always being reactive not proactive! Putting out fires is probably the best way to look at it. Low moral not enough help 1 person trying to do multiple jobs etc...	12/17/2019 9:17 PM
756	Train lineups are terrible, shifts are longer, more setout and pickups, trains length has doubled.	12/17/2019 9:15 PM
757	It's bad, the company has done away with rules that improved safety to increase production and has created an unsafe work environment with a do more with less attitude	12/17/2019 9:14 PM
758	Total worst don't care about safety or any rules that would slow them from running trains	12/17/2019 9:10 PM
759	We recently lost our yardmasters in Decatur IL, we've had lots of yarding instruction errors and a headlight to headlight meet on single main due to our yardmasters moved to another city and not knowing what exactly is going on in the yard and yard limits	12/17/2019 9:08 PM
760	Work conditions have deteriorated due to the cut back of people allowed on spg gangs the numbers have went down and the work load has increased	12/17/2019 9:08 PM
761	Like crap because of this psr more than half of workers was laid off and the ones left are working barley get their 10 hour rest and are right back on a train and are tired	12/17/2019 9:04 PM
762	Gotten worse	12/17/2019 9:03 PM

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763	No comparison. Safety is out of the window	12/17/2019 8:59 PM
764	Horrible supervisors run cars that should be fixed	12/17/2019 8:59 PM
765	-99%	12/17/2019 8:58 PM
766	We are definitely doing more work in route now. There's always been some sort of work to be done. Just now you're doing it behind 15000 feet with all sorts of different commodities mixed in the train.	12/17/2019 8:58 PM
767	They have taken away most of the tools we need to do our jobs. Manpower, cabs, consolidating yardmaster jobs etc.	12/17/2019 8:52 PM
768	morale is lower, standards have dropped dramatically.safety is a last priority til someone is hurt. On time departures and ontime arrivals are a priority and inspections are hardly done	12/17/2019 8:48 PM
769	Better	12/17/2019 8:48 PM
770	There worse all the railroad cares about are trains track conditions don't matter any more	12/17/2019 8:47 PM
771	Definite down turn in safety and quality of life	12/17/2019 8:46 PM
772	Doing more work wirh less manpower and rest while building train lengrths triple the size once deemed to be unsafe.	12/17/2019 8:46 PM
773	Safety is out the window. Get it done fast and now no matter what. Put a bandaid on it or ignore it. Safety related supplies are unavailable or no longer provided.	12/17/2019 8:45 PM
774	Worse there is no company concern for safety	12/17/2019 8:45 PM
775	When I come to work I am always wondering how many of my coworkers don't have a job anymore. In my opinion that's not a good thought at all to have. You think about and ask yourself just how these people are providing and feeding their families while the rich people we work for are constantly talking of record profits and constantly looking to send more of us home without a job and worrying about how we're going to provide for our families. The perfect example of greedy unappreciative management personnel.	12/17/2019 8:45 PM
776	Much worse.	12/17/2019 8:43 PM
777	Definitely worse and see it continuing to worsen. Just told our schedule will now move to Sunday thru Wednesday for example.	12/17/2019 8:42 PM
778	Much worse, very difficult to get time off. Management are only interested in numbers and charging employees.	12/17/2019 8:41 PM
779	Less safe. more stressful.	12/17/2019 8:39 PM
780	Horrible	12/17/2019 8:39 PM
781	Its terrible. All you hear now is hurry and get the job done no matter what.	12/17/2019 8:38 PM
782	Railroads are cutting corners, more work with less men .	12/17/2019 8:37 PM
783	Safety is compromised for the workers . And quality inspections are gone. To please the shareholders and move freight.	12/17/2019 8:30 PM
784	They have gone from decent ,and conditions being fair to good on most trains, mostly positive to trains breaking down every day. Motivation down to a all time low. Safety has takin a back seat. Have to fight higher ups about safe operations. I know a lot of guys are distracted thinking about what tomorrow might bring instead of focusing on the task at hand. Not a good work environment. Compared to when I hired out five years ago.	12/17/2019 8:29 PM
785	Same	12/17/2019 8:27 PM
786	There used to be proper Manpower not anymore anymore working with a skeleton crew. Section have too many miles to take care of with only a couple guys on each section	12/17/2019 8:24 PM
787	Five years ago the railway cared about its employees and now they don't... it's all about the shares with no morals for the employees just do what I say or your fired or statement. PSR is the wrong way to railroad and will be the death of the railway	12/17/2019 8:18 PM
788	Work conditions have deteriorated drastically in the last 5 years. Work, rest balance is not	12/17/2019 8:16 PM

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	remotely adequate.	
789	Many jobs cut forcing those left to work constantly with inadequate rest. Longer trains with poorly maintained equipment.	12/17/2019 8:16 PM
790	Much worse	12/17/2019 8:12 PM
791	Horrible.	12/17/2019 8:12 PM
792	Safety fourth, unnecessary delays due to auto router dispatching, low company morale, high tension work environment, broken knuckles due to lengths of trains, less money.	12/17/2019 8:10 PM
793	Stressful trying to do the same amount of work with less materials/manpower. Putting a bandaid on a shot gun wound mentality.	12/17/2019 8:07 PM
794	Since then the railroads are trying there best to cut corners to try and make more money from inspecting cars to maintaining track	12/17/2019 8:04 PM
795	Much better 15 years ago	12/17/2019 8:04 PM
796	Terrible	12/17/2019 8:03 PM
797	Not as safe and a disregard for safety amongst the company in order to streamline service.	12/17/2019 8:00 PM
798	Conditions have worsened immensely. Because of job cuts and manpower shortage/lack of hiring, we are working more and being forced to come in on our rest. We are constantly pushed and pressured to rush and intimidation by management is mostly the outcome of this. Safety does not seem to be the #1 priority anymore.	12/17/2019 7:59 PM
799	Absolutely horrendous!	12/17/2019 7:58 PM
800	I'm working a yardmaster job 80 miles away running two yards for the exact same pay. Everyday is a 12 hour day with the drive included. I see the train masters doing the Yardmasters work because most of them are unable to keep up with trying to do what has been put on us. I have asked my local chairman for a job study a few months ago and nothing yet and told him about the train masters running the job and have heard nothing. So my working conditions are very close to me changing jobs. I have 17 years in.	12/17/2019 7:55 PM
801	Much more stress, more rules, more intimidation from upper management.	12/17/2019 7:52 PM
802	More unsafe	12/17/2019 7:51 PM
803	Morale is down, no one is excited about coming to work. I have heard from more people talking about ways to quit the railroad now then ever before.	12/17/2019 7:50 PM
804	Less employees require the same if not more production and the amount of contractors out here has gotten out of control	12/17/2019 7:49 PM
805	Same	12/17/2019 7:44 PM
806	The demand to keep corporate railroading happy has been overlooking their front line workers taking the loss of care and health to us workers in many aspects of the job by pushing numbers or units serviced over safety ...they have glorified their pockets and are more worried about what they can move with little or no backup to the workers ...I guess what I'm saying it's seems that locomotives and the freight come first over the health and happiness of what really makes them move which is the front line workers who subject our minds body and family to insane deadlines and try to make us overlook what can pass as a good locomotive to keep it going without proper fixing to make corporate happy and ignoring our concerns no matter how big or small...back when I started it seemed management was more concerned for looking out for their employees and taking on railroading together . No matter what dangers or problems we faced we faced them together as a team and we're giving a sense of pride and dignity that has been drifting away more and more each year and it's changed on many aspects of railroading life in general ...no mercy lowers the spirit of all our brothers and sisters with no means to an end ...the railroad was once revered as a rewarding career has now since then become a great struggle to for see a future of railroading as leadership has lost its way in transportation and movement of freight ....to be a good team we need teamwork from all of our leaders to the lowest person of railroading to change this aspect of uncertainty we face..	12/17/2019 7:41 PM
807	Now they ask you to not look as hard for bad orders on cars and work with less well keep equipment	12/17/2019 7:37 PM



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808	Each individual is expected to do much more work per person now than ever before. Inflated and unrealistic KPI performance metrics have been created that are nearly unachievable.	12/17/2019 7:36 PM
809	The operating practices are horrible compared to 5years ago. The work conditions are not that different. Constant lack of sleep. Lack of schedule. rules changing every day makes things hard to keep up with.	12/17/2019 7:35 PM
810	Today's conditions are far worse than 5 yrs ago. Train line ups are inaccurate and getting rest for work is difficult at best. Do to yard and hump closing, the carrier is putting far more work on train crews, and wanted them to block swap and flat switch, rather than hump. Man power is being cut to the bare minimum in all crafts.	12/17/2019 7:33 PM
811	Personally I think safety first only comes up when someone is injured. They care more about how much and how fast you can get done with fewer people than they do about safety.	12/17/2019 7:29 PM
812	Big talk about safety is just for show. Rest rules are routinely violated and manipulated by the carrier.	12/17/2019 7:26 PM
813	Work condition have really changed first less man power Attitudes are more negative because of the increase in contractors on the property Less is getting accomplished because of the number of track man jobs being cut all foreman and drivers so no one wants to do the labor side of the job Lack of safety meetings no more real discussions about safety everything is hurry hurry now. Conditions are worse	12/17/2019 7:22 PM
814	A lot worse. There are no more concern about safety for employees or equipment	12/17/2019 7:21 PM
815	Not as safe, get done and let trains pass.	12/17/2019 7:15 PM
816	Terrible. My home terminal shut down. Cost me several hundreds of dollars per month to relocate. 130 miles to north to my new home terminal. 100 miles south of home to away terminal. Living in cam pl er and hotel. Never home. 6 and 2 off days. Maybe home a 24 hr period after rest and time to go back to work. Moral sucks. Everyone wants a way out. Lose, lose, lose everyday. Pay, benefits, harassment from management. No access to needed safety supplies. No work provided boots. List goes on and on. Csx only interested in profits for hedge fund holders, not safety or quality of life or work conditions for employees.	12/17/2019 7:15 PM
817	They are worse than what they were 23 years ago. They have traded safety for moving cars.	12/17/2019 7:14 PM
818	Less power to pull trains. We are rushed to do the job. Safety in all, has been thrown out the window!	12/17/2019 7:10 PM
819	Five years ago there were enough crews to properly move trains.	12/17/2019 7:10 PM
820	Worst	12/17/2019 7:09 PM
821	Dangerous. More employee deaths in the past year.	12/17/2019 7:01 PM
822	Dangerous and potentially fatal consequences. Companies only care about PSR working. Rules all thrown out the window..	12/17/2019 7:00 PM
823	Same work less men less material RR wanting more work done with less material.	12/17/2019 6:59 PM
824	It sucks. Railroads are getting away with so much. The FRA knows it happens and does nothing. They getting paid off. The public safety is no longer a concern. Only thing that matters is how much money can the shareholders make.	12/17/2019 6:54 PM
825	Horrible .. Safety and the FRA is non existent and the Carrier appears to be on a relentless pursuit of firing more people every day	12/17/2019 6:52 PM
826	They have deforested severally	12/17/2019 6:52 PM
827	Much worse. Rushed, lax safety standards. Disciplined for enforcing FRA rules.	12/17/2019 6:50 PM
828	Worse	12/17/2019 6:50 PM
829	Compared to 5 years ago, there are far fewer contract employees. Naturally, this requires less people to handle a greater workload. The disparity is even greater looking back 10 years. The negative ramifications of this should be obvious.	12/17/2019 6:49 PM
830	We often have to do without parts and broken down equipment. Safety in itself at the discretion of the employee and even if you feel unsafe you will get told to just do it anyways.most work	12/17/2019 6:49 PM

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places fee hostile between management and the employees.

831	They are alot worse then 5 years ago. Safety was number one now they dont know what safety is.	12/17/2019 6:48 PM
832	Of course less people in the work groups . The equipment is worse,nobody to work on anything new construction projects are not really new construction we never know what contractor we use for installs	12/17/2019 6:46 PM
833	Technological and Mechanical Upgrades without training of BMWWE employees... leads to 'dumbing down' the workplace, thus creating a complacent, less-attentive, and inactive workforce	12/17/2019 6:46 PM
834	People are much more worried about whether or not they'll have a job tomorrow now. People are also worried about what new and stupid rule the companies will use/implement to try to fire us from our jobs.	12/17/2019 6:41 PM
835	Working conditions were a lot better 5 years ago.Back then there were lunch breaks and bathroom breaks.Now no breaks and always being rushed to build trains.	12/17/2019 6:40 PM
836	Much worse.	12/17/2019 6:38 PM
837	They are horrible. Management sucks .	12/17/2019 6:38 PM
838	Much worse	12/17/2019 6:36 PM
839	It is generally went down hill, I'm on trains longer due to the length of trains. This forces me to be untested and puts me into federal rest and this hurts my pay.	12/17/2019 6:34 PM
840	Rushed , do what it takes regardless of rules attitude	12/17/2019 6:32 PM
841	Terrible!	12/17/2019 6:29 PM
842	Since being on railroad for 13years I would expect the accuracy of the train lineup to have improved but at UP it has gotten worse. Some trains either all of a sudden pop up or they're on other boards.	12/17/2019 6:26 PM
843	Much worse, no maintenance or repairs are being done. Things are "bandaid" over and safety concerns are not addressed	12/17/2019 6:23 PM
844	They are very stressful. Managers are putting lots of pressure on crews to get the work done in far less time and fare fare less man power. The company. Are forcing workers to take short cuts to get the job done	12/17/2019 6:20 PM
845	Work conditions have changed drastically for the bad over the last 14 yrs I've been here.	12/17/2019 6:18 PM
846	10 years ago they cared about safety, now there is no such thing. All they care about is the shareholders!	12/17/2019 6:17 PM
847	Constant working. And the stress that the company puts on use to move trains is unreal. They will not let anyone else know how they are treating said employees. 15 years ago was enough men to do the work and have some type of home life or at least a break from the everyday grind of railroading. Boss was more eager to help employees accomplish said goals. Trains weren't near as long or complicated to handle and control	12/17/2019 6:14 PM
848	They are far worse than 5,10,15 years ago	12/17/2019 6:13 PM
849	A lot worse. Unsafe and dangerous	12/17/2019 6:12 PM
850	Definitely going worse	12/17/2019 6:12 PM
851	Working nights with no differential pay. This sucks!	12/17/2019 6:11 PM
852	I'm a qualified Engineer working as a Conductor with Union Pacific. I only have 8 years with the company, so I still have lots to learn. But within my 8 years of experience the company has changed a lot. Our trains have gotten longer and longer and I continue to see trains that are just way to long. It's hard to not block crossing when your train is so long. We try our best to stay off them for the public but when our Dispatchers not all but a lot of them don't stay in contact with you and we get low on time we have to stop wherever we can to get relieved. They keep changing rules and operating procedures to fit the changes in train length. They want less crews and longer trains. This is causing issues with our personal lives and put more stress on	12/17/2019 6:10 PM



## PSR Survey

the workforce. We need someway to hold the company accountable for there decision.  
THANKS

853	5 years ago we had jobs and weren't always in fear of being furloughed or let go	12/17/2019 6:08 PM
854	Every train has to do work which means most the trains die on our sub. Lots of workers furloughed compared to 5 years ago	12/17/2019 6:03 PM
855	Slowest ive seen it in 18 yrs on the railroad!	12/17/2019 6:03 PM
856	Much faster pace, proper inspections of cars are no longer allowed.	12/17/2019 6:02 PM
857	Morale is that a All Time Low upper management just watch the profits and does not care how bad it is for T&E employees	12/17/2019 6:00 PM
858	Crews never know when they are going to work.	12/17/2019 5:56 PM
859	I am a 1 year Conductor	12/17/2019 5:55 PM
860	For the most part 10 years ago we were on a set schedule with our hours of work now it just goes from nights too days .	12/17/2019 5:53 PM
861	Significantly worse and continuing to worsen	12/17/2019 5:53 PM
862	Lots of rushing they don't care about your family or your family obligations	12/17/2019 5:51 PM
863	Less time on the track. Safety is worse, derailments are up.	12/17/2019 5:49 PM
864	Worse , much worse	12/17/2019 5:49 PM
865	Morale is at an all time low in the 17 years I've been railroading. Longer trains, longer shifts, and less is more is worse than the recession of 08.	12/17/2019 5:48 PM
866	10 to 20 years ago working conditions where in most respects much better . The last 5 years have have been scary . These years have brought a continuous deterioration of everything the Harriman awards accomplished . Safety is no longer a railroads #1 priority. It has been replaced with operating ratios and dividends . Railroads have always been associated with ruthless management. During the years of competition for the Harriman awards we actually saw some improvements in management. The wolves where put on leashes and we all saw improvements in managements attitude towards safety. All of that took a terrible turn for the worse , when PSR was introduced. Everyone feared this was going to affect the employees negatively. I don't think any of us realized how bad or how far out of control things would get . Safety has been steadily pushed to the side . I am not only referring to employees safety but also the safety of our communities as well . Employees are forced to perform their duties in time slots that are impossible to allow proper safety guidelines are followed. In fact this appears to be the point of the time limits . Allowing adequate time would allow an employee to find problems that could result in train departure times . Find to many problems and you are very likely to find yourself being harassed by management. Threats of dismissal and other forms of harassment.	12/17/2019 5:48 PM
867	They're much worse. I've been here 14 years and never seen it like this.	12/17/2019 5:48 PM
868	More chaotic and hectic	12/17/2019 5:46 PM
869	Cared about safety when I started now on the way out safety was also	12/17/2019 5:45 PM
870	They are 50x worse than before implementing psr. Less ppl, more consists to build.	12/17/2019 5:43 PM
871	They don't compare at all. It's all about safety till it interferences with profit. They don't want to give us new equipment when our old equipment breaks nothing. It's all about profit.	12/17/2019 5:43 PM
872	Not applicable	12/17/2019 5:42 PM
873	Not safe at all, condition's have gotten worse.	12/17/2019 5:42 PM
874	There is continually more, more, more, added with out adding help. We are held accountable for testing, trouble calls, supporting maintenance of way, and countless other things, cabin audits, general maintenance, etc. People can say it don't but the added tasks come at an expense to keep them up and that expense is having time to test per the yellowbook and not cutting corners.	12/17/2019 5:42 PM
875	Doing more work with less men and taking dangerous shortcuts to get it done	12/17/2019 5:37 PM

PSR Survey

876	The hostile work environment created by management to "just get the train out of the yard" is making life unsafe and miserable for every employee that is currently working. The cities and towns we run through are put at higher risk of catastrophe because of the shoddy inspections and unsafe conditions of the equipment.	12/17/2019 5:32 PM
877	Long Stretches	12/17/2019 5:30 PM
878	Jobs are being cut and not replaced when someone retires or takes another position.	12/17/2019 5:30 PM
879	The worst I've had in 15 years	12/17/2019 5:29 PM
880	Most unsafe time in rail industry history	12/17/2019 5:27 PM
881	Absolutely terrible. Getting harassed about slips trips and falls system wide and no transportation. Equipment is terrible ie switches, cars, locomotives.	12/17/2019 5:26 PM
882	Terrible! We are pushed to do more with less people or time. Or face the fear of being cut off or your job Abolished. In return your work quality is not what it should be and over all being rushed is not safe.	12/17/2019 5:25 PM
883	Understaffed and doing the work of multiple crafts. Rushing to do work that was done by 3 guys now one guy has to do it	12/17/2019 5:21 PM
884	Working conditions have deteriorated considerably. Attention to safety has disappeared despite the false efforts to show a concern for it. The workforce has been cut to the point that the remaining employees are having to work more for less pay with mileage being reduced on all existing jobs. Which equals to greater risks of excessive fatigue. Customer service as a whole is a thing of the past. The PSR plan does nothing to encourage new business and instead dictates to the existing customers how and when their product will be handle as well as forcing them to reduce the amount of cars they handle in order to cut out extra handling of them leaving the customer at the mercy of our company to hope they get product in a timely manner. While alot of what is shown on paper for the company is for the good of the customer and employees, there is no doubt that this plan has been a pump and dump scheme to feed the shareholders portfolio.	12/17/2019 5:21 PM
885	Over my 16 years railroading safety is on the back burner, car is pushing to move trains. The management is constantly pressuring now to get it done and wil negotiate amounts of track time. If employees go over times they are threatened with being taken out of service	12/17/2019 5:16 PM
886	Horrible	12/17/2019 5:14 PM
887	Terrible	12/17/2019 5:14 PM
888	Times have changed considerably	12/17/2019 5:13 PM
889	Horrible, who knows if we will be laid off tomorrow. Production slows down, customers suffer and all because no one cares to get anything done anymore. The past 10 years I have seen coffee and lunch breaks, to "that's not in your contract".	12/17/2019 5:11 PM
890	Longer heavy rough riding trains that beat ur body	12/17/2019 5:10 PM
891	10 years ago, Carmen were given ample amount of time to conduct an inspection. Currently, that is not the case due to manpower shortage. Before you can finish the inspection of one train, another train is waiting. To insure they both leave before their scheduled OS departure, we are rushed. Not mention that the bad order card that you applied being removed.	12/17/2019 5:07 PM
892	More work/responsibilities with less personnel. Leading to lower quality work.	12/17/2019 5:06 PM
893	A lot worse. As far as onus as employees and the general public.	12/17/2019 5:04 PM
894	I would say that more recently management has to micromanage and ask so many pointless questions especially when it is an emergency situation. For example down trees, landslides, flooding, etc. questions like what size tree, what kind of tree,how many tons of debris do you think is blocking the track and timeline of events. Our jobs are stressful enough as it is and management wants to put more on our plates	12/17/2019 5:02 PM
895	Worse this use to be a great place to work now it seem they care more about money than the people	12/17/2019 5:01 PM
896	It was safer before	12/17/2019 4:59 PM

PSR Survey

897	Seems the company I work for cares less about its employees and more about their profit. Which means less crew, base longer runs and less time to actually get rest. Not just time off.	12/17/2019 4:59 PM
898	Horribly worse now	12/17/2019 4:58 PM
899	Worst and getting worst day by day	12/17/2019 4:56 PM
900	Terrible	12/17/2019 4:55 PM
901	terrible	12/17/2019 4:54 PM
902	Terrible	12/17/2019 4:54 PM
903	Hostile work environments. They steal every dollar from you they. All safety is out the window.	12/17/2019 4:53 PM
904	Worse working conditions less people ensure safe procedures	12/17/2019 4:53 PM
905	Very poor with zero morale.	12/17/2019 4:52 PM
906	They are much worse and getting worse by the year (15yrs exposure)	12/17/2019 4:49 PM
907	The work place now is toxic. More worried about getting fired. Constant push from management.	12/17/2019 4:48 PM
908	A lot different , a lot of people continue to worry about losing their jobs daily . Concerns weigh on employees about possibly not being able to provide for their families.	12/17/2019 4:47 PM
909	It's no longer about the customer. There are more threats about being charged over thing completely out of train crews hands like if you get overtime you will be charged or if we go over 12 hrs we get charged those two thing are completely out of a train crews hands. Everything is rushed and should not be. Also crews are under constant pressure about when we will be charged one day we are told to get the job done no overtime do what you have to, the next they put a switch tag in the wrong place in the switch and they charge you for it.	12/17/2019 4:46 PM
910	Terrible. The company feels they can make us do whatever they please even if it clearly violates contracts then will deny all claims at every level. No wonder work moral is so low.	12/17/2019 4:43 PM
911	Now days the supervisors expect so much out of the men on day to day task but when the men apply the rules applied by the railroad itself nowadays, it's not possible to get the work done that we used to. Nothing like it was 17 years ago for myself.	12/17/2019 4:43 PM
912	Much much worse. I have 16 years with UPRR and over the last 10 years working conditions have drastically degraded.	12/17/2019 4:43 PM
913	10 years ago when the Harriman award was around, my employer did everything possible to make sure we good working conditions so on duty injuries were at a minimum. A job could take 12 hours and no one cared as long as nobody got hurt. 10 years later and that's out the window. It's all about on time departures and hurry hurry hurry and more work on the shoulders of the less people being employed.	12/17/2019 4:39 PM
914	Terrible	12/17/2019 4:39 PM
915	With NS on the Illinois division 10 years ago we had on my subdivision two truck gangs with 4 on each truck. They split the work over 150 mile stretch of track. With 4 headquartered operators, 2 welders, and 3 other various guys around off and on. 5 years ago those numbers were down to two guys per truck gang with the same operators. Today there is one truck gang with 2 guys. The smoothing gang now covers two subdivisions. The various dump truck is gone. The welders are various covering at least two subdivisions. So that makes it 2 on the one truck 2 welders covering more territory 4 operators covering more territory and 2 various operators really seen. They have also closed a yard and are trying to run two local trains out of one small yard. Maintaining this yard is very hard to do because it is always full or in use.	12/17/2019 4:39 PM
916	Manager presence is next to none , no mechanical forces to fix anything	12/17/2019 4:36 PM
917	Equipment isn't being properly inspected because roundhouses have been shut down and Carmen aren't given proper time to inspect cars properly.	12/17/2019 4:36 PM
918	Much worse, much more demanding, less pay. They fire 10 guys, give all the work to 1 and no increase in pay. Bogus	12/17/2019 4:36 PM
919	Very pressured to get the same amount of work done in less time with less people.. creating a	12/17/2019 4:35 PM

PSR Survey

	very unsafe work environment..	
920	Fast paced very little time for breaks	12/17/2019 4:35 PM
921	Far worse, morale is down, no one has any hope for their future career. Days are longer, we're never on duty less than 12 hours anymore because they roll much more work onto fewer crews.	12/17/2019 4:34 PM
922	railroad work is safe work. You just have to be mindful of your surroundings and always have your head on a swivel. Equipment in a yard can be very quiet. I would like to see the yards cleaned up because they are so much trash and debris you could trip over.	12/17/2019 4:33 PM
923	The work is still there but expected to do more with less, man power and materials	12/17/2019 4:30 PM
924	Safety wise it seems better, more answers than questions	12/17/2019 4:29 PM
925	Yes	12/17/2019 4:29 PM
926	it is lacking supervisors that know what they are talking about. Training is nil. supervisor don't care if you are trained properly, they just need to fill the position. Scary dangerous	12/17/2019 4:26 PM
927	Much more "Put people/safety 2nd, cutting corners and save a buck first".	12/17/2019 4:24 PM
928	Rushed to work and inspections overlooked	12/17/2019 4:24 PM
929	They are nothing like they were we are all scared we are going to lose our jobs we are in cause for more injuries because our minds are somewhere else	12/17/2019 4:24 PM
930	safety issues are not getting fixed such as lighting in the yard( just changing out light bulbs).	12/17/2019 4:23 PM
931	In the past 5 years there has been an increase in pressure to move more freight with less people and less safety rules at a faster pace. Equipment is no longer being inspected and cared for properly leading to more accidents and injuries.	12/17/2019 4:22 PM
932	Much worse with no actual regard for rules or safety	12/17/2019 4:22 PM
933	Worse. Less maintenance on track and signals. Managers more worried about getting to your power and moving than verifying paperwork and checking out power. Time is money to the carrier and any amount of delay is unacceptable including setting up PTC.	12/17/2019 4:22 PM
934	Much worse, it seems as nothing is being maintained.	12/17/2019 4:20 PM
935	It ain't no comparison. I rather have it like it was before PSR.	12/17/2019 4:19 PM
936	Understaffed, profit driven with zero regard to safety.	12/17/2019 4:19 PM
937	N/A, less than a year of experience.	12/17/2019 4:19 PM
938	Safety is last. Working with non compliant equipment on tracks that feel like we're gonna derail.	12/17/2019 4:18 PM
939	Working conditions have changed drastically within my employment and I have only been working with Norfolk southern for five years. Fewer man count, equipment and tools that don't work properly etc	12/17/2019 4:17 PM
940	Management always demanding more with less time to get it done. Disregarding safety	12/17/2019 4:14 PM
941	Much worse. The carrier has cut all safety related procedures that have been put in place over the last ten years. The latest, we now have zero yard vans, meaning either the conductor will be forced to walk the length of these new 10000 ft trains when done with his work, or coaxed into making a blind shove by managers who are worried about time, in order to get to the head end.	12/17/2019 4:09 PM
942	I honestly used to love my job. My co-workers were my best friends, brothers a better term for it. When we got the word in October 2018 that we will be getting laid off, everyone's attitude changed, management included. I've never been pushed harder to "look the other way," "let the defects go." Management has zero concern for the safety of their employees, or the safety of the public. I've watched the foremen let so many defects go. I've utilized UPRR Values Line to report harassment of management and foremen. I've even called the FRA and told the local guy what is going on. Still, no concern for employee safety or the public's	12/17/2019 4:08 PM
943	Low morale. Guys cutting corners to make the boss happy even though they're putting lives in danger.	12/17/2019 4:08 PM

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944	More and more contractors in property taking our jobs away	12/17/2019 4:06 PM
945	Safety is gone and managers tell you to violate rules to get more work done	12/17/2019 4:05 PM
946	They are horrible. Everyday you are in fear of being furloughed.	12/17/2019 4:04 PM
947	Poor and getting worse daily, management doesn't even have a railroad background, our assistant superintendent came from Menards	12/17/2019 4:03 PM
948	More stress on the workers	12/17/2019 4:03 PM
949	Working conditions have gotten worse in the last few years since they have started implementing the psr schedule. We are being intimidated into working long hours and performing a service that the customers don't want or even asked for. Being held out of service for a mistake is unnecessarily unfair.	12/17/2019 4:02 PM
950	Conditions today are significantly less safe. Railroads are pushing profit over safety. The industry needs to be more regulated.	12/17/2019 4:02 PM
951	Morale at an all time low	12/17/2019 3:56 PM
952	We are being hurried unnecessarily with safe train operations being cast aside. Heck, trainmaster wouldn't even let a conductor check head six cars for dangerous! All rules including FRA mandated are being forsaken.	12/17/2019 3:54 PM
953	It's only gotten worse, what was a good place to work has gotten to be worrisome if your going to have a job tomorrow or not	12/17/2019 3:54 PM
954	The locomotives are not being maintained since the implementation of PSR due to employees being laid off. Tracks are also being not maintained since layoffs in the track department.	12/17/2019 3:53 PM
955	They have gone down hill less track maintenance and car maintenance it's all about moving the cars as quick as possible safety is not important any more it's do what I say even if it's against France rules or you are fired	12/17/2019 3:53 PM
956	Worse	12/17/2019 3:53 PM
957	Safety is out the window, its all about moving cars. We are rushed through every aspect of our job.	12/17/2019 3:52 PM
958	Safety has taken a backseat to profits , work load has increased with rules being dialed down to increase productivity . Man power is ran at a bare minimum leading to an exhausted work force .	12/17/2019 3:51 PM
959	I hired on at CSX in 2011. The implementation of psr has negatively impacted my job in terms of morale, safety. We are constantly harassed to move trains quickly with zero regard for safety. Our jobs are threatened regularly. There is zero regard for an employee's state of mind, fatigue or for family issues. We are constantly threatened to be fired if we take any time off.	12/17/2019 3:50 PM
960	Very poor	12/17/2019 3:49 PM
961	Today it is more with less and everything is the teams fault no matter what the hold up is....	12/17/2019 3:48 PM
962	12 years ago I loved my job as a conductor. I am now a locomotive engineer and my working conditions have gotten worse since precision railroad has been adopted.	12/17/2019 3:48 PM
963	Worse. Harder to have a life and still can't depend on the train lineups except for trains that have out times.	12/17/2019 3:46 PM
964	The work conditions has been going down hill. Lack of concern safety of the employee. Incurage increase production at the expense breaking safety rule and rights like lunch breaks.	12/17/2019 3:45 PM
965	It stricter	12/17/2019 3:45 PM
966	Moral is horrible. Management looks out for their favorites. Precision railroading is a joke	12/17/2019 3:42 PM
967	Great 5 and 10 yrs ago. Dont know know, laid off	12/17/2019 3:39 PM
968	Volatile work conditions, poor Morale	12/17/2019 3:39 PM
969	Safety of employees and equipment is almost non existent. Carmen cutoff so equipment isn't checked as needed, detectors not functioning as they once were and all focus on train speed.	12/17/2019 3:36 PM

## PSR Survey

970	Much worse. Safety has went out the window. It's a get it done because I said attitude. Not what's the safest course of action anymore.	12/17/2019 3:35 PM
971	Not as focused on safety.	12/17/2019 3:35 PM
972	More pressure to get things done in a shorter amount of time with less manpower	12/17/2019 3:35 PM
973	I'm not sure	12/17/2019 3:34 PM
974	Much worse, the PSR model calls for "asset maximization" to cut cost what this really translates to is less money spent on necessary maintenance, and working the few peopme you have left twice as much...we in T&E are exausted.	12/17/2019 3:32 PM
975	Neutral. Some things safer, some things less safe.	12/17/2019 3:32 PM
976	Employee morale is at an all time low. KCS railroad is cutting costs where it hits the workers most. They are changing hours and schedules for the traveling workers to where we don't get as much time at home with our families. Along with many other things..	12/17/2019 3:31 PM
977	Safety is a bygone. They use to not only preach it but they actually practiced it. PSR seems to have instilled the value using safety against the employees as opposed to a tool to practice and teach.	12/17/2019 3:31 PM
978	It's not the same it's production over safety	12/17/2019 3:29 PM
979	On the mechanical side, I've seen a lot more employees being worried about breaking one of many rules and getting fired! Being nervous all the time leads to accidents!	12/17/2019 3:28 PM
980	They're worse! UP is so concerned about laying off their workers and destroying families they dont even see how many MORE derailments they are having and how unsafe the tracks are becoming. Maybe they should hire back their guys that are furloughed and fix them!	12/17/2019 3:27 PM
981	Way worse	12/17/2019 3:26 PM
982	Generally the same. With the exception of working later on travel days	12/17/2019 3:25 PM
983	The company's focus has completely shifted from working safe and efficiently to get it moved right now and they don't care how it happens. Simple things such as walking a key train after an emergency brake application or doing a proper air inspection seem to be at the discretion of whomever is in charge.	12/17/2019 3:25 PM
984	Safety seems to be less of a concern. Employees are not as happy as they were 5 years ago. I wouldn't recommend the railroad as a career for friends or family.	12/17/2019 3:23 PM
985	They are far worse....	12/17/2019 3:22 PM
986	Only been employed going into my second year. When PSR, Ckean Sheet, and Top 21 took affect I saw an immediate decline in rail traffic in NC. I got furloughed shortly after. Took a transfer to Harrisburg, PA in order to continue working.	12/17/2019 3:22 PM
987	Same amount of work; less people.	12/17/2019 3:21 PM
988	Safety is of no concern now	12/17/2019 3:21 PM
989	Worse now then I ever remember it when I hired out in 95.	12/17/2019 3:21 PM
990	Worst	12/17/2019 3:21 PM
991	5yrs ago we rarely worked 12hrs, now it's a min of 12hrs most of the time it's 13 to 16hrs on duty. Union agreements are rarely considered, violation of agreement that have been place for 30yrs are common and never paid.	12/17/2019 3:20 PM
992	Working conditions have been going down, lack of concern for the employees safety and well being is not priority. Since I've started	12/17/2019 3:19 PM
993	10-20 years ago, great. Now, horrible.	12/17/2019 3:18 PM
994	Ive been with NS for 20 years. The work conditions now are heavenly worse. No-one seems to want to work with eachother. Management talks down at you, they are constantly hounding you to get out the door. Hurry up, get that train out of the yard, do your inspection later, do your computer later, etc. There seems to be too much busyness being done by mngmnt, not enough assistance and cooperation.	12/17/2019 3:18 PM



PSR Survey

995	Worse	12/17/2019 3:18 PM
996	Degraded and more dangerous.	12/17/2019 3:17 PM
997	Moral is in the toilet! The job is horrible, I'm gone 6 out of every 7 days. Compared to 20 years ago it night and day worse. Safety used to be the main concern and now it's making employees work more to make up for less employees. Plus they sweep all remote control accidents under the rug, so they can say it's safe. Even though a fellow employee I hired out with in 1994 is dead because of the remotes. Corporate greed and the government doesn't care!	12/17/2019 3:17 PM
998	Since trains are now much longer and very very heavy sometimes makes for long working days and not maintained motors is pretty stressful operating in my territory.	12/17/2019 3:17 PM
999	Short staffed, less people doing more work across larger territory.	12/17/2019 3:16 PM
1000	The demands of train crews have almost doubled, and there is no concern for how a man feels, or how much a man works, as long as he is working non stop, his rest doesn't matter. On trains for 13, 14, or more hours, and the company well aware of HOS, yet, they do not care, and want you back on your rest to perform our work, and run trains. The criticism of a crew, and the liability of any delays that happen are all on train crews, and not many other factors are considered. The lists are cut down to a point that the men on them are being worked into the grave, and they don't even have enough to cover the jobs that they do have, but want everybody to steup and work on off days, and if you don't they take offense to it.	12/17/2019 3:16 PM
1001	They are rough. They just want cars moved	12/17/2019 3:11 PM
1002	Ten years ago it was absolutely all about safety. I remember being told by a supervisor I don't care what you get done as long as you do it safely. I reminded him of this statement just a few months ago and he laughed in my face.	12/17/2019 3:11 PM
1003	We inspect less and run way more trains. Longer trains and unmanned inspections do not have any increased accuracy over their previous versions. If anything they are less accurate.	12/17/2019 3:10 PM
1004	It's a lot harder to get track to get track time.	12/17/2019 3:10 PM
1005	I have only been with the Railroad for 2 years	12/17/2019 3:09 PM
1006	Worse, longer trains more failures of cars and engines	12/17/2019 3:08 PM
1007	Terrible	12/17/2019 3:06 PM
1008	Absolutely safety comes last. Cars shipped no paperwork or proper air tests. Trainmaster's running scarred of losing they're jobs , in turn making hasty decisions. Trains being put together over tonnage or overlength with Trainmasters and Yardmasters knowing it. Yet nothing is said about it in hopes the crew will not catch it to get the cars off their territory and off their reports for cars in limbo at their yard. Crews being pressured at yards and locals to get the same amount of work done that used to take 12 hours Done in 8 by cutting corners on all aspects. Also being pushed out of the door 15 min after on duty without allotted time to print off your bulletins read and have a full understanding of them. Inadequate training for new hires. Just had a new hire get rolled between 2 pieces of equipment in the first week on the property in Syracuse ny.	12/17/2019 3:05 PM
1009	Poor	12/17/2019 3:03 PM
1010	With decline of business the work conditions have declined also, maintenance of tracks suffer as well as incentive for safety performance	12/17/2019 3:02 PM
1011	Short on people machinery and they want more productivity	12/17/2019 3:02 PM
1012	Doing a lot more with a lot less. Equipment falling apart	12/17/2019 3:02 PM
1013	Work conditions have declined significantly over the last thirteen years. Within the last five it has become very harsh and moral is at an all time low.	12/17/2019 3:02 PM
1014	Worse	12/17/2019 3:01 PM
1015	5 years ago I was able to hold and had a steady income. Now I have to chase and leave my family behind. If i don't I'll lose my house. Moral is down the guys that are working are over worked tired and stressed. Employees are getting stuck on trains mire than 12 hours	12/17/2019 3:01 PM

PSR Survey

1016	We have less time to do more work. Management is demanding more of us increasing our safety risks involved with all aspects of our work, in the MOW along with other crafts.	12/17/2019 2:59 PM
1017	Not enough people to help ! Carriers use to many contractors that are not as well trained as MOW employees.	12/17/2019 2:58 PM
1018	Safety is no longer a concern , Only the production numbers matter	12/17/2019 2:57 PM
1019	The atmosphere is 10x over more about the company profit above all... Rediculous expectations about attendance (all aimed at reducing man power to increase profit) rule changes concerning rushing crews from on duty times to departure ( to help reduce dwell time to make it appear that it's more efficient) unconcerned about safety briefings or personal protective equipment or even proper train documents...	12/17/2019 2:56 PM
1020	The tracks, switches and leads are in horrendous condition. There is no maintenance only minimal repairs. The switching leads at Davidson cause derailments weekly and the management plans on increasing track speed.	12/17/2019 2:53 PM
1021	Horrible!!! Our company used to seem to ALMOST care about our well being and letting us have a life....Almost. Recently has been far worse. Working constantly off rest, removing personal leave days after they have been scheduled. Not obeying contract and terminating crews that do not do what they want that violates said crew. This upon numerous other infractions that go unpunished by the carrier.	12/17/2019 2:52 PM
1022	There is more work with less hands. New policies are implemented and enforced without regarding existing policies or capabilities to adhere to the new while following the existing. Many people comply out if fear and neglect to do the job right by the governing standards.	12/17/2019 2:52 PM
1023	Worse	12/17/2019 2:51 PM
1024	10 times worse than it's ever been.	12/17/2019 2:50 PM
1025	Too much work, not enough people!!! Management trying to force people to use shortcuts.	12/17/2019 2:48 PM
1026	I've been furloughed...	12/17/2019 2:48 PM
1027	We are hurried out of the yards without proper time to check the paper work or to go through the engines. They have thrown out most all safety aspects in how we did our jobs. Pushing for tighter scheduled departures	12/17/2019 2:48 PM
1028	A lot worse. Stress levels all time high. Morale all time low	12/17/2019 2:47 PM
1029	Terrible	12/17/2019 2:46 PM
1030	They are worse, everyone worried all the time and tied from being worked to death	12/17/2019 2:45 PM
1031	Under staffed. Working to many hours.	12/17/2019 2:43 PM
1032	Seams that the management is cutting more jobs that are still needed and putting more stress on the few people that are left that have good seniority and can hold. Then leaves others sitting at home with no job.	12/17/2019 2:43 PM
1033	Way worse	12/17/2019 2:43 PM
1034	Worse	12/17/2019 2:42 PM
1035	Less manpower. Management seems to be less informed and knowledgeable in how to properly and safely accomplish work. Priorities have changed to work getting done rapidly rather than with quality and safely.	12/17/2019 2:42 PM
1036	Simply awful	12/17/2019 2:41 PM
1037	Worse. More is expected from fewer employees and safety concerns are put in the back burner. Morale is down and never in my 15 years have I seen more employees not care about their job.	12/17/2019 2:36 PM
1038	Safer	12/17/2019 2:34 PM
1039	5 years ago it was steady and plenty of business. 10 years ago was rough but not as bad as it is now for the working man.	12/17/2019 2:33 PM
1040	Worse	12/17/2019 2:31 PM



PSR Survey

1041	Worse	12/17/2019 2:31 PM
1042	Only been here 3 years but this last year seemed to be worse than last. Less time at home and more time sitting around waiting to try and get time on the tracks	12/17/2019 2:31 PM
1043	They are worse now then they have been in years past.	12/17/2019 2:29 PM
1044	Working conditions have gotten worse and safety has gotten pushed to the side for profit!!	12/17/2019 2:29 PM
1045	Worse	12/17/2019 2:29 PM
1046	Horrible, unstable	12/17/2019 2:29 PM
1047	More risk being taken to complete task. Working in fear of job. Rules changed to increase risk.	12/17/2019 2:27 PM
1048	Worse	12/17/2019 2:26 PM
1049	Worst	12/17/2019 2:25 PM
1050	Worse. We have ran off all of the local work also it is like the company has stopped caring about us we either work or find another job	12/17/2019 2:25 PM
1051	Declining	12/17/2019 2:25 PM
1052	Not good we can not even get the PPE that we need	12/17/2019 2:24 PM
1053	5-10 years ago it was a job with security, pride, and now it is day to day worried about being in the unemployment line, total chaos, no order what so ever, more work which means more of a chance for injury, not to mention less rest because we are under staffed and constantly working off rest	12/17/2019 2:23 PM
1054	Better. Much better than 10 to 20 years ago.	12/17/2019 2:22 PM
1055	absolutely disorganized, disrespect, completely unsafe	12/17/2019 2:21 PM
1056	Work conditions are worse pay is getting worse and the union is getting bullied and from our perspective doing nothing about it. Every year we lose more and more. A lot of people are going elsewhere for employment. They feel like if the pay isnt worth it why not have a normal life instead.	12/17/2019 2:21 PM
1057	Worse by the day	12/17/2019 2:19 PM
1058	Much worse. Less people, more seasoned equipment, more of a get the job done regardless of risk mentality. Keep in mind we used to have plasser intrack welding jobs with 0 contractors. Now there's contracted Holland trucks everywhere on UPRR To add. Culture is gone. There are few seasoned through the ranks management left. Mostly college grads that have never done the work.	12/17/2019 2:13 PM
1059	Undermanned compared to 5 and 10 years ago. Each job has gotten more responsible added to them as well.	12/17/2019 2:13 PM
1060	I cannot work at home	12/17/2019 2:13 PM
1061	Worse	12/17/2019 2:11 PM
1062	All trains do more work from origination to finial destination. And the plan for trains change from week to week or more often. 10 years ago a train may work 2 to 3 yards along the way but not any more. This has lead to bigger trains that move slower across the rail except down hill. Thus delaying costumer service to thise whi have not shifted business ti trucks.	12/17/2019 2:11 PM
1063	Work conditions are terrible. This used to be a great place to work. Now it is a depressing joy killing job that I hate.	12/17/2019 2:11 PM
1064	Expected to do more work with less people. In some instances it is unsafe to work. Some places we don't have the proper tools to work with.	12/17/2019 2:10 PM
1065	scared that i can be fired anytime to save them money	12/17/2019 2:08 PM
1066	Not as good. Less machines. Men.	12/17/2019 2:06 PM
1067	Worse now than when i started.	12/17/2019 2:04 PM
1068	Worse. I hired out in 2014 and in that short time morale has decreased. PSR had made it to	12/17/2019 2:02 PM

## PSR Survey

were less people are doing more work. Cutting boards, furloughing employees, running longer trains. It's all a recipe for disaster

1069	Might as well be labor camps! These are the worst conditions any one could imagine!	12/17/2019 2:01 PM
1070	Working conditions have become more stressful with an added emphasis on moving freight over safety.	12/17/2019 2:01 PM
1071	The working conditions here are awful. I dont have a clue when I might get called. They call me on my days off. The engines are disgusting. And when I say something to the co or the union. All they say to me is if I dont like it quit.	12/17/2019 2:00 PM
1072	Worse, always short staffed never have anyone available to work and when trying to sleep at night constantly ringing your phone running roster calls. Cutting jobs off to make the numbers look good.	12/17/2019 1:59 PM
1073	Terrible. Rushed, unsafe.	12/17/2019 1:57 PM
1074	Less support. Work harder to make up for the lack of man power. Work longer hours.	12/17/2019 1:57 PM
1075	There are less employees and more contracting. Less defect on the track. Less time to work on the track.	12/17/2019 1:54 PM
1076	Night & day difference to 10 yrs ago	12/17/2019 1:54 PM
1077	Worse. Operations over safety.	12/17/2019 1:53 PM
1078	You are still expected to perform a quality job, safely.	12/17/2019 1:53 PM
1079	The situation has deteriorated drastically, it's all about profit rather than safety. The rules and standards are stretched to the breaking point in the claims of efficiency. Customer service has aslo dropped drastically due to restrictions put on the shippers by the railroads	12/17/2019 1:49 PM
1080	better	12/17/2019 1:48 PM
1081	Worse!	12/17/2019 1:45 PM
1082	Poorly safety is not priority	12/17/2019 1:45 PM
1083	The focus has went from safety to production. With potential discipline resulting from under performance.	12/17/2019 1:45 PM
1084	Don't care about train length or if we can stop off crossings and want same amount of work from less people	12/17/2019 1:44 PM
1085	Worse	12/17/2019 1:44 PM
1086	Better	12/17/2019 1:44 PM
1087	We asked to do more work with less men and time on the track	12/17/2019 1:43 PM
1088	Safety is slowly going out of the window	12/17/2019 1:43 PM
1089	I had a great job 10 years ago ! Now no life and struggle! The attendance policy was made for Monday through Friday 8 hr a day jobs ! You work sick , exhausted! And in unsafe conditions! For employees and surrounding citizens!	12/17/2019 1:43 PM
1090	Workload has increased significantly, with less man power. Which in turn has drove moral down. Adding stress with no overtime and short windows to complete tasks	12/17/2019 1:41 PM
1091	More stressful now than ever before. Fewer employees on hand to attend to safety critical matters	12/17/2019 1:40 PM
1092	Poor	12/17/2019 1:39 PM
1093	Safety isn't a priority	12/17/2019 1:39 PM
1094	180 degree Going backwards	12/17/2019 1:39 PM
1095	Terrible	12/17/2019 1:36 PM
1096	Fewer trains, less workers but they expect the same production if not more	12/17/2019 1:34 PM

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1097	Working conditions I feel haven't changed a lot however certain rules and guidelines I believe need to be visited once again	12/17/2019 1:33 PM
1098	More stressful, not as enjoyable. About the same safe wise	12/17/2019 1:32 PM
1099	Less is more	12/17/2019 1:29 PM
1100	Short handed bad	12/17/2019 1:28 PM
1101	Didn't have the outrageous demands for production over safety 5 years ago. Didn't have 15k foot trains trying to run where 8k foot trains wouldn't fit. Didn't have severely underpowered trains then.	12/17/2019 1:27 PM
1102	Far worse. You are expected to do the work of three people day in and day out. Work 12 hours, rest, do it again. Your quality of life doesn't matter	12/17/2019 1:27 PM
1103	Hostile	12/17/2019 1:27 PM
1104	Terrible	12/17/2019 1:27 PM
1105	Long hours! Hogging out every trip, taking 14-16 hrs getting to hotel or home, then getting right back out.	12/17/2019 1:26 PM
1106	They are worse	12/17/2019 1:26 PM
1107	I am constantly rushed. It is becoming more apparent that equipment maintenance, including safety appliances and the like, are not being prioritized for crews or the public.	12/17/2019 1:26 PM
1108	Less safety oriented, more pressure for a farce of a workforce. Impossible demands.	12/17/2019 1:26 PM
1109	Everything about it sucks	12/17/2019 1:25 PM
1110	Seems to me safety was more important 5 years ago they still preach safety but it hurry up we got to go make every minute count	12/17/2019 1:23 PM
1111	The Railroad environment has completely changed. It's no longer a managing the railroad it is managing the numbers..	12/17/2019 1:23 PM
1112	Horrible. Safety has become secondary at CSX. Seems common sense has too.	12/17/2019 1:22 PM
1113	Much worse. Safety is out the window. Maintainance is out the window. Very abusive conditions	12/17/2019 1:22 PM
1114	Working conditions have declined greatly in the last 18 years	12/17/2019 1:22 PM
1115	No focus on safety just force employees to do whatever they haft to to complete the job if you go over 12 hrs they will charge the employee if they refuse to complete	12/17/2019 1:20 PM
1116	More often with longer hours and less rest between shifts.	12/17/2019 1:19 PM
1117	It's terrible can't get good rest because they calling all hours of the night when it's not your turn to go to work due to shortly staffed extrabords	12/17/2019 1:16 PM
1118	Worse	12/17/2019 1:16 PM
1119	Do more with less,vacation time the man count goes down and they expect just as much.	12/17/2019 1:14 PM
1120	Terrible rush rush rush no time to do our work Scared to death if we will even have a job	12/17/2019 1:13 PM
1121	Horrible. Longer, heavier trains make it more difficult to run safely or find places to stop without hurting the public's ability to cross the tracks. And doing it with skeleton crews. Much less family time at home and longer more stressful days.	12/17/2019 1:12 PM
1122	Work conditions are worse now compared to 10 years ago.	12/17/2019 1:07 PM
1123	A little more to do	12/17/2019 1:01 PM
1124	Has gotten progressively more rushed more work and overall less safe.	12/17/2019 1:00 PM
1125	Have got progressively worse.	12/17/2019 1:00 PM
1126	Much smaller workforce now, asking less and less people to do the same work as before.	12/17/2019 1:00 PM
1127	Worse	12/17/2019 12:57 PM

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1128	Seems to be less manpower. We do more with less, and way more contractors on site.	12/17/2019 12:53 PM
1129	Worse	12/17/2019 12:52 PM
1130	Harder work for less pay	12/17/2019 12:52 PM
1131	Working conditions are definitely worse. Head count is drastically down. But work expectations are increasing every down. We are expected to do more work with less people. All negativity aside. It is just a matter of time until accidents increase due to less help.	12/17/2019 12:50 PM
1132	Not enough track time to effectively maintain track	12/17/2019 12:49 PM
1133	Unhealthy	12/17/2019 12:48 PM
1134	Horrible	12/17/2019 12:46 PM
1135	They expect us to do 12 hours of work in a 5 hour period and sooner or later it will cause a serious injury, death or major derailment in a populated area that will cause numerous deaths.	12/17/2019 12:46 PM
1136	They suck	12/17/2019 12:42 PM
1137	About the same	12/17/2019 12:41 PM
1138	It's hurry, hurry	12/17/2019 12:37 PM
1139	Much more hardship.	12/17/2019 12:36 PM
1140	I hired on in 2018. Just in that short time we have cut more rules, and I have seen more people in Leave of Absence status. I feel like we are getting hurt more.	12/17/2019 12:27 PM
1141	Work conditions generally in my experience are close to the same. Keep I my mind I am a Track inspector and have held that position for 20 years	12/17/2019 12:26 PM
1142	Greatly deteriorated.	12/17/2019 12:23 PM
1143	Worse	12/17/2019 12:23 PM
1144	More dangerous. Less employees and more stress and work on current employees.	12/17/2019 12:21 PM
1145	Less men doing more work with less men how safe is this	12/17/2019 12:20 PM
1146	Conditions have gone down dramatically in the last 5 years at Norfolk Southern	12/17/2019 12:19 PM
1147	Upper management screams safety but lower management pushes yes safety but only if it doesn't create overtime.	12/17/2019 12:18 PM
1148	Extremely low moral and no pride in our Job any more	12/17/2019 12:16 PM
1149	Very reduced labor force, where less people have to do more work with less. Less tolerance to repair track issues because cant stop trains for repairs. Creating dangerous conditions for workers ,trains, and communities along routes	12/17/2019 12:16 PM
1150	Remainthe same	12/17/2019 12:14 PM
1151	More work is expected of us with less manpower, and it is expected to be done just as fast of not faster. We basically are at a dead run every day.	12/17/2019 12:13 PM
1152	No change	12/17/2019 12:13 PM
1153	I'm a thru freight conductor and I spend more tine on the ground right now inspecting hot axles and fixing other problems such a replacing knuckles than ever before. I blame it reduction of workforce in the car department, car department employees being forced to overlook bad orders, and the ridiculous lengths of the trains	12/17/2019 12:06 PM
1154	I hired on in 2008, safety was at the forefront of every conversation, every video, every company communication. Since PSR and corporate greed, with Union Pacific, safety has become irrelevant. The employee has become a replaceable commodity and the dollar now drives every single decision.	12/17/2019 12:01 PM
1155	Things have went downhill. What use to be an awarding job has turned into a complete shit show.	12/17/2019 12:01 PM
1156	not as good	12/17/2019 12:00 PM

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1157	Work conditions now compared to 10 years ago are horrible now.	12/17/2019 11:54 AM
1158	Terrible. Staffing has been reduced, but no enhancements made to the jobs to compensate.	12/17/2019 11:45 AM
1159	Much worse	12/17/2019 11:43 AM
1160	Some for the better and some for the worse	12/17/2019 11:42 AM
1161	Safer work wise for people on ground but not safer for train traffic	12/17/2019 11:36 AM
1162	The work conditions really haven't changed But the morals have.	12/17/2019 11:36 AM
1163	Alot less work and bigger trains.	12/17/2019 11:31 AM
1164	Expectations on production are much how while expectation on doing it safely are lower. Keep the trains moving at all cost regardless of what time or regulation may need to be bent or broken in order to do so.	12/17/2019 11:22 AM
1165	It sucks	12/17/2019 11:16 AM
1166	Hostile, run by intimidation and fear of job loss	12/17/2019 11:09 AM
1167	Dangerous	12/17/2019 11:04 AM
1168	Worse	12/17/2019 11:01 AM
1169	Absolutely terrible	12/17/2019 10:58 AM
1170	They have gotten worse over my twenty-two years. Especially in the last. Seeing more young guys quit and go to other jobs. I am even thinking of quitting and looking for a new line of work as a career at 43 year old	12/17/2019 10:55 AM
1171	More work with less men!!!! I can thank my union brothers for this current situation we are now in for gladly doing more than one job which allows the company to advertise fewer positions. The union, itself, is also to blame for not fighting vigorously enough to deter the company from such practices.	12/17/2019 10:53 AM
1172	Much less focus on safety and more focus on production. Mass uncertainty over if you will even have a job week to week. Fewer crews working on less rest and doing more work.	12/17/2019 10:51 AM
1173	Much less safer, morale has taken a nose dive. Much harder to get tools to complete work, occasionally having to take shortcuts to complete jobs.	12/17/2019 10:51 AM
1174	5 years ago there was a strong effort for safety, for the workers and the public. Now it feels much more about doing whatever it takes to keep the trains running even if that takes lives!	12/17/2019 10:48 AM
1175	Terrible, horrific! Less safety more productivity with less employees for record breaking financial gain seems to be the trend. Equipment is now subpar and jeopardizing employee and public safety.	12/17/2019 10:43 AM
1176	They don't. Nothing is maintained. No heat in crew room. Lucky to have toilet paper.	12/17/2019 10:28 AM
1177	There's less local manpower and a lack of proper tools to work in a productive and safe manner compared to 5 years ago.	12/17/2019 10:10 AM
1178	Very similar	12/17/2019 10:06 AM
1179	Working conditions are not near as good as they were 10 years ago.	12/17/2019 10:01 AM
1180	It is safer in my opinion but I must say it is a much faster pace than ever before with the advances in technology and I find it absolutely necessary for more eyes to be over everything that goes on.	12/17/2019 9:50 AM
1181	less peoples	12/17/2019 9:36 AM
1182	Been here for 22 years, what we are doing on the UP doesn't even resemble railroading. The worst conditions I have ever seen.	12/17/2019 9:35 AM
1183	I cannot speak on 5 years ago, I've only been here 4 years now, however I love the job but the conditions are worsening.	12/17/2019 9:03 AM
1184	Terrible	12/17/2019 9:02 AM

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1185	A lot more stressful and just generally worse overall	12/17/2019 8:53 AM
1186	Safety has gone downhill. It's all about moving cars first. Longer, heavier trains with less people.	12/17/2019 8:52 AM
1187	Worse safety is sacrificed and everyone's workload has increased due to cutting off other crafts.	12/17/2019 8:52 AM
1188	Less favorable for employees and customers	12/17/2019 8:41 AM
1189	The work conditions now are horrible the workplace is ruled by fear and intimidation. We are constantly being followed, watched, and harassed on a daily basis. We have people getting wrote up for any and everything under the sun if they don't do what management says even if it's a violation of our contract or a safety violation it doesn't matter to the local management because they will be fired if they don't get done what their bosses tell them	12/17/2019 8:39 AM
1190	Locomotive cabs are not as clean, equipment is breaking down more often, boards are being ran into the ground to do more with less	12/17/2019 8:31 AM
1191	Same	12/17/2019 8:29 AM
1192	Horrible	12/17/2019 8:27 AM
1193	Better	12/17/2019 8:26 AM
1194	They are worse than they have ever been! Our manpower has been continuously cut back, 1000 plus rules we are expected to follow, in addition to three times the amount of work that we are expected to do!	12/17/2019 8:17 AM
1195	More rushed now. Not enough people to do work. Instead of maintaining railroad, spending days to find a loophole in the rules to avoid slow orders. Much more unsafe	12/17/2019 7:59 AM
1196	Work conditions have become miserable trying to get adequate rest. Safety for transportation has become terrible with job cuts. Mow can not keep walkways cleaned among numerous other things.	12/17/2019 7:58 AM
1197	The current PSR environment at Union Pacific is the worst work environment I've seen in the seven years I've been employed there. Every aspect of the job is less safe and more rushed. Not only are they dumping the work of multiple people/crews into one person/crew but they are doing it at the cost of safety and providing acceptable service to customers.	12/17/2019 7:56 AM
1198	Much worse. The fatigue issue was never resolved, the attendance policies are much stricter, the discipline for even minor rule violations is much harsher, and we are forced to use multiple technology platforms that are not ready to be used in the way they are being used.	12/17/2019 7:55 AM
1199	I used to feel proud that I worked for the railroad and did a good job. Now with all the Management that is pushing Psr has no idea of problems ahead.	12/17/2019 7:52 AM
1200	The atmosphere is tense and horribly stressful with deadlines and expectations that are unreasonable. Its is 5x more dangerous today than 5 years ago, I've been with the railroad 14 years	12/17/2019 7:47 AM
1201	Worse. Reduction in numbers of employees with the same amount of work, has resulted in more labor, hours and stress per employee.	12/17/2019 7:47 AM
1202	Horrible	12/17/2019 7:30 AM
1203	Working conditions are horrible. Trains are way to long, task are way to big to handle, and the management pushes us harder and harder every day.	12/17/2019 7:27 AM
1204	Moral is lower. Jobs are fewer.	12/17/2019 7:19 AM
1205	Over reliance on technology. Creating complacency with wayside signals. Engineers, rookie and veterans, solely rely on PTC. On the occasion it doesn't work the rookies have to relearn how to run a train and the territory.	12/17/2019 7:13 AM
1206	Minimum wage is way higher now	12/17/2019 7:10 AM
1207	Pretty awful. Train delays have increased and cars are being shuttled from one end of the yard to the other just to show that they are "moving" and not accumulating dwell time.	12/17/2019 7:10 AM
1208	It seems that the work conditions are currently still at high rate.	12/17/2019 7:07 AM



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1209	Horrible	12/17/2019 7:05 AM
1210	Things are getting overlooked/ rushed, with this do more with less idea	12/17/2019 7:05 AM
1211	Simply work tasks now take longer.	12/17/2019 6:54 AM
1212	Every train hogs	12/17/2019 6:53 AM
1213	We have gone from 4 or 5 man maintenance crews down to 3 man maintenance crews. Our track inspectors were inspecting 30 miles of track back then... Now some are taking care of 60+ miles. Our large production gangs have been had manpower cut 30% across the board and expectations are to do more with less... Headquartered jobs are harder to find for younger employees. We can barely put out fires with the manpower we currently have in place... Yet when we have big Capital projects the company brings in Contractors because we don't have enough people and equipment to manage the task. Contract welders are consistently screwing up thermite welds... We don't even let them touch frogs. The use of electronics such as GPS, HLCS, and Drive Cams hold people to a higher standard sure... But the Company uses them as disciplinary tools. Not to mention not wanting to pay us for driving track inspector trucks home. Federal law states if we are being held to a "code of conduct" we are entitled to compensation. They don't want to put us on call for weather emergencies but get upset when we don't answer our phones... Safety policies are ridiculous and are written solely to alleviate any company owned liability toward injury. The expectations today are so much more tedious than they were 14 years ago. No wonder we can't keep any new employees. They can make more money and work year round in the oil fields. Of I didn't have the time invested like I do I might've jumped ship...	12/17/2019 6:53 AM
1214	Worse	12/17/2019 6:47 AM
1215	Worse,its more with less.all the way down to conductors doing "qualified mechanics" work	12/17/2019 6:43 AM
1216	Less safe. Much more stressful.	12/17/2019 6:41 AM
1217	About the same.	12/17/2019 6:40 AM
1218	Less job security so lower morale. More handling of cars coupled with micro managing of management adding to stress levels anxiety and low morale. A sense that company doesn't care about employees	12/17/2019 6:36 AM
1219	Working with minimal rest and working significantly more hours. The mainline condition is fatigued, and need of capital improvement. The company has no desire to spent the money to improve infrastructure.	12/17/2019 6:35 AM
1220	Worse	12/17/2019 6:24 AM
1221	Boards are exhausted and when you do work you don't get tied up until 14-15 hours on duty.	12/17/2019 6:15 AM
1222	Man power is down, told to learn to do more with less. More contractors.	12/17/2019 6:10 AM
1223	Worsening	12/17/2019 6:09 AM
1224	Zero concern for safety. Hence 5 UP employees dead in 2019.	12/17/2019 6:09 AM
1225	Conditions have gotten much worse. Safety incidents have increased due to increased pressure on employees.	12/17/2019 6:05 AM
1226	On Union Pacific There focus has changed from safety to gotcha moments to intimidate workers. Keeping them from saying anything. What we have now is what ever it takes for the numbers.	12/17/2019 6:04 AM
1227	Worse than before	12/17/2019 6:01 AM
1228	Worse	12/17/2019 6:00 AM
1229	Safety seems to not be a concern anymore	12/17/2019 5:58 AM
1230	Harder. Never know when I'm going to work . Always tired..	12/17/2019 5:54 AM
1231	fewer larger trains. fewer trains is fewer jobs	12/17/2019 5:52 AM
1232	Honestly, they haven't changed for the better. We still drive hundreds miles each work week in god awful driving conditions through wet, winter months. We do our job in cold, rain, snowy	12/17/2019 5:47 AM



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conditions through the winter and blistering, heat stroke conditions through the summer months. We don't complain much about the weather conditions but the railroad doesn't seem to think we deserve better travel allowance. We put our lives on the line in so many ways on the job. The Union Pacific Railroad should recognize the fact that the travel is just as hazardous. For the last 20 plus years we have not seen even a budge on the issue. Everytime it has been brought up it gets thrown back in our face as a "union issue". That's bullcrap. Do you think for one second any employee from Omaha would travel four times a month in those dangerous conditions, leaving their families for possibly the last time and for no real compensation? Also, we our damn near forced to share a room with another employee to make the per diem cover costs on the road. We have fought these kinds of issues for years and treated like dirt for over twenty years! Now, the the conditions on the track have not changed one bit. You have chemicals in the tracks, chemicals in the ties, chemicals in the air from diesel fumes and other sources of harmful by products whether it is from railroad otm, waste and garbage or other manufacturing/company properties, etc. During a large natural fire this last year we were exposed to dangerous levels of smoke causing many of us to have severe headaches, congestion, irritated eyes. The railroad has been around for a long time and never put together a safety action plan for this kind of situation? Come on! We were told to suck it up, get out there and do your job. We were told that railroad will do better next time. Next time?! We still work in all of these dangerous scenarios and still get treated like grunt labor without education. We work hard with pride in our hearts and a job well done, yet we are treated like nobodies. No respect hurts a mans soul and then the lack of fair compensation is the gut punch.

1233	Less people, and working longer hours	12/17/2019 5:40 AM
1234	Demands on attendance are much stricter to the point one cannot mark off for fear of severe response from company. You can be sick and not need a doctor visit, or just exhausted as they company is well below staffed as they should be.	12/17/2019 5:39 AM
1235	In mow, a lot more work is expected with limited track time and keep cutting jobs, lessening the amount of workers.	12/17/2019 5:32 AM
1236	They are worsening. Railroad use to be an art. Now it's robotic. I have 20.5 years and I wish I can go back to the era when I first started railroading...when there was pride going to work! Now is resentment because of the silly culture the railroad has become especially with PSR.	12/17/2019 5:31 AM
1237	Everything now is about go! We're skipping vital knowledge, cutting corners, pushed out the door.	12/17/2019 5:29 AM
1238	Safety is out the window , everything needs done ten minutes ago.	12/17/2019 5:26 AM
1239	More stress, harder to concentrate on work, feel less of a person, and more like a number and a heartbeat. The job is becoming more dangerous	12/17/2019 5:23 AM
1240	Bad! Less workers on the track to maintain the track to help each other out. Right know One worker has to do the work of 2 or 3 workers. Do to the reduction of the work force of each Gang. They cut one or two Assistants Foreman of each Tie n Rail gangs. Some surf gangs dont have Surf gang foremans. The managers n supervisors are pushing the operators to get track n time,form B.s., slow orders n put time in. That is to much responsibility for those operators. i have seen alot of nepatizim n favoritism among Managers n supervisors towards workers.	12/17/2019 5:21 AM
1241	Worse	12/17/2019 5:21 AM
1242	Working conditions have grown to be terrible. Jobs are cut, but the work those jobs did doesn't go anywhere. It's piled onto the nearest job to add to their already heavy load. We are intimidated by management all the time to make the impossible possible. There are never enough workers to do the jobs needed. Safety has been taken out of the equation and customers are heavily adding trucking over rail.	12/17/2019 5:20 AM
1243	They don't compare at all. Low work force, no track time to do maintenance or money spent on maintenance. Track and bridge conditions are very poor compared to a few years ago.	12/17/2019 5:18 AM
1244	Focus is 100% on production with safety rules being pulled back to allow for faster car turnarounds.	12/17/2019 5:18 AM
1245	Much worse. So many cuts has been made that those of us that are left it's putting more a more things to do that we are not used to doing or never have.	12/17/2019 5:18 AM
1246	Worse, do more with less attitude from management	12/17/2019 5:15 AM

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1247	You're more "rushed" now to not make ANY overtime, and switchmen/brakemen are being cut from locals and switching jobs that most definitely need them.	12/17/2019 5:11 AM
1248	Dramatically worse	12/17/2019 5:08 AM
1249	They are much better now	12/17/2019 5:07 AM
1250	Terrible. Morale is bad. A job that everyone said your lucky to have and it's great turned out to be the opposite.	12/17/2019 5:03 AM
1251	they have gotten worse safety has been downgraded and the abillaty to use tools designed improve safety and efficiency have been banned	12/17/2019 5:03 AM
1252	being threaten with insubordination charges just for asking if they are sure it's safe	12/17/2019 5:02 AM
1253	Safer, less productive	12/17/2019 5:00 AM
1254	Worse trying to do more with less people good chance they leave defects	12/17/2019 4:58 AM
1255	They just keep getting worse and worse	12/17/2019 4:54 AM
1256	Today compared to when I hired in 17 years ago is vastly different. Norfolk Southern used to be very rules compliant but well maintained railroad. Today they have cut labor so that whoever is left is working significantly more because and on a new unrealistic attendance policy. The engines, track, and buildings are not maintained to the standards as before. And now the top priority even above safety is fuel conservation.	12/17/2019 4:54 AM
1257	Employee moral has gone down drastically. Equipment is not maintained.	12/17/2019 4:53 AM
1258	More unsafe tracks are not maintained as well as 5 years ago.	12/17/2019 4:50 AM
1259	Less and less manpower, putting off needed maintenance, and more aggressive discipline, just looking to get rid of workers anyway they can.	12/17/2019 4:48 AM
1260	Much longer hours, less equipment and men to work with	12/17/2019 4:43 AM
1261	Better	12/17/2019 4:40 AM
1262	Over the past five years PSR has put a strain on the entire work force. We feel a constant pressure from our supervisors about the "budget". We are being forced to stretch ourselves thin by rushing all of our work with less help. We are put under constant stress and it is causing the quality of our work to falter, the work we are performing is becoming less precise, and less valuable. As a whole the workforce is being put into position where production comes first and safety last.	12/17/2019 4:26 AM
1263	Always under stress for rule violation	12/17/2019 4:26 AM
1264	Safety has went out the window with the company.	12/17/2019 4:23 AM
1265	Not as safe	12/17/2019 4:20 AM
1266	There is no comparison!! safety is out the window, they have the boards cut so thin you feel like your drunk out there because your so tired. Only thing that matters with the railroad now is the all mighty dollar!!	12/17/2019 4:16 AM
1267	Terrible! Trips are longer, walking trains is 3 times as far safety has gone out the window	12/17/2019 4:16 AM
1268	Worse	12/17/2019 4:13 AM
1269	Longer trains false profiles and the same or more dangerous conditions	12/17/2019 4:10 AM
1270	Safety as a whole has been put on the back burner for the PSR concept to get trains out faster. So generally speaking compared to five years ago, I believe the work environment as a whole has changed to be much more dangerous, especially in yard operations. PTC is another topic all together, but that in itself is NOT a real railroad innovation.	12/17/2019 4:08 AM
1271	They are far worse then they were 12 years ago and there is no safety anymore!!!	12/17/2019 4:06 AM
1272	terrible	12/17/2019 4:05 AM
1273	5 years ago I believe there was a lot more of a focus on safety. It seems as though productivity is the main concern now	12/17/2019 4:01 AM

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1274	Working conditions are more difficult for 2 reasons. The first being manpower shortages which seem to go hand in hand with PSR. While the corporations cut manpower they force those left into ridiculous attendance policies which destroy moral, creating an environment where ones mental health is challenged everyday. Secondly, where once safety was a priority, speed and efficiency have taken precedence. Safety is becoming an afterthought, while your forced to answer to management anytime your delayed no matter the reason.	12/17/2019 4:01 AM
1275	Considerably worse. Safety is of no concern. Management would rather call extra board crews that don't know the work and don't know how to work together well instead of paying for a local crew or a yard job crew to do the work.	12/17/2019 3:54 AM
1276	Not even colese don't think they care about safety	12/17/2019 3:52 AM
1277	The company has increased our work load and responsibilities, decreased our time off and we are extremely undermanned.	12/17/2019 3:51 AM
1278	poor conditions, moral is down,more layoffs	12/17/2019 3:51 AM
1279	Much better,my quality of life has greatly improved, also mytrips are more pleasant because I am not sitting on the main line waiting on trains or waiting to yard my train	12/17/2019 3:50 AM
1280	Worsening conditions	12/17/2019 3:50 AM
1281	I've been employed for 12 going on 13 years and the conditions are exponentially worse from when I first hired out. We are doing more work for the same pay, trains take much longer to get from point a to point b. When i first hired out in 2007 a short pool run would take about 2 and a half hours from call time to tie up and most of the time now we are lucky to be done in 12 hours.	12/17/2019 3:48 AM
1282	Worst in my life	12/17/2019 3:47 AM
1283	Management style has changed from pressure to get things done to an attitude of we can't do that. It's as if they don't want us to do maintenance and doing nothing is the best solution	12/17/2019 3:46 AM
1284	Harder to get track time to work which makes us work longer hours with less man power	12/17/2019 3:46 AM
1285	A lot less M of W employees and the same amount of work. Equipment is not being replaced.	12/17/2019 3:46 AM
1286	Conditions at work are more dangerous than they were 5 years ago. Track bolt orders being not approved at Csx. Buying Chinese joint bars?	12/17/2019 3:45 AM
1287	Worse	12/17/2019 3:43 AM
1288	Trains too long. Not enough workers.	12/17/2019 3:41 AM
1289	A lot less jobs	12/17/2019 3:41 AM
1290	Horrendous	12/17/2019 3:41 AM
1291	More production less safety	12/17/2019 3:38 AM
1292	Lack of maintenance to work areas. Employees forced to work alone in jobs previously required to have 2 employees to perform task.	12/17/2019 3:36 AM
1293	Hired out 6 years ago. It was a dream job till Hunter Harrison took over. Safety went out the window the only thing that matters is getting trains out on time and doing more with less!	12/17/2019 3:36 AM
1294	Things are definitely not better	12/17/2019 3:35 AM
1295	Worse	12/17/2019 3:35 AM
1296	Wages and insurance suck and the new work day schedule is horrible for the traveling gangs	12/17/2019 3:34 AM
1297	Severally worse.	12/17/2019 3:34 AM
1298	Micromanagement has killed productivity. Fools that have never tried to complete a task are assigning safety equipment that cause the task to be unsafe.	12/17/2019 3:32 AM
1299	Pay is basically the same do to higher health coverage. Safety is better all around. Schedule changes are horrible. The union should have never done the 8 and 6's.	12/17/2019 3:30 AM
1300	Less people trying to do the same amount of work. Our local section work force for my MTM is 66% LESS from when I hired on in 06.	12/17/2019 3:30 AM

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1301	Horrible, the decline in working conditions are 100 preventable	12/17/2019 3:29 AM
1302	Work was fun, to me anyway. Today every person even the company guys, roadmasters, trainmaster, etc..are worried about losing their job. Nothing fun about looking over your shoulder every day for the head hunters that came with hunter and crew.	12/17/2019 3:27 AM
1303	More hours, more strenuous work, less rest, less safety, less compensation, less equipment. Do more with less is taking its toll on personal and equipment.	12/17/2019 3:27 AM
1304	Better	12/17/2019 3:26 AM
1305	Work conditions stay the same. It's the way we work the conditions that change. Having a better mind set to handle situations during the work day provides a great productive workplace.	12/17/2019 3:24 AM
1306	Safety is only important until it cost the railroad money, then it is ignored.	12/17/2019 3:23 AM
1307	Worst	12/17/2019 3:17 AM
1308	Out on rest a lot more. Hard to use vacation and personal leave due to low man power to fill positions. Locals stretched thin with loads of work piled on a single conductor. Then if the work doesnt get done in the time the railroad believes it should take it is handled in the start program.	12/17/2019 3:17 AM
1309	Terrible, safety is not number one at UP!	12/17/2019 3:16 AM
1310	5 years ago I was working off my rest. The company was making record profits. Today I'm on the AW board trying to make a living with two jobs and the company is still bragging on making record profits	12/17/2019 3:14 AM
1311	No change as far as safety is concerned.	12/17/2019 3:14 AM
1312	Conditions have deteriorated since the implementation of PSR, longer trains, management forcing us to take cars and engines that should be bad ordered.	12/17/2019 3:12 AM
1313	Worse a lot worse all about profits and less about safety	12/17/2019 3:10 AM
1314	Less people harder to get materials to worried about g 55	12/17/2019 3:08 AM
1315	Worse, less manpower asked to do more with less. Not allowed to fix it the proper way, just enough to "get by". Always rushed to get done in less time than needed	12/17/2019 3:04 AM
1316	Work condition is probably better. 10 years ago, we had junk trucks and equipment...	12/17/2019 3:03 AM
1317	Worst. Less people more pressure to preform as the same as full staff	12/17/2019 3:01 AM
1318	Unsafe	12/17/2019 2:58 AM
1319	It is harder to concentrate and be safe because we are cut so thin, everyone is worn out and doing more work.	12/17/2019 2:56 AM
1320	I think work conditions have gotten worse. I believe the carrier is more worried about the profit and less about the employees.	12/17/2019 2:56 AM
1321	3	12/17/2019 2:56 AM
1322	There are no jobs even for people who have higher seniority.	12/17/2019 2:55 AM
1323	More working hours and less home time hours	12/17/2019 2:53 AM
1324	Business is still good but company wants to be greedy and cut off every job.	12/17/2019 2:52 AM
1325	Bare bones and the rules only apply when it convenient for them! It has turn my coworkers into unhappy and irritated group of men.	12/17/2019 2:50 AM
1326	I havebeen Rail roaring for 14 years and working conditions are worse now than they have ever been.	12/17/2019 2:50 AM
1327	Harassment and intimidation at a level most people can't comprehend.	12/17/2019 2:50 AM
1328	I have 5 years seniority, they were more concerned with safety when I hired out. Now it's more about profits	12/17/2019 2:49 AM
1329	The rules are more lax in general.	12/17/2019 2:48 AM

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1330	Move freight at all costs	12/17/2019 2:47 AM
1331	Worse	12/17/2019 2:47 AM
1332	Used to like coming to work. We are now under staffed and over worked.	12/17/2019 2:43 AM
1333	Work conditions have really dropped due to longer trains, incompetent management, management wanting to intimidate you into doing stuff that isn't safe, making pickups where you have to make multiple moves to Make a pickup behind a dp or in the middle of a train.	12/17/2019 2:43 AM
1334	Seems more about budgets than allowing us to do our jobs over the last 3 yrs. Broken rail in yards. Lock it out fix it tomorrow. Go fix this on mainline, cant get track and time, it's ok, we will try again tomorrow. May do this several days in a row. Track and time may be granted at 1600 or 1700 for a 1.5hr job, nope we will get it tomorrow, no overtime allowed. 213.9b put in for tie condition, day 30, go double spike it. Wont give us time to install new ties.	12/17/2019 2:43 AM
1335	Night and day , literally. At one time all of our jobs revolved around the customer, now its based completely on what benefits NS. We have no kind of schedule nor lifestyle at that . They put employees in the street and pile the work on what's still there to make up the difference. Which is extremely stressful for us. Our moral is at an all time low, I've been with NS for 8 years and I now dread everytime i get called to work.	12/17/2019 2:42 AM
1336	Much worse	12/17/2019 2:41 AM
1337	Less information given or allowed	12/17/2019 2:39 AM
1338	Drastic changes reducing quality of life	12/17/2019 2:39 AM
1339	No comparison. I used to love working here and looked forward to coming to work everyday. Now I feel like a number and a fall guy when for when trains get delayed. Safety used to be number one. Now it's just new things moving. It's a shame we have been forced to loose pride in our company. Allot of good men out here devote there lives to this. Company and there is no appreciation anymore. All everyone thinks about is who's next on the chopping block	12/17/2019 2:38 AM
1340	Safety is better but now theres always that feeling like we not gonna have a job tomorrow	12/17/2019 2:38 AM
1341	Terrible	12/17/2019 2:36 AM
1342	Drastically worse, working the same amount of hours with less trains and less care for safety.	12/17/2019 2:36 AM
1343	Undermanned and over worked bad spots in the track have got a lot worse over the past 5 to 10 years as they keep cutting man power	12/17/2019 2:35 AM
1344	They don't, they wanted us to find B/O in the yard. Now they want us to turn a blind eye	12/17/2019 2:33 AM
1345	More work with less people. Management claims that "no job is so important, no service so urgent, that we cannot take time to complete all work safely." Every single one of them knows this is just a statement they can use against us if something happens but when there is a train being held up, all rules go out the window and they expect you to do whatever it takes to get the train moving even if it means putting your safety and your co-workers safety at risk. Nothing stands in the way of the company making money.	12/17/2019 2:32 AM
1346	Worse constantly changing shift start times ,and way to much night work	12/17/2019 2:29 AM
1347	It was alot better than 10 years ago	12/17/2019 2:29 AM
1348	They are pushing to go faster and faster! It's getting ridiculous.	12/17/2019 2:28 AM
1349	Much much worse,now	12/17/2019 2:28 AM
1350	I have been at Union Pacific 20+ years and I have never seen moral so low. Everyone is worried about their jobs and what yard is closing next. Safety is out the window. It's all about moving trains now no matter the cost.	12/17/2019 2:27 AM
1351	Alot less men now and alot more work. And five years ago I wasn't worried about my job like I am now.	12/17/2019 2:27 AM
1352	Takes longer to get anything done . Working industry's have been had to do because of time constraints.	12/17/2019 2:26 AM
1353	longer trains longer hours and fewer workers keeping everyone working on rest	12/17/2019 2:22 AM

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1354	Work conditions have suffered a great deal, we was having to do more with less (before I was furloughed.) I was only employed since 2015, but I could see a huge chang in the work and the moral of employees.	12/17/2019 2:21 AM
1355	Safety and rules compliance have taken back seat to production	12/17/2019 2:19 AM
1356	Morale is down compared to 5 years ago.	12/17/2019 2:19 AM
1357	At CSX the morale is just about gone. the trainmasters are more concerned with keeping a "fear" based management they rush you and constantly , they know the rules and so do we . They expect you to rush and turn a blind eye on safety and threaten you with delay of train.	12/17/2019 2:19 AM
1358	Less focus on saftey	12/17/2019 2:17 AM
1359	It's not the same brotherhood feeling anymore. It's all about production with less people. Always wonder when will we be cut.	12/17/2019 2:17 AM
1360	I feels like we are being forced to not do the inspections,,and quality control that i feel we need to ensure a safe railroad.	12/17/2019 2:16 AM
1361	5 years ago work was planned and not near as hectic. I honestly feel it's just a matter of time before a disaster happens due to work being rushed!	12/17/2019 2:14 AM
1362	Loss of more positions and more work put on those workers left	12/17/2019 2:13 AM
1363	Working conditions are worse now than ever, we feel very rushed. We are given little to no track time for proper repairs. Also, managers that are not even in our craft and have no understanding of what and how to make the proper repairs hover and make us feel rushed.	12/17/2019 2:12 AM
1364	More work with less manpower	12/17/2019 2:12 AM
1365	Got worse do to job cut off	12/17/2019 2:12 AM
1366	They have gotten worse more dangerous working conditions	12/17/2019 2:11 AM
1367	Worse	12/17/2019 2:11 AM
1368	Very crappie was forced to do a lot of shady stuff..	12/17/2019 2:11 AM
1369	Cabs of locomotives are dirtier including the bathrooms. More engine problems (breaking down). After 15 years as an engineer I am seeing many more engines being in consists that can't be used due to blue cards out of date.	12/17/2019 2:09 AM
1370	Worse	12/17/2019 2:08 AM
1371	Working conditions have dramatically diminished over the last 5 years! Longer trains, longer wait times, stress of the constant unknown! The derailments in 2019 for UP has got to be a huge increase and a sign somethings wrong here!	12/17/2019 2:08 AM
1372	Unsafe! They do not fix anything and forces us to use damaged track and equipment putting our lives at risk in the name of the shareholders!	12/17/2019 2:08 AM
1373	You never hear the work Safety.	12/17/2019 2:08 AM
1374	I feel the job was done faster with 5 to 6 guys instead of 2 or 3.	12/17/2019 2:07 AM
1375	Awful, less safety matters with train lengths, crew readiness and scheduling. Companies lack of care for employees is pitiful.	12/17/2019 2:06 AM
1376	Horrible! Train line-ups are wildly inaccurate! Management has little regard for safety. Safety concerns that are reported through the Safety hotline are either not addressed, or completely ignored. Training is almost non-existent. Crews new to territory struggle to get adequate familiarization.	12/17/2019 2:05 AM
1377	Terrible	12/17/2019 2:04 AM
1378	Harder, now they expect more work with less people and equipment	12/17/2019 2:02 AM
1379	Have gone down with every day	12/17/2019 2:01 AM
1380	Less and less employees and extra boards. Pool freight crews required to protect Dol trains without any notice. No schedule, less rest due to lack of train lineup. Delayed customer freight	12/17/2019 2:00 AM



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has increased, all trains are running behind and late.

1381	Completely unsafe and unsatisfactory. Bringing attention about it is considered whining, "poking the bear"	12/17/2019 1:59 AM
1382	Working conditions are horrible compared to 15 years ago	12/17/2019 1:58 AM
1383	Less access to the equipment needed to do my job safely.	12/17/2019 1:57 AM
1384	Less favorable. More like jail now	12/17/2019 1:57 AM
1385	There is less maintenance done on engines and cars. When we say something that often think we are just trying to delay the train and threaten us with discipline.	12/17/2019 1:56 AM
1386	4	12/17/2019 1:55 AM
1387	It has gone from a great job to a job I hate,they run around trying to fire people. And push us to the limit	12/17/2019 1:53 AM
1388	Have not gotten any better	12/17/2019 1:51 AM
1389	Basically the same.	12/17/2019 1:51 AM
1390	Worst	12/17/2019 1:50 AM
1391	Not good less workers more work feels like all about numbers stock holders Percision rail road	12/17/2019 1:50 AM
1392	Worse	12/17/2019 1:49 AM
1393	Far worse, far less safe, less training	12/17/2019 1:48 AM
1394	Worse	12/17/2019 1:48 AM
1395	Work conditions have gotten much worse over the years and continue to do so. Management pushes performance over safety every day. We're forced to do more in less time to cut overtime.	12/17/2019 1:47 AM
1396	Major changes in company attitude towards its employees. 5 years ago ya never heard of people being fired or even threatened to be fired	12/17/2019 1:47 AM
1397	Work conditions are more rushed now due to shorter work windows and the company still expecting the same amount of work to be performed.	12/17/2019 1:46 AM
1398	I can only speak to 5 years, the amount of people to do a task has reduced. Project windows have reduce to only semi staffed sections and what extra division gang that are out there are stretched thin. The amount of work load and inspections on inspectors are increased and will get worse as they reduce more in the beginning of 2020. The geometry car helps to satisfy company inspections, however, special inspections, I.E. weather inspections or work audits on a territory have not been supplemented yet the number of inspectors is reduced.	12/17/2019 1:46 AM
1399	Horrible now. It's awful!	12/17/2019 1:46 AM
1400	Lack of track and time equal no maintenance	12/17/2019 1:45 AM
1401	Track time is horrible, rushed a lot more. Scrutinized over things more than in the past	12/17/2019 1:40 AM
1402	Cut to the bone! Scary	12/17/2019 1:40 AM
1403	They want you to work safely but don't stress it enough like it was years ago	12/17/2019 1:39 AM
1404	Work conditions are much worse than they were 5 years ago.	12/17/2019 1:39 AM
1405	It is worse, the morale is terrible and you can't trust your managers.	12/17/2019 1:39 AM
1406	Much less concern for safety and much more concern for production.	12/17/2019 1:39 AM
1407	Less safe. Everything is being cut and rushed. Mission zero is like any other safety slogan. The rules are laxed, just asking for trouble. Safety is first unless its going to affect the days work	12/17/2019 1:39 AM
1408	Worse. Fewer local jobs and NO regular assigned runs.	12/17/2019 1:38 AM
1409	With half the work force the projects are the same, more stress on everyone	12/17/2019 1:38 AM
1410	Getting better	12/17/2019 1:37 AM



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1411	A lot better since using common sense has came back into the work force ..	12/17/2019 1:36 AM
1412	12 years ago I looked forward to come to work. Now it's crap morale is down and nobody can say they are proud to be a railroader anymore.	12/17/2019 1:36 AM
1413	Safety is only a concern if they can use it to discipline or terminate you. Greed and money are influencing something so important to the US economy	12/17/2019 1:34 AM
1414	Working conditions have continuously gotten worse. How employees are treated are rapidly approaching obscene.	12/17/2019 1:32 AM
1415	The railroad use to be a place that I was proud to say I worked for. Now it takes everything I have to get up and go in. Management hates the employees there trying to fire everybody they are getting rid of all the carman, roundhouse and track workers. They want us doing more and more of those jobs and don't want to spend money to fix anything. Every day all here when I go to work is how the company wants to get rid of all the employees	12/17/2019 1:32 AM
1416	I started in 1990, we had 4 section gangs with a total of 16 people on them, 2 machine operators and a foreman and 2 maintenance welders for 222 miles of track. 2019 we have 2 section gangs with a total of 4 people, 2 machine operators, 2 maintenance welders and 1 backhoe operator. The amount of work load is pushing people to their limits and beyond. Shortcuts on safety and procedures has increased.	12/17/2019 1:32 AM
1417	They aren't comparable. 5 years even 10 years ago there were enough people at work to do the work, sometimes 1 or 2 extra. Now we are forced to stay over because there isn't enough help.	12/17/2019 1:32 AM
1418	More urgency to get things done, less track time in certain places, less time to take care of issues that need address	12/17/2019 1:31 AM
1419	A lot easier but a lot more stupid decisions being made	12/17/2019 1:30 AM
1420	Terrible, safety is only important if it is convenient. No value in the workers anymore, this company is headed downhill as fast as it possibly can.	12/17/2019 1:29 AM
1421	They are worse.	12/17/2019 1:29 AM
1422	The difference is night and day and not in a good way	12/17/2019 1:28 AM
1423	Not so much PSR!!!! As to industrial automation and push to 1 man crews. 1 man crew would further enhance management unfair discipline procedures. To further their full automation goals.	12/17/2019 1:28 AM
1424	Safety takes a back seat to Railroad Profits. All about the money!	12/17/2019 1:26 AM
1425	Moral and care has certainly gone down. Cost of living and opportunities for overtime have taken negative turns. But working conditions are the same. Less employees to do jobs then before	12/17/2019 1:26 AM
1426	Less time to do the work ..I feel like the since of urgency is more than what they are saying	12/17/2019 1:26 AM
1427	Way worse. 5 years ago we were geared towards safety more than company profits. Now it's all about making union pacific billions of dollars.	12/17/2019 1:24 AM
1428	Unsafe and naive job loss	12/17/2019 1:24 AM
1429	Worse than 10 years ago, but better than 2 years ago.	12/17/2019 1:24 AM
1430	The implementation of Roadway Worker has been a tool for men involved in track maintenance while working on live track(s).	12/17/2019 1:23 AM
1431	Much more safer then then when I started 16 years ago. There is constant effort by management and fellow employees to ensure everyone goes home safe.	12/17/2019 1:22 AM
1432	Much less safe and more chaotic	12/17/2019 1:21 AM
1433	Less time on the track working but the work is a lot harder now due to less help	12/17/2019 1:21 AM
1434	A lot less workforce and pressure to hurry and get the job done. There are a lot of threats from upper management to cut jobs if production is not met on big gangs and sections as well	12/17/2019 1:21 AM
1435	They've went downhill drastically	12/17/2019 1:20 AM

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1436	Less people to do the same amount of work or more.	12/17/2019 1:19 AM
1437	3 years ago I noticed a change. The company stopped caring about the employees. They just wanted to make more money. Right down to getting oil changes on the work trucks. We used to have a work family and felt we were taken care of as a whole. Now the culture has shifted to every man for themselves. We don't get any type of recognition. They have cut our workforce and want us to do more with less people and less material. When I hired out 14 years ago I loved my job and loved going to work. Now I'd rather play in freeway traffic.	12/17/2019 1:16 AM
1438	I was hired in June of 2011! The railroad I hired on was a safe productive railroad. We had I believe 18 men taking care of 220 miles of track. Going to work everyday was very enjoyable and I felt very informed and safe. Decision's were made at the hands of the Manager and Men on a day to day basis. The work load was spread out between gangs and the railroad was very well taken care of. Now on the same district I was hired onto there are 9 men and a manager that can't make any decisions until he is told by the higher up's! There is a lot more work load on every person working! A lot less safe environment! Rushing to make ends meet and the railroad we are on is not as well taken care of. We have to run like crazy putting band aids on our track, due to the lack of man power. Less time to work on the track due to longer slower (hot trains). Not giving us time to do what is right! Which in turn makes for a less safe railroad. The morale is down severely all across the railroad. Which makes for a less safe railroad! A lot more bumping going around also. Employees are scared they may no longer hold a job due to all the cut's in man power. So generally speaking the railroad I hired onto has gone to pot! I no longer feel excited to go to work. I feel like the next day could be my last day to be employed with Union Pacific.	12/17/2019 1:16 AM
1439	23 years on NS. It's a war on employees. We are know forced away from our families because of one ending of inter divisional pools. Many are driving in the wee hours of the night/am to try and catch their train. 4hrs. Company officials are harassing us to leave on schedule time often overlooking safety rules.	12/17/2019 1:16 AM
1440	biggest difference I see is no one cares about how the job is done (correctly or incorrectly) just so it gets done by the time limit. also the man count has severely been reduced.	12/17/2019 1:16 AM
1441	Same	12/17/2019 1:16 AM
1442	they have stopped fixing things that need fixed due to reduced work force. TE&Y employees are working longer hours due to reduced work force causing trains to sit due to crew availability.	12/17/2019 1:15 AM
1443	Worse	12/17/2019 1:15 AM
1444	They are worse than 5 years ago. Inbound mechanical inspections are down to half. Car defects are not getting reported because the inspectors are rushed to get the class one done in order to get the on time departure or repercussions are threatened. I see more broken ladders, bent sill steps and broken brake platforms then ever. Track conditions are terrible also because they wont give engineering time to maintain them because it might delay a departure or Make so cars miss connection.	12/17/2019 1:14 AM
1445	Much safer and many more useful tools.	12/17/2019 1:14 AM
1446	They've gotten worse	12/17/2019 1:12 AM
1447	Not applicable	12/17/2019 1:11 AM
1448	Worst I have ever seen it. Twenty years ago formans and management would train their workers. Today no training what so ever.	12/17/2019 1:10 AM
1449	Just in the last two years work conditions have went down hill quick , there is not enough people never rested every thing is cut down past the bare bone.	12/17/2019 1:09 AM
1450	Much worse	12/17/2019 1:09 AM
1451	They are worse.	12/17/2019 1:08 AM
1452	Worse. Safety is out the window. It's all about the share holders and forget the customers.	12/17/2019 1:07 AM
1453	Horrible. Harassment is constant. Mgmt violating FRA law and labor contracts, union does nothing to help ee's only the company	12/17/2019 1:07 AM
1454	5 years ago a zero day was unheard of on a curve gang note I've had many on the steel gang this year. It seems that the more precise they get with scheduling the more absurd it gets.	12/17/2019 1:07 AM

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1455	The NS railroad was a great place to work 15 years ago when the company hadn't abandoned their employees For the stockholders yet.	12/17/2019 1:05 AM
1456	Degrading	12/17/2019 1:05 AM
1457	It's my opinion that the company is more focused on production and less focused on safety in order to fit the PSR expectations.	12/17/2019 1:04 AM
1458	Not efficient	12/17/2019 1:04 AM
1459	Rr is not the same	12/17/2019 1:04 AM
1460	I have worked at the same location for over 20 years.we still have the same amount of territory to maintain but are now required to do so with 50% less people.the maintenance force has been reduced to 3 people making it very difficult to accomplish required tasks, sometimes impossible.more demands than ever have been placed on the maintenance forces, with the addition of onerous sometimes ridiculous required safety rules, but Management continues to take away instead of helping.	12/17/2019 1:03 AM
1461	I've been on the railroad for 12 years I would say the conditions are the same production over saftey	12/17/2019 1:02 AM
1462	About the same	12/17/2019 1:02 AM
1463	Badly, wheels get numbers fudged by bosses, everything is fuel and go (don't look at it), employees are shuffled from unfinished jobs so it can be released without actually repairing	12/17/2019 1:02 AM
1464	Safety has been set aside. Do more with less.	12/17/2019 1:02 AM
1465	Upper management is pushing more work down the contract employees and drastically cutting our work force in return wanting more production.	12/17/2019 1:01 AM
1466	The railroad is a demanding job, but All PSR has done is try to get more with less. Railroads are too important to the economy to allow hedge funds to come in and gut them for short term profits then move on to the next thing leaving nothing but destruction and a skeleton of a company behind them. The economy suffers tremendously from these actions and 10-20 years ago railroads were interested in growing business and improving customer service.	12/17/2019 1:01 AM
1467	Track conditions , yard walking conditions, roads to drive vehicles on, crew room buildings and engines are all drastically falling apart	12/17/2019 1:01 AM
1468	We're not given proper equipment to execute job tasks in correct manner, nor do we have the man power to correctly perform tasks in an efficient manner. We're told to work with what we have then ridiculed when tasks take longer than our management thinks it should. We have less people and we're following rules when performing tasks. Every new rule added ,adds time to each and every task.	12/17/2019 1:00 AM
1469	More rule changes work in general is the same with less man power	12/17/2019 1:00 AM
1470	Never seen it so bad the don't care about us just want to gave hearings the managers don't care at all	12/17/2019 12:59 AM
1471	Considerably worse.	12/17/2019 12:59 AM
1472	Worse	12/17/2019 12:59 AM
1473	We have fewer men , which means a larger work load and the company expects the work to still be done with no overtime!!!	12/17/2019 12:59 AM
1474	Awful	12/17/2019 12:58 AM
1475	5 years ago the work environment was much more safety oriented with less of a focus on production. There was no cost to great for safety. Now you will never hear it said outloud, but it very much is felt that its production first safety last.	12/17/2019 12:58 AM
1476	Working conditions have remained the same. Undesirable, unforgiving, dirty, and dangerous. Add to that increased traffic volume on a very tight schedule ("precision railroading") and you have the environment we work in. Work as fast as you can when you get a "window." Don't get hurt, however, because if you do it will end up being your fault! Not something I would recommend to anyone. If I was younger I would do something else!	12/17/2019 12:58 AM

PSR Survey

1477	Lee's time to get work done	12/17/2019 12:57 AM
1478	I work in a large hump yard. Morale is low, we are given minimum breaks in any weather condition and pushed out the door as soon as we show up without time to review paperwork. When trying to hydrate, the managers will harass us and tell you to get back to work. Managers will walk around with a watch and time your 20 minute lunch which makes it stressful to relax and eat. There is less of a schedule now, as all of the jobs that were cut are covered by the extra board at the companies discretion. Crew callers will call you no matter where you are at on the board, and dock your guarantee if you don't answer on the first call. We are forced to take calls out of our agreement in areas we are not familiar with or there will be repercussions. Also, crews working safely have been sent home because they were not working fast enough.	12/17/2019 12:57 AM
1479	Safety taking a back seat to profits.	12/17/2019 12:57 AM
1480	More stressful. Not as enjoyable	12/17/2019 12:55 AM
1481	10 years ago you were able to get time to do maintenance on the tracks. Now you always feel rushed	12/17/2019 12:55 AM
1482	Worse	12/17/2019 12:55 AM
1483	Morale is lower, work quality is lower. In general both management and agreement employees are less invested in work due to job instability.	12/17/2019 12:54 AM
1484	Worse	12/17/2019 12:53 AM
1485	A lot less men and equipment. More contractors. 3 men and a truck take care of 120+ miles of track.	12/17/2019 12:52 AM
1486	Less men, more responsibilities, the NS has no interest in their employees wellbeing or future	12/17/2019 12:51 AM
1487	I find that safety is no longer the focus when preforming the job. Its about getting the job done in the least amount of time using the least amount of resources. Risk is not mitigated.	12/17/2019 12:50 AM
1488	Less and less attention is being put on safety. Specifically, to routine maintenance. Production and employee reduction is the driving factor with PSR. The increased train lengths are out of control. This causes more delays and issues for train crews as well as safety issues for the general public.	12/17/2019 12:50 AM
1489	Poor. Poor attitudes by everyone. Management treats us like we are nothing more than wiping posts. Not to mention they furlough us and continue to add several more managers.	12/17/2019 12:50 AM
1490	It's a different railroad since hiring in 2006. It's more about cutting the workers throat, the men and women that break their backs to keep these trains on the tracks, are threaten for doing silly things such as poor radio communication.....really that's what's going to break this railroad ?...	12/17/2019 12:49 AM
1491	with PSR derailments are up. there a great concern for safety on system gang. we work next to adjacent tracks with train going by all day. alot of time theres not enough room to clear by 25 ft so the EIC slow them to 25 mph...still this is a concern.	12/17/2019 12:48 AM
1492	Do more with less. Profits before safety	12/17/2019 12:48 AM
1493	I've noticed that the locomotive situation is scary. Even on a Z train, you cannot count on the Locos being in good condition. And there is never enough power available. I worry each trip now that we will lose a motor and be stuck sitting, waiting for them to pull an engine off of another train that is underpowered. I also fear the state of our rolling stock, as we do not have enough people to inspect the cars or work on them when a defect is found. I've been told not to bother reporting bad order cars because they will be ignored if the wheels haven't actively started to fall off. I've also been told by MOW that track conditions are much worse than we are told. And it can be felt.	12/17/2019 12:48 AM
1494	About the same, just a few more rules	12/17/2019 12:47 AM
1495	Stresses on trains moving and less about potential problems in outbound trains	12/17/2019 12:46 AM
1496	More unorganized schedule.	12/17/2019 12:46 AM
1497	Much worse	12/17/2019 12:46 AM
1498	They suck , more work expected and less men ,	12/17/2019 12:45 AM

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1499	This is by far the worst it has been working for the railroad. We are having to do so much more with so much less. It is ridiculous, unsafe and Union Pacific should be ashamed.	12/17/2019 12:43 AM
1500	Company more concerned about rules and G55 than it is about undersized work force.	12/17/2019 12:43 AM
1501	Better	12/17/2019 12:42 AM
1502	They have less people doing more work, causing fatigue and low moral.	12/17/2019 12:38 AM
1503	Not good	12/17/2019 12:38 AM
1504	The railroad wants more done with less men	12/17/2019 12:38 AM
1505	I think that they have worsened over the years. Everyone is constantly looking over their shoulder, afraid of getting let go or days in the street. Hard to focus on safety and productivity when you're constantly worried about losing your job	12/17/2019 12:38 AM
1506	Unsafe and dangerous not only to fellow brothers and sisters but to the communities and customers we service. Having cut jobs and less people to support and back we're now losing customers to other forms of transportation I.E. trucking.	12/17/2019 12:37 AM
1507	I worked as a carman years ago and more recently as a conductor. Before I was laid off safety seemed to me it was starting to become less important.	12/17/2019 12:36 AM
1508	Worse. In 2015 when I hired out we didn't have to pay for PPE. Now we have to pay for things like batteries for flashlights, causing many employees to not replace them.	12/17/2019 12:36 AM
1509	More pressure now to get things done quicker. Less days off with new z schedule.	12/17/2019 12:36 AM
1510	Not enough men to do a job. Just putting out fires instead of actually doing a complete and thorough job of maintaining track. Sometimes equipment is no where to be found putting employees at risk of being over worked and hurt.	12/17/2019 12:36 AM
1511	They are worse then 5 years ago. No safety what so ever unless it falls back on employee, then the employee is getting written up.	12/17/2019 12:36 AM
1512	Moral scraping bottom	12/17/2019 12:34 AM
1513	Unsafe	12/17/2019 12:34 AM
1514	Terrible, way too rushed and safety is looked over in favor of production. Even FRA violations	12/17/2019 12:33 AM
1515	The company is only concerned with keeping shareholders happy. The safety and well-being of the workers is almost non existent. The people that do the work to make the railroad run mean nothing anymore.	12/17/2019 12:32 AM
1516	Worse	12/17/2019 12:31 AM
1517	Excessive discipline policies contribute to performance anxiety.	12/17/2019 12:31 AM
1518	Safety has gone out the window, the carrier expects you to do more with less and you are often times rushed and encouraged to take short cuts.	12/17/2019 12:31 AM
1519	Some things better, some worse.	12/17/2019 12:30 AM
1520	Things used to be more laid back and safe with everyone watching out for each other. Now it's all about how we can get more done with less	12/17/2019 12:30 AM
1521	More dangerous, no maintenance being done, threatened of termination for doing the job right	12/17/2019 12:30 AM
1522	Hectic. chicken with it's head missing scenario	12/17/2019 12:30 AM
1523	Unsafe	12/17/2019 12:28 AM
1524	Not nearly as stable, moral is at an all time low, been with csx almost 20 years, its it's a shame all they wanna do today is cut jobs and write people up or terminate them.	12/17/2019 12:27 AM
1525	Worse they want more production and less quality	12/17/2019 12:27 AM
1526	Not nearly as good, not enough people to do the work , and we are always rushed on track time.	12/17/2019 12:27 AM
1527	We are completely saturated in tasks at work. The work that is happening is being pressed for	12/17/2019 12:27 AM

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time rather than for safety. There are fewer and fewer people doing more and more work and we are missing safety issues left and right. The railroad has never been a forgiving workplace. Today it is unbearable.

1528	Work conditions have suffered greatly because of all of the penny pinching attitudes involved with PSR. It use to be a good company took care of it's employees and they would take good care of the customers, and good profits would be there. This whole cut everything, and combining train business is nothing but a recipe for disaster. Employees hate their jobs and lose any motivation with the constant knowledge that their job is threatened just so the 1% of the company and investors can make a bigger profit.	12/17/2019 12:27 AM
1529	Worse. A lot of pressure on the welding side of things concerning Thermite welding and with PSR there is no time available to make welds. So short cuts are needed. Actually, short cuts are being taken all over not just the welding side.	12/17/2019 12:26 AM
1530	More work less workers	12/17/2019 12:26 AM
1531	Reduction of work force now more the work load is more with less employees is a result in more accidents. More time away from families and on the roads and in the air.	12/17/2019 12:25 AM
1532	Way less manpower now compared to 10 years ago. A smaller number of men are expected to do the same work as a lot more men were 10 years ago. That leads to over stressed workers, which in turn, is unsafe.	12/17/2019 12:25 AM
1533	They expect a lot more out of each employee than they did 10 years ago forcing employees to rush and take short cuts	12/17/2019 12:25 AM
1534	I've been working on the railroad for 8 years now and it is by far the best job I've had, with that being said it has jurastically declines in my opinion in the last 2 years considering safety, quality of work, how many hours each of us put in, actually being appreciated for the work we do, feeling like it's never enough all these time!	12/17/2019 12:24 AM
1535	More about the bottom line every year that goes by. Not about the employees any more. That's bad business period	12/17/2019 12:24 AM
1536	Worse	12/17/2019 12:23 AM
1537	Poorly.	12/17/2019 12:22 AM
1538	Safety is for paper work. It goes out the window when there is an emergency situation	12/17/2019 12:22 AM
1539	Considerably worse- with the most prominent drop in these last 5 years.	12/17/2019 12:19 AM
1540	They're worse	12/17/2019 12:18 AM
1541	Worse, having to do work by yourself without a partner.	12/17/2019 12:16 AM
1542	Better on both	12/17/2019 12:15 AM
1543	Worst now than before	12/17/2019 12:14 AM
1544	Not worried about work just bottom line	12/17/2019 12:14 AM
1545	7	12/17/2019 12:13 AM
1546	Zero	12/17/2019 12:12 AM
1547	Schedules change too much, projects are always changing. It's difficult to keep up with all the changes.	12/17/2019 12:12 AM
1548	There are allot more short cuts. Less time allotted for site set up. Constant production movent. Maintenance time almost non existent.	12/17/2019 12:10 AM
1549	The current working conditions are the same but we do a day and a half of work in one day. Our people are getting injured but are afraid to claim injury so they don't get pulled out of service, hence they do not tell management. The first thing that happens is an investigation into what you did wrong ,and then they have spent years having us sign documents on any issue in which could occur. "You signed the paper"	12/17/2019 12:10 AM
1550	I work for Union Pacific, nothing is ever maintained.	12/17/2019 12:10 AM
1551	More ripping and running and more stress to me that's pushing safety to the limit	12/17/2019 12:09 AM



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1552	5 plus years ago working conditions were much better than they are today. There were more people to do the work that now gets pushed to one person. Now it's harder to get work done with heavy and cumbersome parts by yourself. Much is the same with many craft personnel.	12/17/2019 12:05 AM
1553	Worse than 5 years ago	12/17/2019 12:05 AM
1554	Less track time. And less time to properly maintain the tracks. I dont see much difference in working conditions.	12/17/2019 12:04 AM
1555	A lot less safe.	12/17/2019 12:04 AM
1556	Have decreased so drastically that safety isn't the most important thing the company cares about it's the shareholders.	12/17/2019 12:04 AM
1557	10 years ago if employee was working a floating job it was 10 hour work days 4 days a week. Employee knew when and what they was working all the time. Now employees dont no days or hours except at the most 2 weeks in advance when the 1700 call is made on every other thursday. If employees work away from home on floating jobs it's hard to have any sort of family time or to plan to go to the doctor or dentist. There's just no telling what you will be working from 4 10s to 5 eights or 8 and 6. And let's not even talk about 9 and 5. Oh dont forget we might be working starting on sunday to. And night shift is rough working in the dark.	12/17/2019 12:04 AM
1558	Poor	12/17/2019 12:04 AM
1559	Less favorable	12/17/2019 12:04 AM
1560	Conditions have declined. Repairs aren't being made and reporting issues is frowned upon if it delays a train	12/17/2019 12:03 AM
1561	More negative, more close calls due to pressure to achieve more with much less	12/17/2019 12:03 AM
1562	Safety is awful, the engineers and Conductors are a second thought. And Communities we run through, 15,000 feet ...that's 3miles one way 6 miles back to the head. If anything happens...we are screwed.	12/17/2019 12:02 AM
1563	So sad	12/17/2019 12:02 AM
1564	Un safe. Short handed	12/17/2019 12:01 AM
1565	Much worse, faitique is worse, I'm afraid to report safety concerns because of threats of termination, we are told to not report or call the fra or face discipline. We are working more hours for less money and constantly harassed about every little thing.	12/17/2019 12:00 AM
1566	They are much worse than 20 years ago	12/17/2019 12:00 AM
1567	I see no change for the better	12/17/2019 12:00 AM
1568	Worse	12/16/2019 11:59 PM
1569	Worse, to many cuts	12/16/2019 11:59 PM
1570	Worse	12/16/2019 11:59 PM
1571	Not enough employees	12/16/2019 11:58 PM
1572	More unsafe and worse then they've ever been.	12/16/2019 11:58 PM
1573	Work conditions have degraded. I work on a SPT. You never know where your going next or if your working days or nights. You can't plan anything. You can look at current injuries and determine that to be true.	12/16/2019 11:57 PM
1574	5 years ago the industry standards were more safety focused and the employees had a voice in that. Today it's easy to see that the focus is more of a money driven short gain environment with no regards for the public and employee alike.	12/16/2019 11:55 PM
1575	Go	12/16/2019 11:55 PM
1576	Worse	12/16/2019 11:54 PM
1577	On one hand I don't worry about losing my job every day, but on the other the company is running off lots of business.	12/16/2019 11:54 PM



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1578	Worse company more concern with profit than safety	12/16/2019 11:53 PM
1579	Declining....equipment not being maintained as it should..safety issues not being addressed	12/16/2019 11:53 PM
1580	Safety is pushed more but budget cutting seems to be the companies main priority	12/16/2019 11:51 PM
1581	Worse, especially on SPG gangs due to frequent and numerous schedule changes with s shift to a high percentage of night work.	12/16/2019 11:51 PM
1582	Everybody is nervous and looking over they shoulder. Managers follow the carmen everywhere they go and tell them everything they do is wrong. And make them feel like they are dumb and can't do anything right. We are short handed and men get forced to work double shifts continually leaving them stressed out and untested.	12/16/2019 11:50 PM
1583	Rail itself has degraded due to them laying of MOW workers, more defects are being found enroute because Carmen aren't allowed to bad order cars at UP and work conditions are harsher due to the attitudes of management with the "do what we tell you and ask no questions" mentality.	12/16/2019 11:50 PM
1584	Getting worse	12/16/2019 11:50 PM
1585	More unstable , the carrier is not putting enough resources into infrastructure . Cutting off Carmen is unsafe .	12/16/2019 11:49 PM
1586	They are worse and don't allow for adequate time to fix the defects needed to keep trains running without risk of derailments.	12/16/2019 11:49 PM
1587	Worse in the last decade. There are less positions available to do the work on the average section, despite the nature of the work not changing. There are less big gangs year over year and less positions for guys to fill. A super tie gang has a goal of 2x what a normal one did and only a percentage more positions to them. Conversating with supervisors about hours of service is a constant battle. More and more training gets piled on without compensation for having it. Track workers are getting more and more skilled and are still paid like common laborers who need more training to do our jobs. Just getting materials and tools to do the work is a battle sometimes now. Feeling like our every move is watched anand logged makes you feel paranoid that on little mistake will lose you your job, because it has been costing people their jobs.	12/16/2019 11:48 PM
1588	The work is much faster paced with less men. Unsafe conditions are a every day Occurrence!	12/16/2019 11:47 PM
1589	More workload less time to perform work	12/16/2019 11:47 PM
1590	Work conditions have definitely declined	12/16/2019 11:46 PM
1591	Worse	12/16/2019 11:46 PM
1592	Seems to be less organized	12/16/2019 11:45 PM
1593	Not good They want more with less and it's dangerous Not enough workers	12/16/2019 11:44 PM
1594	Worst I have seen them in 26 years	12/16/2019 11:43 PM
1595	Worse	12/16/2019 11:42 PM
1596	Since I have started 5 years ago a lot much has changed. Lots of labor in environments from freezing temps to plus one hundred degrees. Main struggle is low manpower on projects.	12/16/2019 11:42 PM
1597	Bad	12/16/2019 11:39 PM
1598	Employee morale is terrible which affects working relationships and overall performance while working. The pride in our job is on the decline.	12/16/2019 11:38 PM
1599	Run trains screw everything else	12/16/2019 11:37 PM
1600	Many more derailments due to lack of car maintenance and cut backs on track maintenance	12/16/2019 11:37 PM
1601	Horrible now!	12/16/2019 11:37 PM
1602	Terrible, less safe, more strain on workers who are left	12/16/2019 11:37 PM
1603	Conditions are slower more delays and unsafe conditions are worse pressure from company management to do more faster is horrible	12/16/2019 11:36 PM

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1604	Poorly	12/16/2019 11:36 PM
1605	Longer time away from home, work is done safer though in track programs	12/16/2019 11:36 PM
1606	I've been at U.P. for 7 years. Work conditions are the worst they've been in that time.	12/16/2019 11:35 PM
1607	I feel have not changed much just a typical the railroad comes first and we come last just the topical cut corners at the expense of us	12/16/2019 11:34 PM
1608	Work conditions have changed for the worse- everything feels more rushed. More work at night and schedules change constantly. Employees make plans (vacations, graduations, weddings) months ahead of time just to have the rug pulled out from under them last minute. Also, with work windows feeling so rushed, it makes work conditions much more dangerous.	12/16/2019 11:34 PM
1609	Less resources (manpower, materials, vehicles/equipment). Much poorer morale. Reactive maintenance not preventative.	12/16/2019 11:33 PM
1610	Not much change. Just less gang work. Lots of workers, getting furloughed longer. And feel like tracks may not be getting the attention it needs.	12/16/2019 11:33 PM
1611	5-7 years. Hurry and get it done	12/16/2019 11:33 PM
1612	managers now have zero know-how to do actual track mtc. they graduate from college w no background whatsoever in r/r mtc., or anything railroad related for that matter. their only concern is \$\$ and this trend is climbing the higher layers of mgt. also not just fls's. This creates an environment of layers of accountants whose sole talent is to run a computer and calculator. no people skills. no grasp nor care for the difficulty of the job, the flexibility needed when a track project is planned and something unforeseen happens. They explode when issues are raised that only they can address. we are labeled as combative if we raise safety concerns or issues that they view as contrary to their given goal. We have never been so understaffed with the same productivity expectations. our workforce has very little stability and we are expected to travel extended distances without hotel or expenses since mobile division jobs are becoming extinct due to budgetary expectations. when we are put on expense sheet for detached work our individual expenses are microanalyzed and either denied or so slowly paid that months go by before payment is authorized. once stable machine operator jobs are not year round anymore forcing employees to work extended distances away from home. managers side step labor agreement on nearly a daily basis using their favorite people to run equipment rather than by seniority. favoritism is rampant and manager's favorite employees get hotel, expenses paid w no questions, get prime OT and machine offers ahead of senior employees. Managers used to be the #1 person who KNEW how to do any given job. They had gobs of r/r mtc experience prior to becoming a manager. they stayed and assisted at derailments. they were onsite at any big planned project (sw install, etc). We have clueless managers whose bosses are also clueless, and their boss is also clueless. they are in charge of workgroup who have many newer employees whose training is computer based w no real training benefit to the employee who loses their certification to operate equipment or drive a truck if they don't pass CBT course of zero actual value by %80 min. Everything and I mean EVERYTHING is \$\$ budget driven. Need PPE? lets see if there's enough \$ in the budget to order some this month. Sorry. we needed a new frog so this months budget is shot. just keep using what you got till I can order some PPE next month. Todays managers either work from home and are seldom seen on their territory unless bigwigs are nearby or someone's in trouble and requires pisstesting. Many rarely leave their offices because they know nothing about how to maintain track. IT HAS NEVER BEEN SADER.	12/16/2019 11:32 PM
1613	Worse. I feel unsafe on longer trains, that are mixed freight. Many factors on this.	12/16/2019 11:32 PM
1614	10 yrs ago at least there was enough people to get the work done by rail workers. Now if contractors have to be there to help with every large job equipment wise. They cut the grass where we once did. They clean out the switches which we once did. They are cutting us so small so we have no voice.	12/16/2019 11:32 PM
1615	Less forces, I know a guy who is a track inspector and has to do the work were he finds defects as to positions dont get backfilled	12/16/2019 11:32 PM
1616	The stresses I see in the workers around me is palpable. Motors are going without repair, trains are expected to get to their destination on time (even though the workers have twice the amount of work and no added benefits). I have watched the railroad for close to 30 years. This is the worst I have seen morale. You will soon be (if you haven't already) lose your best workers and have nothing left but the people who can't hold another position somewhere else. We all	12/16/2019 11:31 PM

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know which workers I refer to. Just the last 5 years alone I have seen workers completely losing their sense of worth at this job and their sense of accomplishment.

1617	There's no comparison.the railroad I hired on with in the year 2000 was much better than what we're forced to work with today. Corporate greed has taken the place of safety and moral is at an all time low	12/16/2019 11:31 PM
1618	Worse than ever.	12/16/2019 11:30 PM
1619	Understaffed over worked under paid	12/16/2019 11:30 PM
1620	The company seems more concerned about money. They change rules so much for the benefit of money that nobody knows if they're doing anything right or not or if it's even safe.	12/16/2019 11:30 PM
1621	8 years ago it was easier to tell when you where going to work. and you could actually make it to your destination most of the time	12/16/2019 11:29 PM
1622	Work conditions have deteriorated and are I believe at an all new low point in my career.	12/16/2019 11:29 PM
1623	Conditions are worse we are expected to do more with less. We are always looking over our shoulder more now then 10 yrs ago	12/16/2019 11:28 PM
1624	No comparison! I have had my schedule changed three times this year. Before that I hadn't had 3 schedule changes in 10 years. It never changes for the better.	12/16/2019 11:27 PM
1625	10 Maintenance of Way workers for 200 miles of track and 4 yards. Now only 6 Maintenance of Way workers. 5 to 15 years ago.	12/16/2019 11:27 PM
1626	I have been at the railroad a little over 2 years and have seen the conditions decline considerably in that short amount of time.	12/16/2019 11:27 PM
1627	being told what not to inspect, even if the defect is FRA	12/16/2019 11:26 PM
1628	Much worse than 15 years agp	12/16/2019 11:25 PM
1629	Significantly worse	12/16/2019 11:25 PM
1630	Weather has effected days lost in work	12/16/2019 11:24 PM
1631	Less man power and more work. The rail and tie focus has been on core routes. Head count cuts have been on branch lines. Leading to chasing defects instead of having time to fix them before they become a problem.	12/16/2019 11:24 PM
1632	Its more about moving longer, heavier trains today, than in the past. Instead of moving customer's freight when they receive it, they hold it until they are ready to run it.	12/16/2019 11:22 PM
1633	I am seeing a lot more preaching of safety and less of practicing safety	12/16/2019 11:21 PM
1634	Worse	12/16/2019 11:21 PM
1635	We have less people doing more work in less time over a wider area. We boast about safety but managers tell us to cut corners to get more done with less in order to make things look good on paper. In turn this harms safety.	12/16/2019 11:20 PM
1636	Not even close to 5 years, and 20 years ago we were still railroading. Decisions on material, work and number of employees have all took a loss. We are flying by the seat of our pants and not repairing correctly.	12/16/2019 11:20 PM
1637	Federal rules are better due to rest issues but fatigue continues to be a major problem.	12/16/2019 11:19 PM
1638	Generally less safe. Production over protection now	12/16/2019 11:19 PM
1639	Way less safety and depressing, moral is horrible, this company does not care about here employees until they are hurt or killed.	12/16/2019 11:19 PM
1640	More production with less people	12/16/2019 11:19 PM
1641	not even close psr is just another way of applying pressure to everybody to perform or you will lose your job	12/16/2019 11:19 PM
1642	We are running longer trains with fewer employees. Taking its toll mentally and physically on anyone left to run trains.	12/16/2019 11:18 PM

## PSR Survey

1643	1. more "company policy's" (attendance policy) 2. seems unorganized regarding working hours	12/16/2019 11:18 PM
1644	Safety is out of the question it's do the work or else!	12/16/2019 11:18 PM
1645	Much worse. Morale is nonexistent.	12/16/2019 11:17 PM
1646	Way more push from management to hurry workers around to get more done while putting it on employees to get more done while not going over 8 to 12 hours.	12/16/2019 11:17 PM
1647	Were doing more with less people, were being intimidated to work faster and not turn in defects and if we do we expect to be written up for some BS	12/16/2019 11:16 PM
1648	fewer trains, less jobs, more work on locals and yard jobs with impossible schedules	12/16/2019 11:16 PM
1649	Production over safety. They don't treat their employees that great anymore. Took a day off away from us, as if us employees aren't away from their families enough. It causes wear and tear. Really burns you out. We used to get more safety meetings with meals, which would help with morale, but that's rare now too. They just keep taking and wanting more out of you. It's not the great company to work for like it used to be. Every employee I know feels unappreciated and would not recommend this job to others. Its sad.	12/16/2019 11:16 PM
1650	Everything is rushed today!	12/16/2019 11:16 PM
1651	Much worse	12/16/2019 11:16 PM
1652	Defects including fra defects being ran local management to keep upper management happy. Unsafe	12/16/2019 11:16 PM
1653	Deplorable... Hunter Harrison should be burning to a crisp in hell.	12/16/2019 11:15 PM
1654	Total breakdown. It's absolutely nothing like it was 10 years ago.	12/16/2019 11:14 PM
1655	Honestly conditions are a lot worse. Years ago you felt like a person, now you feel like a number. Employees basically live to work now. They have no personal life like they used to. Employees are told this holiday season no vacation is allowed regardless if it was scheduled and approved already or not. Put all of that together and employees morale is way low which makes them not want to do any extra and everyone suffers. The company suffers, the customer suffers, fellow employees suffer and the family's at home suffer. PSR might be good for stock holders but for the people at the ballast line it's doneno good.	12/16/2019 11:14 PM
1656	Less people	12/16/2019 11:14 PM
1657	Fewer men and garbage equipment. The contractors that are crawling all over the place operate with better stuff. Manager's cannot be trusted either.	12/16/2019 11:14 PM
1658	They are better	12/16/2019 11:14 PM
1659	Terrible. Production over safety.	12/16/2019 11:13 PM
1660	Much worse. There has been a steady decline.	12/16/2019 11:13 PM
1661	Unethical twords the employees and the customers. Customers are not of any importance and neither are the employees in the carriers eyes	12/16/2019 11:13 PM
1662	Horrible....no self investment in yards...treat workers with no respect. All about the train schedule and.not a safe work environment	12/16/2019 11:12 PM
1663	Work conditions have dramatically changed over the course of the last 5 years. Familiarization of yards, industries, main line, and industrial leads used to be something that was taken seriously. Over the course of the implementation of PSR the carrier has had a shift of concern. Familiarization of workplaces and the practices that go along with said workplaces is absent. Unfamiliar territory is a recipe for disaster and the lack of manpower places many more individuals in unfamiliar positions. The term "pilot" used to be a saving grace for someone working territory they've either never traversed or haven't been on in decades. "Pilot" seems to be a thing of the past where I perform my service. The carrier expects everyone, familiar or not, to provide top notch service as if they traverse said territory on a daily basis. Lack of performance due to lack of training is affecting our employment. All in the name of profits.	12/16/2019 11:12 PM
1664	It's been bad since I started here in 2015 but it's got worse	12/16/2019 11:12 PM
1665	About same	12/16/2019 11:11 PM

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1666	Safety has gone out the window Threatened to do more work with less people.	12/16/2019 11:11 PM
1667	Worst	12/16/2019 11:10 PM
1668	They keep getting worse. Very contract we take losses, we've lost shop work left and right to outside vendors when our quality has already been proven to be better.	12/16/2019 11:10 PM
1669	The work conditions are worse and the safety has been put aside .	12/16/2019 11:09 PM
1670	Less than two years on the rail road, but from what I have learned from old heads, the work environment has become much more strict and tense.	12/16/2019 11:08 PM
1671	Not worried about safety just the bottom line	12/16/2019 11:08 PM
1672	Feels to be more carelessness of the management in regards to safety and concern for employees. This do more with less philosophy makes it feel like everything is being held together with hopes and dreams it's going to work.	12/16/2019 11:08 PM
1673	It has changed from a safety first environment to production first	12/16/2019 11:08 PM
1674	Short handed made to cut corners to keep trains running	12/16/2019 11:06 PM
1675	We are asked to do more for less . Less time less help less everything	12/16/2019 11:06 PM
1676	Safety has increased, but moral has decreased.	12/16/2019 11:05 PM
1677	They are much more unsafe than 5 years ago and that applies to 10-20 years ago as well	12/16/2019 11:04 PM
1678	Not as safe	12/16/2019 11:04 PM
1679	No, Saftey is just a word that can be forgone with a set of management initials.	12/16/2019 11:04 PM
1680	5 years The same old back staving and luring to us 10-20 years A little better but still treat MOFW bad	12/16/2019 11:04 PM
1681	From 15 years ago things have gotten worse overall in all categories.	12/16/2019 11:04 PM
1682	Better but still not sufficient enough. Upper management still pushes in safe conditions	12/16/2019 11:03 PM
1683	Good	12/16/2019 11:02 PM
1684	Sucks under staffed more contractors more worried our record profits then us fixing things right.	12/16/2019 11:02 PM
1685	Worse	12/16/2019 11:00 PM
1686	Work conditions are horrible, train line ups are all over the place. We preach safety, but I have seen more accidents in the last year than my time on the railroad.	12/16/2019 11:00 PM
1687	Worse	12/16/2019 11:00 PM
1688	Doing the same work w/ less people	12/16/2019 10:59 PM
1689	Same	12/16/2019 10:59 PM
1690	Everything now is timed. Rush rush rush	12/16/2019 10:59 PM
1691	It is really actually safer then it was 20 years ago	12/16/2019 10:58 PM
1692	6 years Seniority can't hold anywhere, they cut so thin they're running us into the ground	12/16/2019 10:57 PM
1693	Debt is up, safety is down, customer service is down, management lies about numbers to make metrics appear better than reality.	12/16/2019 10:57 PM
1694	Safety issues are in the rise. Skeleton crews leaving not very many rested crews at home. Length and weight of trains is a major safety issues for the public.	12/16/2019 10:57 PM
1695	More contractors less overtime	12/16/2019 10:57 PM
1696	Poor	12/16/2019 10:56 PM
1697	There is a serious lack of leadership and absolutely no communication between crafts. Going to do a simple task now is almost impossible.	12/16/2019 10:56 PM
1698	Less manpower with more work at the district levels. Not enough people to do the work at a	12/16/2019 10:56 PM

## PSR Survey

local day to day level.. Reduced Manpower has been the answer to driving up stock prices yet the local territories have the same issues as before just less people to address them. It definitely saved money and has made stockholders more and more money while it has degraded quality of life for the people on the district levels.

1699	Worse than 10 years ago. Shorter boards so less home time and less rest. 14000 foot long trains are terrible and dangerous. Being a conductor at the end of 14000 feet with a hand held radio that my engineer cannot hear because I am so far away.	12/16/2019 10:56 PM
1700	been layed off due to cutting of jobs and making money for upper executives	12/16/2019 10:55 PM
1701	Safety man hours are an issue. The same work is expected with lesser manpower. An extra gang that used to have 6 heads, now has 4. Much more driving required also because lots of gangs have been cut off. Moral is at a all time low which affects the safety of the workers.	12/16/2019 10:55 PM
1702	Big change now with PSR, longer trains, getting on/off moving equipment, lot of job cuts.	12/16/2019 10:55 PM
1703	Conditions are about the same for 5 years ago now 10-20 years ago we seem to be better but less employees by far. This creates more pressure on those of us today to get the job done	12/16/2019 10:55 PM
1704	Due to unforgiving and unreasonable layoff policies combined with the more unpredictable than ever schedule, I go to work exhausted and sleep deprived more often than 10 years ago.	12/16/2019 10:55 PM
1705	Need more manpower	12/16/2019 10:55 PM
1706	Inconsistent line ups. Unsure when you're going to work. Lack of management for questions about work. Holding you until the Las minutes and then expecting you to rush to get everything done before the hours of service.	12/16/2019 10:55 PM
1707	I work a LOT more overtime because we lack personnel. I have 16 years on the railroad and each year we have fewer and fewer people. Yes, I answer my phone and that is my choice. But so often I feel like if I don't go, then nobody will go. Often times there is just me and one other guy to make the off-hours repairs.	12/16/2019 10:54 PM
1708	Terrible. You used to have regular jobs and other things to look forward to as your seniority grew. Now there is nothing but asinine rules and officials using everything in their arsenal to try and fire you.	12/16/2019 10:54 PM
1709	the General morale of the work force is down. Going from working 1 direction into 7, being "qualified" on over 1000 miles of track is ridiculous. It's like being "ok" and numerous things instead of being an expert at one.	12/16/2019 10:54 PM
1710	More work less people.....unsafe	12/16/2019 10:54 PM
1711	10 to 20 years. Well less people to do the same amount of work. Getting into the gray areas of safety constantly now. Workers are over worked due too the overtime they work now vs 20 years ago.	12/16/2019 10:52 PM
1712	Lower man counts, stricter schedules, spend 5 dollars to save 1	12/16/2019 10:51 PM
1713	More work, less guys to do it and less time to get the work done	12/16/2019 10:51 PM
1714	Much worse. We're pushed harder with smaller crews and no support. The budget crunch is so bad that we can't even get safety gear in a timely manner.	12/16/2019 10:51 PM
1715	Production over safety	12/16/2019 10:51 PM
1716	Horrible theboperating practices and rule breaking to try and make psr work have us breaking the rules all the time to keep up with a schedule that is a joke	12/16/2019 10:51 PM
1717	It's more stressful. If not performing fast enough you feel threatened. Feel like job security isn't what it used to be and they will fire or charge you with bogus charges just to send you home until a final determination is made.	12/16/2019 10:51 PM
1718	Worse	12/16/2019 10:51 PM
1719	No regard to safety anymore	12/16/2019 10:51 PM
1720	Boards are understaffed causing less rest time between trips. Extra boards are understaffed causing more dropped turns and unpredictable call times. Call times could be moved up 12+ hours at times, causing unpreparedness for work shifts and added fatigue.	12/16/2019 10:50 PM



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1721	Safety is being replaced by being clear on time.	12/16/2019 10:50 PM
1722	I'm on a structures/bridge crew. 5 years ago we had 7-8 man gangs. Today most crews have 3 or 4 man gangs trying to handle the maintenance and new construction. It's impossible in some aspects. When trying to obey the safety guidelines and laws, some crews cannot perform a rescue of a fallen victim just because there isn't the manpower available that is required to perform it properly. Thus leaving us to either combine gangs and lose production, or the railroad decides to bring in contractors who don't follow the same safety rules that we are required to.	12/16/2019 10:50 PM
1723	Everything is cut down to the bone. We are expected to do more with less help. Doesn't feel as safe anymore. Car inspectors cut. Mechanical forces cut. Track personnel cut. Feel like it's only a matter of time before something bad happens.	12/16/2019 10:50 PM
1724	Terribly. Morale is so low and everyone is worried if they will have a career in the next 5 years	12/16/2019 10:49 PM
1725	Less focus on safety from the company , almost never have safety meetings .	12/16/2019 10:48 PM
1726	Worst	12/16/2019 10:48 PM
1727	Worse for me. I dont know if I am gonna have a job from day to day	12/16/2019 10:47 PM
1728	Not completely horrible but I feel that it is heading in the wrong direction.	12/16/2019 10:47 PM
1729	Safety is only a concern when it allows managers to take you out of service and it does no affect train movement.	12/16/2019 10:47 PM
1730	Longer hours, unpredictable work rest schedule	12/16/2019 10:47 PM
1731	Pour moral from all workers. Mind is not on task at hand.	12/16/2019 10:47 PM
1732	Worse than ever before, Norfolk Southern is ordering crews to depart trains without proper psi on rear of train, no concern for safety!	12/16/2019 10:47 PM
1733	seems more rushed now versus the past	12/16/2019 10:47 PM
1734	We are going backwards. Repairs are being put on the back burner by management. FRA rules are not followed by management	12/16/2019 10:46 PM
1735	Unpredictable and cost the bottom line on my take home pay	12/16/2019 10:46 PM
1736	They are unsafe and forced to work outside of the rules. Short handed and fatigued.	12/16/2019 10:46 PM
1737	All in all my working conditions are good but I'm on a surfacing gang.	12/16/2019 10:45 PM
1738	Less jobs not enough people to do the job	12/16/2019 10:45 PM
1739	Morale is down I work more and away from home more now they I ever was. Safety is no longer a concern I'm just glad to come home alive considering the working conditions now	12/16/2019 10:45 PM
1740	A lot more rushing and less time given to do the work .	12/16/2019 10:44 PM
1741	Workforce cut in almost half on division where I work.	12/16/2019 10:44 PM
1742	Less men doing the same job. Putting stress around home	12/16/2019 10:43 PM
1743	Worse	12/16/2019 10:43 PM
1744	Pressured to do more with less people and equipment. Safety only matters when someone gets hurt and it looks bad on the company.	12/16/2019 10:42 PM
1745	Safer but less productive. Efficiency is lagging and production is decreased due to reduced work force numbers.	12/16/2019 10:42 PM
1746	I have noticed a drastic shift away from safety and towards production/profit in the 5 years I've been on the railroad	12/16/2019 10:41 PM
1747	Much worse. Feel like a criminal in my own job.	12/16/2019 10:41 PM
1748	Manpower has declined significantly, windows are shorter and though there isn't always a direct push to complete work within the shorter time frames, the MOW workers know that if they do not complete their work in those smaller windows that they will have to complete it on weekends or holidays or the work will be completed by contractors. There as been an incline in contractor even though the companies have cut back on manpower. The attitudes of the MOW	12/16/2019 10:41 PM



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workers has become bitter and hopeless believing it is only a matter of time before they lose their families livelihoods.

1749	Worse. Safety has definitely taken a backseat to continuous record profits	12/16/2019 10:41 PM
1750	Working conditions are the same as 10 years ago. Management just smiles now when they attempt to pull you out of service. Sending letters and verbal discipline is the new way	12/16/2019 10:40 PM
1751	worse	12/16/2019 10:40 PM
1752	Work conditions have degraded considerably over the past 5 years.	12/16/2019 10:40 PM
1753	Worse, I used to enjoy traveling out to work. Now it seems we are working more with less time off and everyone is more disgruntled.	12/16/2019 10:40 PM
1754	5 years ago you could hold a job work was going good. Now they have cut so many jobs there are so many people at home without jobs	12/16/2019 10:40 PM
1755	Worse less man power and less material to work with	12/16/2019 10:39 PM
1756	10 times worse. We are harassed after marking off for medical appointments and also penalized even with a medical excuse. CSX	12/16/2019 10:39 PM
1757	Dispatcher will not allow us as much time. I feel rushed in fulfilling my duties.	12/16/2019 10:39 PM
1758	N/A	12/16/2019 10:39 PM
1759	Same or more work to be done with less crew members and fewer yard and utility personnel.	12/16/2019 10:39 PM
1760	The company wants work done faster with less.	12/16/2019 10:39 PM
1761	They are much more strenuous and the changes in work ours because of the PSR model is very dangerous. Working at night with heavy machinery is very very dangerous.	12/16/2019 10:38 PM
1762	Absolutely horrible! Safety went right out the window FAST! Fatigue is at an all time high and morale is at an all time low.	12/16/2019 10:38 PM
1763	Terrible	12/16/2019 10:38 PM
1764	They are similar, though we are asked to do more with less.	12/16/2019 10:37 PM
1765	Worse. Seems everything is done at night. Regardless of what we are told this is more dangerous and the quality of the work suffers.	12/16/2019 10:35 PM
1766	Work conditions are the same	12/16/2019 10:35 PM
1767	Rush rush rush	12/16/2019 10:34 PM
1768	More stressful definitely worried about my job.	12/16/2019 10:33 PM
1769	Much worse, toxic environment. FLS only want to fire the workers. Gotta have a bonus based off of number of investigations? Cover up work injuries.	12/16/2019 10:33 PM
1770	Work conditions have deteriorated greatly. There is no "light at the end of the tunnel" so to speak anymore. Your seniority means nothing in regards to railroads consolidating single direction pools into one. The so called safety teams at locations are simply doing the jobs for make wholes and time of just so the company can report that they are lending a hand and staying ahead of safety issues. This is completely fabricated. If the company cares about safety they wouldn't keep lineups updated so poorly. Typically trains fall back nearly 6 hours everyday from when they are due out. That means while you're rested for the projected time during the day then your not getting adequate rest to get on a train at 8pm because you have been up all day expecting to go to work 6 hours prior. Not to mention working 12-16 hours all night long.	12/16/2019 10:33 PM
1771	Less man power	12/16/2019 10:32 PM
1772	Worse	12/16/2019 10:32 PM
1773	Worse	12/16/2019 10:31 PM
1774	Poorly	12/16/2019 10:31 PM
1775	Everything is more hurried now. Management culture is toxic. There are way too many little rules that they try to find something everyday.	12/16/2019 10:31 PM

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1776	Considerably worse. Workers are forced to do so much more than we used to with forces that have been cut in half, sometimes less.	12/16/2019 10:30 PM
1777	The company has gone to caring less about safety less safety meeting less briefings less concern completely across the board for anything with safe practices.	12/16/2019 10:30 PM
1778	They are garbage	12/16/2019 10:29 PM
1779	Much worse, i have noticed a decrease in safety and more dishonesty from management about inspections and operations	12/16/2019 10:29 PM
1780	Focus is less on safety and more on productivity.	12/16/2019 10:29 PM
1781	Increasingly worse quality of life. Employees kept in a constant state of exhaustion.	12/16/2019 10:29 PM
1782	Worse, expected to do more with less everything.	12/16/2019 10:28 PM
1783	I do 5 times the amount of work. I never get finished	12/16/2019 10:28 PM
1784	Less concern on safety and rule compliance more push to do more with less.	12/16/2019 10:28 PM
1785	My work conditions have considerably become worse. This past year has by far been the worst i have seen it in the 15 years i have worked as a conductor. The carriers are not doing enough to staff boards and call anybody they can find to fill positions. When i hired out in 2004 the boards werent great but you could figure it out within about 6 hours. Now i have been called 24 hours before i thought i was going to work. Extremely hard to be rested for a 12 hour shift. Also the carriers are running trains very underpowered. The first snafu and you are on duty well over your 12 hours.	12/16/2019 10:28 PM
1786	People use "safety issues " to get out of doing work	12/16/2019 10:28 PM
1787	There is an atmosphere of fear. Nobody feels secure, there is back stabbing, moral is lower than I have ever seen it and everybody is afraid for their jobs. We are doing more in less time and putting band aids on band aids nothing ever gets fixed correctly.	12/16/2019 10:28 PM
1788	Union Pacific has shown its employees over the past 18 years that it cares more for the executives and stockholders that production is #1. More production =more money	12/16/2019 10:27 PM
1789	Very under staffed, higher safety risks, management pressures to violate safety regulations to complete work with threats of contractors will do the work	12/16/2019 10:27 PM
1790	They ( the carrier) want more work with less people	12/16/2019 10:26 PM
1791	Absolutely horrible. Morale is an all time low and nobody appreciates anything we do for them.	12/16/2019 10:26 PM
1792	Everything is wide open anything goes no worries about the rules.	12/16/2019 10:26 PM
1793	Safety went from #1 priority to somewhere much lower. Safety is far behind speed now.	12/16/2019 10:26 PM
1794	Working conditions are steadily declining primarily because of skeleton crews. The RR has cut the maintenance department man count to the point it has become a hazard.	12/16/2019 10:25 PM
1795	This is now a job where you have no idea where you stand. Managers check their e-mails in the morning to see if they are locked out of their accounts. If they can log in, they still have a job. Safety has taken a back seat to train length and cost cutting. Anytime you report a problem, the company gives you initials of someone at a higher pay-grade so you can violate safety rules for the company's profit.	12/16/2019 10:25 PM
1796	Fighting everyday for our jobs now, so uncertain whether I will have a job now. Stressful.	12/16/2019 10:25 PM
1797	Worse	12/16/2019 10:25 PM
1798	Worse UNION PACIFIC has lowered our track standards. It's not like we doing a great job before PSR	12/16/2019 10:24 PM
1799	Been here 22 years and the least 10 have been horrible	12/16/2019 10:24 PM
1800	Worse	12/16/2019 10:23 PM
1801	Treated like a number not a human being	12/16/2019 10:22 PM
1802	Safety is no longer a priority unless it's convenient for the carrier. Overall working conditions	12/16/2019 10:21 PM

## PSR Survey

	have made it to where guys with 10-15 plus years of service quit and find other jobs/careers.	
1803	They expect a smaller number of employees to do the same amount of work.	12/16/2019 10:20 PM
1804	we are getting by with broken or worn material and tools not safe by and means	12/16/2019 10:20 PM
1805	I have only been around for 2 years as a conductor however in that time I've seen the company turn upside down, literally everything is way more rushed and the state of not only our quality of life at work has begun to diminish but also low end management. Since it's a downhill slope I understand but it seems to most of us at work that the company doesn't care about employees at all or how they speak to us or rush us, they just care about making money. At what point is a certain amount of profit enough?	12/16/2019 10:20 PM
1806	They have gotten noticeably worse over the last five years. We are not allocated a large enough budget to maintain the track safely, production is all that matters and without saying it we are pushed to produce more and more all the time.	12/16/2019 10:20 PM
1807	They are worse. With all the technology in the cab your attention isn't on the train anymore.	12/16/2019 10:19 PM
1808	Don't know. Only have 2 years seniority.	12/16/2019 10:18 PM
1809	180 in the wrong direction	12/16/2019 10:18 PM
1810	Expecting to do more with less time is a huge safety concern. Rules are being thrown out the window for speed and expected to cut corners for profit.	12/16/2019 10:18 PM
1811	Much worse. Half the man power. Overworked. Moral is extremely minimal.	12/16/2019 10:18 PM
1812	You give them what they want or your reprimanded, or fail efficiency test. Really your on pins and needles all day. You push your self to get across territory or to stay ahead of traffic. Not enough personnel around to do the work. They will not do work if it's not wrote up a FRA defect. No pre maintenance, just run till defect.	12/16/2019 10:18 PM
1813	worse...more demanding and less safe	12/16/2019 10:17 PM
1814	Production is now more important than safety!	12/16/2019 10:17 PM
1815	Worse tons of shortcuts	12/16/2019 10:17 PM
1816	More afraid of being able to fully concentrate because of continuous o test	12/16/2019 10:16 PM
1817	500% worse	12/16/2019 10:16 PM
1818	They preach safety but numbers come first	12/16/2019 10:16 PM
1819	5 years ago you could get the track long enough to make a repair. Although we still get the track it is not as long and as soon as we get it we are pressured to hurry and give it back.	12/16/2019 10:15 PM
1820	Stricter then ever, safety should be number one in your mind but everyone constantly worries about layoffs or getting time off for the smallest infraction.	12/16/2019 10:15 PM
1821	Far worse	12/16/2019 10:15 PM
1822	I have only been with the company going on 8 years but the past two years it has been multiple cut backs and work conditions are worse we keep getting rushed and the new Union Pacific motto is "do more with less" so as you can imagine it's worse and they cut all the paid safety positions except for a select few. Tell me they care about safety?	12/16/2019 10:14 PM
1823	We are just a number @ Csx . Doing more work than ever with half the man power and threatened daily of possible right up or cutting of additional workforce	12/16/2019 10:14 PM
1824	Very different. A lot of budget cuts have been made and I feel a lot have been made in the area of safety. With safety facilitator jobs being cut and ordering proper safety materials.	12/16/2019 10:14 PM
1825	Much, much, worse	12/16/2019 10:13 PM
1826	You were allowed to get your work done with the safety equipment, tools and materials than now	12/16/2019 10:12 PM
1827	Worse. Always feel like management is out to get you.	12/16/2019 10:12 PM
1828	lack of experience and pride in work from trackmen to management.	12/16/2019 10:11 PM

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1829	Less help with smaller work groups and less time to accomplish task causing a rushed and overworked work force.	12/16/2019 10:11 PM
1830	I am a 5 year employee, what I knew as the railroad when I hired in isn't what we know now as PSR	12/16/2019 10:11 PM
1831	Horrible	12/16/2019 10:10 PM
1832	We have no foreman, no safety coordinator, they have contractors doing 3 times the work they used to, half the time our manager doesn't show up in the morning and we have no safety meeting. They just wanting us repairing cars while they run FRA defects all the time because they don't want to waste time on a car that's going to count against there dwell time.	12/16/2019 10:10 PM
1833	Poorer	12/16/2019 10:09 PM
1834	Not so good lot better 5 yrs ago	12/16/2019 10:09 PM
1835	work conditions are less safe and should be addressed.	12/16/2019 10:09 PM
1836	Much worse than when I started 12 years	12/16/2019 10:09 PM
1837	Its seems as though the longer trains and what appears to be little to no maintenance on equipment have led to many more breakdowns and break in twos which in turn puts employees and the public at risk.	12/16/2019 10:08 PM
1838	Working all the time now. Safety is out the window. Instructed to break rules and take trains that wouldn't pass any legit inspection	12/16/2019 10:08 PM
1839	Harder, more stressful. As PSR work is rushed to get finished. 5 years ago the carrier cared about safety. Now they do not.	12/16/2019 10:07 PM
1840	Present day very low to no safety.	12/16/2019 10:06 PM
1841	Alot more contractors and less track and time	12/16/2019 10:06 PM
1842	Working conditions are more stressful compared to 10 or 20 years ago.	12/16/2019 10:05 PM
1843	They have gotten far worse, and the micro management schemes have destroyed any and all moral	12/16/2019 10:05 PM
1844	Rushed with saftey thrown out of the window.	12/16/2019 10:05 PM
1845	I hired out 5 years ago and I can honestly tell you that this job has gotten scary since PSR became a way to railroad. We used to be able to go to work and know that we were gonna go home intact. Today I fear going to work. I fear that for my safety because everything is geared toward productivity and safety is talked about but it isn't honestly the first thing in anyone's mind. Faster is what you hear and when you say something isn't safe the management accuses you of not being willing to comply. They tell you they will take you out of service even if you fear for your safety. Rail cars get jumped into blocked tracks. I have walked more trains in the last year than I did my prior years in service combined. The locomotives we ride while on the road are louder, older, shake more, and catch on fire from time to time. The lack track maintenance has caused more derailments that they attempt to blame on us rather than taking the fault and fixing the issues. They run the boards shorter causing us to get less rest and work more often. The job itself is truly becoming scary	12/16/2019 10:04 PM
1846	Work expectations exceed manpower. Quality of life is disintegrating. Removal of carman puts employees and the publics life in jeopardy. Violation of written agreements are atrocious.	12/16/2019 10:04 PM
1847	Work has been less and more potential for injury and railcars don't get serviced	12/16/2019 10:03 PM
1848	Pretty good still could use improvement	12/16/2019 10:03 PM
1849	It's a lot worse now. They have cut back our work force. And it keeps employees scared to get laid off ....it increases injuries,and stress on us all.most guys realize us and r families don't matter .	12/16/2019 10:03 PM
1850	More dangerous. UP will not maintain equipment properly causing increased danger to employees and the public. KC hub refuses to replace headlights, ditch lights, forcing crews to take shortcuts on air tests, longer trains breaking down and blocking intersections etc.	12/16/2019 10:03 PM
1851	We have less people to do the same amount of work. There are foremen and truck drivers	12/16/2019 10:01 PM

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doing the work that should be done by sectionmen.

1852	Putting a lot of extra work on TEY employees that other crafts done in the past	12/16/2019 10:01 PM
1853	There is more travel involved and with that travel sometimes expected to be at worksite without rest period	12/16/2019 10:01 PM
1854	Pure crap. Twice the amount of work with a quarter the people.	12/16/2019 10:01 PM
1855	They are worse.	12/16/2019 10:01 PM
1856	On the outside conditions seem all hunky dory however they are worse. People get brought in to fill the gap of past people that have left. New people are just scurried in to fill the void, but they are not trained properly.	12/16/2019 10:01 PM
1857	Work is not getting done	12/16/2019 10:01 PM
1858	Current conditions are dangerous from general maintenance being neglected	12/16/2019 10:00 PM
1859	Still cutting jobs ,do more with less,	12/16/2019 9:59 PM
1860	Much worse. The focus on safety is nonexistent.	12/16/2019 9:59 PM
1861	Extremely worse, Safety has never been a concern of railroads even though they pretend it is. Now with PSR safety and quality of life is at an all time low. Moral is at its lowest people are being forced away from there family's with crews working more than ever before with still no clue when we're going to work. This Ron Batory is no doubt being paid off by the railroads to fill the corporate greeds agenda and could care less about the safety and well being of the workers	12/16/2019 9:58 PM
1862	Scared for my job, safety is down the drain. And maral is very low.	12/16/2019 9:58 PM
1863	Tracks and engines are much worse. Moral is at an all time low.	12/16/2019 9:58 PM
1864	5. Rules are more relaxed	12/16/2019 9:58 PM
1865	I used to like coming to work. Now?...I dread it.	12/16/2019 9:57 PM
1866	Work conditions have improved quite a bit over the last 20 years with the addition of more technology as far as tools go , our upper management how ever has declined considerably in experience	12/16/2019 9:56 PM
1867	Less men to do more with less time	12/16/2019 9:55 PM
1868	They've gotten worse. Taken away naps along with totally unreliable train lineups make staying rested and alert virtually impossible. But hey, let's do away with conductors so we stay competitive.	12/16/2019 9:55 PM
1869	I can only say for a couple years. I have heard of a few of our fellow brothers being killed on the railroad. I have seen in the last year that work is getting more, and more rushed to keep up with the demand for these train schedules which could be associated with higher injuries, and higher death rates. Plus it looks like the job sector could start to deplete due to getting time to repair the railroad in return jobs would be lost.	12/16/2019 9:55 PM
1870	I've only been here 2 years, however even in that amount of time, work conditions are worse then they were even I hired out.	12/16/2019 9:54 PM
1871	Feels like the company cuts alit more corners. They don't care about the customer or the employees. 5 years ago I felt some sort of safety. But not so much anymore	12/16/2019 9:54 PM
1872	They are much worse than when I hired out 23 years ago	12/16/2019 9:53 PM
1873	In the last 5 years it has gotten so unsafe.	12/16/2019 9:53 PM
1874	It was a lot better 15 years ago. You could get time to fix the track and you had the men to fix it with.	12/16/2019 9:53 PM
1875	The time allowed on track has decreased. Resulting in not getting time needed to resolve issues on track. Alot doing with track inspectors. Perceived pressure	12/16/2019 9:53 PM
1876	They do not compare 10 years ago we moved freight and was not trying to run the small customers off	12/16/2019 9:53 PM

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1877	Drastically worse. More dangerous due to fatigue and being rushed constantly. Definitely a more hostile work environment forced on us by management	12/16/2019 9:53 PM
1878	Hostile and extremely dysfunctional work environment. Supervisors want you to break rules to get the job done because we don't have the man power or resources like we use to.	12/16/2019 9:52 PM
1879	There is always a shortage of manpower, which requires crews to work longer hours to cover the next shift putting a tremendous strain on an already exhausted crew. Equipment is not being maintained properly because it cost them more money. Tracks in our yard are in bad shape. Our on duty points in the yard which are small shacks are poorly maintained, having insect issues and nasty restrooms are common, managers care little about these issues. So many issues, I could go on and on. 5 years ago this was a great job, in 2019, it's far from ever being a great job. 14 year employee of CSX.	12/16/2019 9:52 PM
1880	Very poor	12/16/2019 9:52 PM
1881	Not good. Morale is at all time low. Employee cuts but work load stays the same. Forced to do more with less help and materials.	12/16/2019 9:52 PM
1882	1. Safety, Train length, work events, and type of work events all have increased on crews. 2.Management overlooks rules for their benefit then disciplines you for same rule violation. 3. Cuts in jobs! 4. Moral of workforce is very low 5. Changes are being forced or shoved down employees throats.	12/16/2019 9:51 PM
1883	There are more rules to comply with that require more track time. Track maintenance time is limited and often unavailable. Often there is unrealistic time allowed to complete job task safely and then requires employees to take short cuts and make unsafe decisions or not finish the task on time.	12/16/2019 9:51 PM
1884	Overall I know moral of employees has gone down a lot. Which I think causes more unsafe working conditions.	12/16/2019 9:51 PM
1885	Terrible, through job cuts and funding held back. There isn't any preventative maintenance being done, everything is a mayday due to hours being worked trying to make operating ratios.	12/16/2019 9:51 PM
1886	Back in the day the company cared about their employees	12/16/2019 9:51 PM
1887	Bout the same. Safety is always pushed.	12/16/2019 9:50 PM
1888	Work safety is being ignored.	12/16/2019 9:50 PM
1889	Unsafe	12/16/2019 9:50 PM
1890	Working conditions have declined and are more dangerous than ever befor.	12/16/2019 9:50 PM
1891	Less people doing more work. Also drones overhead auditing people is pretty ridiculous.	12/16/2019 9:49 PM
1892	Safety has went down dramatically, company has put it completely in the employees lap without any responsibility of there own.	12/16/2019 9:47 PM
1893	Some of the company rules are stupid and so is some of the FRA rules	12/16/2019 9:47 PM
1894	Conditions have declined dramatically safety no longer a priority	12/16/2019 9:46 PM
1895	VERY POOR!!! TERRIBLE!! LAUGHABLE!! UNREALISTIC!! A JOKE!! A NIGHTMARE!!	12/16/2019 9:44 PM
1896	Younger, less experienced work force. Management, that has never worked on the tracks and has no clue how to run a railroad, or whatever actually need to work safe.	12/16/2019 9:44 PM
1897	Absolutely TERRIBLE!!!	12/16/2019 9:44 PM
1898	Management pressures to have things done on "their time." If you follow proper rules, and procedures, eventually a manager usually shows up and ask what's taking so long, or threatens to write you up for delaying a train! As a Conductor I don't necessarily blame them directly, because it' their upper management that is breathing down their necks, giving them unrealistic expectations!!! Ie: MTO's, DTO's Corridor Managers, all the way up to the Superintendent! It's unsafe, completely disrespectful, and not professional!!! No one should be threatened with discipline for following FRA, and GCOR mandated rules!!!	12/16/2019 9:43 PM
1899	2	12/16/2019 9:43 PM



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1900	Worked more with less people	12/16/2019 9:42 PM
1901	They are worse. Meaning man power is being cut with more work added to the crews.	12/16/2019 9:42 PM
1902	Very unstable and stressful	12/16/2019 9:41 PM
1903	Worse	12/16/2019 9:41 PM
1904	Safety is set aside. Keep trains running by whatever means necessary. Man power cut in half. MOW does not fall under hours of service so I have worked 24 hours straight without a break.	12/16/2019 9:40 PM
1905	I believe safety has been the focus for the last 10 years. Although there is a shift currently that I cannot define. We put maintenance projects on hold waiting to be given permission to do what is right and preventative maintenance is gone as the railroad would rather see data then listen to employees about track maintenance. Geometry cars, aurora tie scan cars, herzog rail detectors dictate what we are allowed to do.	12/16/2019 9:40 PM
1906	Much worse! Trying to do more with incredibly less people. Example: less maintenance of way employees equals unsafe maintenance schedules on the rails and therefore more derailis. Less conductors (furloughs) longer trains and much worse work rest cycles.	12/16/2019 9:39 PM
1907	Not good	12/16/2019 9:39 PM
1908	Worse	12/16/2019 9:37 PM
1909	Less manpower and they expect more from us with less.	12/16/2019 9:36 PM
1910	Poorly	12/16/2019 9:36 PM
1911	Sad. No help, short handed so we have no choice but to beat our self down in order to complete the task	12/16/2019 9:36 PM
1912	Worse	12/16/2019 9:36 PM
1913	I started 5 years ago. I'm concerned about job cuts and further loss of work.	12/16/2019 9:36 PM
1914	The railroad uses less people to attempt to do the same work when we had the manpower. Threatens to fire you if you get hurt by over the top rules. When you can't get it done as fast as they want, they bring in herds of contractors and say they saved money.	12/16/2019 9:36 PM
1915	Worse, and much more unsafe. Train lengths have increased, but the technology to support such long trains is simply not available	12/16/2019 9:35 PM
1916	5years ago with the rules in place I felt safer and not pushed as I do today with all the roll back rules of 1978	12/16/2019 9:35 PM
1917	Alot of shortcuts, and more presure to get work done faster! Its not a good combination	12/16/2019 9:35 PM
1918	Generally speaking, conditions have deteriorated compared with conditions five (5) years ago.	12/16/2019 9:34 PM
1919	Some better equipment but we do not get treated any better. And now they want to work us more and give us less time off with our families	12/16/2019 9:33 PM
1920	Terrible	12/16/2019 9:33 PM
1921	Worse. Expected to take short cuts in order to get trains out. Safety isnt good	12/16/2019 9:33 PM
1922	It's more Stressful then it was 5-20 year ago no one know's where the railroad is heading	12/16/2019 9:33 PM
1923	Terrible, I was a carmax, now Retired, towards the end there you would Always get harrassed for bad ordering cars, and I almost got Fired for doing that!	12/16/2019 9:32 PM
1924	Working conditions have been gone down consistantly since PSR has been implementent. Used to be a big push for saftey, now its all about how fast can we build trains. Saftey is no longer a factor to the carrier	12/16/2019 9:32 PM
1925	Good	12/16/2019 9:30 PM
1926	BMW members are no better off than 10 yrs ago.	12/16/2019 9:29 PM
1927	Working conditions are much worse the past 2 years at NS. No regard for safety for employees or the general public. It keeps getting worse I wonder how many people's lives are worth an almighty dollar!	12/16/2019 9:27 PM



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1928	Very questionable practices, carmen and MOW gangs seem overworked. T&E crews short staffed and working dangerously fatigued	12/16/2019 9:27 PM
1929	We are at the worst working conditions including an all-time low moral. Company does what it wants when it wants witour regards to safety or FRA violations.	12/16/2019 9:27 PM
1930	Fair	12/16/2019 9:27 PM
1931	I feel there is a lot less responsibility in the workplace from managers and dispatchers and corridoor managers. I have been around for 7 years with my company. The pressure is on us to get the train across the road but we are constantly under powered and exposed to more than undesirable work place atmospheres. Trains are way to big and this not only affects the conductor that has to walk them but the public blocked at crossing for long period of times while we are moving or blocked because they made yet another unscheduled stop and did not fit off crossings.	12/16/2019 9:27 PM
1932	Safer	12/16/2019 9:27 PM
1933	Conditions are considerably worse. By reducing the workforce to please shareholders, workers are forced to do tasks that they are not familiar with and are not qualified to do. The companies often overlook the safety aspect of tasks just to move trains to meet schedules. Also, the longer trains means that it takes longer to walk back to fix issues and blocking towns for longer periods of time because of length, hindering emergency crews needing to do their jobs when time is critical and all routes are blocked because of a train meet or breakdown.	12/16/2019 9:25 PM
1934	Working conditions have deteriorated quite a bit since psr was implemented.	12/16/2019 9:25 PM
1935	Worse. So much more focused on stockholders than the ones who do the work	12/16/2019 9:25 PM
1936	The work force is cut in half in months and they still want the same amount of work	12/16/2019 9:25 PM
1937	Gotten worse	12/16/2019 9:24 PM
1938	Safety to me has seemed to take a back seat now. They are rushing us out the door in order to keep their numbers in line. We now have a time restriction when we must be on our train and have had managers question what took so long and why when our train wasn't even here yet.	12/16/2019 9:24 PM
1939	Unstable	12/16/2019 9:24 PM
1940	Working conditions are getting worse because the railroad is more focused on saving money instead of keeping maintenace up around facilities and out on the track.	12/16/2019 9:24 PM
1941	About the same. Hadn't really changed much	12/16/2019 9:24 PM
1942	Work conditions remain mostly the same. Except now there are more cameras, and ever more paper work. I understand the meaning behind the constant change and additional forms is to hold workers more accountable for their own safety. But it fails to have any true impact on working conditions or practices.	12/16/2019 9:23 PM
1943	Not as sage in my opinion	12/16/2019 9:23 PM
1944	Worsening by the day	12/16/2019 9:23 PM
1945	Less people to do more work	12/16/2019 9:23 PM
1946	Worse. Pressure to get things done. Constant heat from dispatch. Constant pressure from supervision to rush FRA inspections.	12/16/2019 9:23 PM
1947	Fast pace, hurry up, let's go!	12/16/2019 9:23 PM
1948	Unsafe, rushed, feel like the company doesnt care about employees.	12/16/2019 9:21 PM
1949	Worse	12/16/2019 9:20 PM
1950	Everything is in rush mode with projects and work in general from supervision just get it done fast	12/16/2019 9:20 PM
1951	Work conditions are a lot worse then they were 5 years ago. You have less people trying to do the same amount Everyone worried if they will have a job or not	12/16/2019 9:20 PM
1952	5 years ago= safety Today=forget safety, now they want productivity	12/16/2019 9:19 PM

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1953	They are asking more from us with less people having us do cross craft things so they can get rid of more people.	12/16/2019 9:19 PM
1954	Work conditions have changed due to flip flop in work schedules, unnecessary night work, is also dangerous	12/16/2019 9:19 PM
1955	Fewer employees are expected to work longer hours and do more work. Shifts are longer and more unpredictable.	12/16/2019 9:19 PM
1956	Massive trains. Running anywhere from 7000 to 11000 feet trains on a normal basis.	12/16/2019 9:18 PM
1957	10 years ago	12/16/2019 9:18 PM
1958	I am conductor going on 14 years. Work conditions are way worse then 5 years ago. Trains are way longer so you are exposed to much more of the elements much longer and physical stress is so much worse because when a train breaks you are walking 4 miles to fix it instead of 2. Also trains break way more frequently because the equipment is not maintained like it used to be because of fewer Carmen and Diesel shop employees. Trains are way under powered and the power is not maintained so that you stall out much more frequently and there for have to do things like ride a train car for miles and miles to shove back down the hill in the clear. This is very dangerous! Schedules are worse because more trains breaking mean estimates of train arrivals are way off so you can't plan your rest. I don't have the time to go into it all but it's frankly a sh*t show.	12/16/2019 9:17 PM
1959	They are asking for more work in less time with fewer employees, so they are creating a very stressful work environment	12/16/2019 9:17 PM
1960	Worse, crossings need upgrades, track conditions need upgrades as well	12/16/2019 9:17 PM
1961	The carrier expects everyone to be at work, or away from home at all times. Crews are constantly exhausted and I've never seen as many trainmen on FRA consecutive starts on a constant basis.	12/16/2019 9:17 PM
1962	Less men, more work	12/16/2019 9:16 PM
1963	Bad	12/16/2019 9:15 PM
1964	I've been here 17 years. Our working conditions no longer revolve around safety. Safety is not a priority. Production has now overtaken safety as the priority on Union Pacific.	12/16/2019 9:15 PM
1965	We are working on our rest all of the time. The reason for this is the cutting of jobs.	12/16/2019 9:14 PM
1966	Same if not better. Better staffing, better equipment, better conditions overall.	12/16/2019 9:13 PM
1967	More work less people , it seems it's still only about the dollar . Safety is preached but ultimately jobs are cut , work is increased .	12/16/2019 9:13 PM
1968	More stressful and a higher risk of injury due to the turned blind eye to safety of engines rail cars and work required to perform jobs	12/16/2019 9:13 PM
1969	Considerably more hostile. Impossible to guess work schedule. Doing more work with less training, less maintenance, less sleep.	12/16/2019 9:13 PM
1970	Safe, except for emergencies, then no rules apply	12/16/2019 9:12 PM
1971	Not enough personnel	12/16/2019 9:12 PM
1972	We are running on bare minimum crews and using minimum material as possible	12/16/2019 9:12 PM
1973	Morale is at it lowest point since I started in 1998. Since PSR has been implemented, safety has taken a back seat to profits!	12/16/2019 9:11 PM
1974	Horrible	12/16/2019 9:11 PM
1975	I was the new hire five years ago and the biggest concern back then was that everybody went home at the end of the shift safely they wanted us to do our job but it wanted it done safely The production numbers were a concern but they were not the only concern like they are now	12/16/2019 9:10 PM
1976	5 years ago the same. 10 to 20 years ago it is better	12/16/2019 9:09 PM
1977	Work conditions are alot safer because of all that we know	12/16/2019 9:09 PM

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1978	Worst	12/16/2019 9:09 PM
1979	Bad. Real bad. I take medication now that I never had to take.	12/16/2019 9:07 PM
1980	Same	12/16/2019 9:06 PM
1981	Work conditions continue to degrade as all crews are getting skeletonized.	12/16/2019 9:06 PM
1982	They have completely made it so unsafe to work safely anymore. The cuts in every department has made it almost impossible to check every car or locomotive on the train completely and up to the FRA standards. Most trains don't even make it from point A to point B without breaking down or some kind of problems.	12/16/2019 9:06 PM
1983	Worse, doing more with less	12/16/2019 9:06 PM
1984	Not even close we have ten fold more bad order cars and track matinence is suffering	12/16/2019 9:04 PM
1985	Much worse	12/16/2019 9:03 PM
1986	Very pressured to get more work completed in the same amount of time with fewer guys and equipment.	12/16/2019 9:03 PM
1987	Rushed and erratic. Smaller windows of time are creating less productive outcomes. The issue is that production expectations remain relatively the same.	12/16/2019 9:03 PM
1988	5, 10, 20 years ago safety issue where taken serious. Today all we hear is we do not have the money or resources to take care of the issues. We have cable that has been laying in the open on ground all over Union Pacific system. Does seem to bother anyone.	12/16/2019 9:02 PM
1989	Hate my job	12/16/2019 9:01 PM
1990	Gone downhill fast	12/16/2019 9:01 PM
1991	Safety is no importance to the railroad anymore all about shareholders and making billions for themselves	12/16/2019 9:00 PM
1992	Awful. Worse I have ever seen it. Managers rushing crew to the point that something is bound to happen soon. Pushing you out the door before you are even on duty.	12/16/2019 9:00 PM
1993	Working conditions have depleted drastically in the last five years. Workers feel rushed, no time to do a job safely. Also the workers personal safety has been put on the back burner as if safety doesn't matter anymore.	12/16/2019 9:00 PM
1994	Poor. No safety, pushed to hurry and ignore issues	12/16/2019 9:00 PM
1995	Worse. Profits have been made at the sacrifice of alienating employees and poor customer service across the systems.	12/16/2019 8:59 PM
1996	More rushed and hectic	12/16/2019 8:59 PM
1997	Terrible	12/16/2019 8:59 PM
1998	I believe the company is more worried about profits then safety	12/16/2019 8:59 PM
1999	Good Railroad now	12/16/2019 8:57 PM
2000	A few less men working at each subdivision.	12/16/2019 8:57 PM
2001	No where near as safety minded as in the past	12/16/2019 8:56 PM
2002	Still have to work in lightning, thunderstorms Lose money having to abide by on site reporting	12/16/2019 8:55 PM
2003	Worse by far.	12/16/2019 8:54 PM
2004	worse	12/16/2019 8:53 PM
2005	More job security 15 years ago compared to today.	12/16/2019 8:53 PM
2006	Worse. Safety has deff suffered in my 10 yr career. Our training is non existent. Production is the only thing that matters.	12/16/2019 8:51 PM
2007	Had more people to help do the same job. Now you have two or 3 man bridge gangs. 5 years ago the same gangs where 5 man gangs.	12/16/2019 8:51 PM

## PSR Survey

2008	Less jobs and less guys working. Forcing more work on less guys and people are getting tired and not as focused	12/16/2019 8:50 PM
2009	20 yrs ago work was much better. We worked hard but always up against a 30 day clock adding stress to our work environment. Also jobs weren't always being abolished.	12/16/2019 8:50 PM
2010	Worse now that it's all about moving freight we are rushed to do our jobs	12/16/2019 8:50 PM
2011	Significantly worse	12/16/2019 8:50 PM
2012	More pressure to do the job with less. That means less personal to do the higher expectations to complete work in a smaller amount of time.	12/16/2019 8:50 PM
2013	The conditions have worsened in the last 2 years. Safety is a concern and the amount time away from home has worsened. This company was family oriented up until this big schedule change in the MOW side	12/16/2019 8:49 PM
2014	We have less employees to carry the work load. Wearing out the guys faster.	12/16/2019 8:49 PM
2015	Less employees on the maintenance side resulting in higher work loads.	12/16/2019 8:49 PM
2016	Conditions are worse. The stress level is palpable, especially among front line managers. This, of course, is transmitted to T&E employees. The negative/hostile environment has a detrimental effect on safety.	12/16/2019 8:49 PM
2017	They more stressful and uncertainty of future employment ways heavy on the minds of all. Knowing how much profit is being made and the continued reduction of railroad employees being replaced by contractors	12/16/2019 8:49 PM
2018	Let's do the 20 years ago. Average train size was just under 6000 feet. There was less big brother watching every breath you take, and Engineers knew how to run a train. Now the trains are up to 3 miles long. 20k tons and our hands are tied with regards to how we run these trains. Between the rules and the lengths you are lucky to get over the road with no problems.	12/16/2019 8:48 PM
2019	We are shorthanded and can not keep up with repairs to the track. To many repairs are not up to standards but fit in the budget	12/16/2019 8:47 PM
2020	Tougher.	12/16/2019 8:47 PM
2021	Let time to work with less manpower.	12/16/2019 8:47 PM
2022	Worse	12/16/2019 8:47 PM
2023	To me, it way worse now than 5, 10, 16 years ago! It seems like it gets worse every day. Never seen so many people layed off. Gangs cut down, wanting men to do a 2 mans job by them selves. It's like the rail road could care less about me, and more about the profits. It's NOT, safety first.	12/16/2019 8:46 PM
2024	Rushed	12/16/2019 8:45 PM
2025	Trains have increased in size making communication very difficult. Because of increased sizes many trains have issues operating without breakdowns.	12/16/2019 8:45 PM
2026	Worse, asked to do more with less	12/16/2019 8:44 PM
2027	You have people who have been running equipment for years and now they have to get out and do track man work and they aren't in shape for it or just to old to be doing that strenuous labor	12/16/2019 8:43 PM
2028	Worse	12/16/2019 8:43 PM
2029	Things are horrible, every day it's tougher and tougher to go to work. You never know what crazy plan is taking place at your expense.	12/16/2019 8:43 PM
2030	Same....rr's talk a good game, but safety always suffers when money is tight.	12/16/2019 8:43 PM
2031	Much more dangerous fuel to lack of experience in management.	12/16/2019 8:43 PM
2032	It will be the same	12/16/2019 8:42 PM
2033	Safer - time given to drive safely, plan, recognize hazards and mitigate risk.	12/16/2019 8:42 PM
2034	Near impossible to get the amount of main line track and time to do quality work. Everything is	12/16/2019 8:42 PM

## PSR Survey

	a rush rush now.	
2035	Well, man power being down (abolishing jobs) and them wanting more production than how it was 5 years ago. It feels like someone will get hurt or even kill.	12/16/2019 8:41 PM
2036	The work force has been cut so we workers that are still here have to do more with less	12/16/2019 8:40 PM
2037	The maintenance of the track is put on the back burner as it causes delays to the trains. It's all about moving trains instead of the safety of the employees and public.	12/16/2019 8:40 PM
2038	There is no safety program. Don't have a choice of schedule or working conditions. Now it's do it or be fired. No family life.!	12/16/2019 8:40 PM
2039	I work system bridge and have noticed no difference in the amount of actual track time	12/16/2019 8:40 PM
2040	Not as safe, meaning that safer measures are placed or removed in order to get the job done. Less workers force more work on an already strained employee	12/16/2019 8:39 PM
2041	15 years ago when I started safety was everything. I can't even get a pair of insulated gloves	12/16/2019 8:39 PM
2042	We are rushed to perform duties. With fear of being fired.	12/16/2019 8:39 PM
2043	More contractors now then five years ago! And this year UP took away a day now we work 8/6 was 8on 7 off!	12/16/2019 8:38 PM
2044	Things have gone down hill dramatically in my case I'm now covering an additional 40 track miles and another yard as the only arc welder on a 100 track mile territory	12/16/2019 8:38 PM
2045	Very understaffed now in comparison. Mgmt has made not filling relief for those absent/vacations, etc standard operating procedure in addition further aggravating an already difficult situation. Window size and project plans stay the same puting pressure on employees working.	12/16/2019 8:38 PM
2046	They don't compare	12/16/2019 8:37 PM
2047	Leans more towards rapid production over safety quality more and more each year.	12/16/2019 8:36 PM
2048	Working conditions are worst	12/16/2019 8:36 PM
2049	I have 12 yrs in and it has affected morale, safety alot	12/16/2019 8:35 PM
2050	They are worse out here, we are told that they care about us as employees, but we all know they only care about the bottom dollar. We are pretty much doing more with less.	12/16/2019 8:35 PM
2051	The conditions at the company are horrible compared to 15 years ago, no maintenance on equipment or track or cars. It's just a matter of time till another catastrophe.	12/16/2019 8:35 PM
2052	They suck. Alot of layoffs. Hard to provide for your family when you never know when your last or next check will be	12/16/2019 8:35 PM
2053	Much worse. I was able to work regularly 5 years ago and now I am an extraboard man with no end of it in sight.	12/16/2019 8:34 PM
2054	ANYTHING to get the job done.	12/16/2019 8:34 PM
2055	Working conditions have worsened over the last 10 years but have gotten increasingly bad over the last five years.	12/16/2019 8:34 PM
2056	Considerably worse	12/16/2019 8:33 PM
2057	no work schedule, everything is on the fly, lineups are off as much as 12 hours or more. trains are longer and radios do not reach the rear. bad morale all the way around, fewer people with more work	12/16/2019 8:32 PM
2058	Trains are twice as big, power isnt being maintained. Trains are being built illegally but the train list doesnt show the proper cars so you have to roll your train out to find it. Man powers been cut back to bare minimum	12/16/2019 8:32 PM
2059	Much Better, And Much Safer Now,Than 10trs ago	12/16/2019 8:32 PM
2060	Less than one year on the job.	12/16/2019 8:32 PM
2061	not as safe as they were.	12/16/2019 8:31 PM

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2062	I have been BNSF 28 years work conditions are about the same safety is better but more contracting out	12/16/2019 8:31 PM
2063	Working conditions, have been steadily decreased over the last five years that I have been with the railroad, fewer jobs. Noticeably few jobs, which affect work in so many aspects. Family, Health, Cost of living. Traveling farther, just to be able to work, & with out ability to be compensated from being so far from home. The Co.'s fond loop holes not to pay mileage, & per diem. Wether it be posting jobs as far as New Mexico on Headquartered pay, & if you as an individual don't bid the position, then you forfeit the per diem. Which isn't enough as it is.	12/16/2019 8:31 PM
2064	Horrible they expect not only the same amount of work but more with less and less people and equipment In certain areas there is so much to be done you have to work ungodly amounts of overtime and weekends and get no family time. It's like there's no end in sight with everything amd pst on top of it.	12/16/2019 8:31 PM
2065	We are "rapid responders" chasing fires so to speak. No preventative maintenance. No time with the lack of man power.	12/16/2019 8:30 PM
2066	100% worse.	12/16/2019 8:30 PM
2067	Bad	12/16/2019 8:29 PM
2068	I started 2015. Bet when I came in it was so much better. It was very professional. Now wow. We are like prisoners. If you speak you're like in prison. Management uses it powers against by cutting gangs	12/16/2019 8:29 PM
2069	More work piled onto less people. Each craft person that is furloughed has their work piled onto the conductors.	12/16/2019 8:28 PM
2070	Condition are worse. They keep down sizing our manpower. They want backhoe operators to drive a dump truck to haul material and the backhoe. That should be 3 jobs not one.	12/16/2019 8:28 PM
2071	Longer hours, less time off, almost zero home life	12/16/2019 8:28 PM
2072	12 years of service and PSR has caused more stress and more pressure to do more work with less help and tools.	12/16/2019 8:27 PM
2073	Less stability and feel less valued. Company is showing its employees are less valued than ever.	12/16/2019 8:27 PM
2074	Different not enough man power equipment, material and trucks	12/16/2019 8:27 PM
2075	Work force slashed dramatically, feel as if they still want the same amount of work done with less people	12/16/2019 8:26 PM
2076	People have less of an uNderstanding of the job, training is lacking, management has no clue and screws more up than they help. Very young workforce.	12/16/2019 8:26 PM
2077	Things are not as loose..... however safety is not a concern.	12/16/2019 8:26 PM
2078	In 2006 everything was safety, and how to bring everyone home safe . 2019 safety has taken a back seat to train velocity.	12/16/2019 8:26 PM
2079	More pressure and less time to get work done.	12/16/2019 8:25 PM
2080	The amount of demanded work has increased while they have steadily decreased the amount of manpower to do the work safely. The treatment of employees as simple replaceable "serial numbers" has led to what many would consider a hostile workplace.	12/16/2019 8:23 PM
2081	Shitty	12/16/2019 8:23 PM
2082	Everything revolves around production	12/16/2019 8:23 PM
2083	Considerably worse all the company thinks about is how they can make money , less people and more work .	12/16/2019 8:23 PM
2084	Prison camp labor	12/16/2019 8:23 PM
2085	A lot worse.	12/16/2019 8:23 PM
2086	We are being pushed harder and safety in not as important as it once was. Much easier to get	12/16/2019 8:22 PM



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fired for stupid stuff and call it conduct un becoming or failure to comply. Company does not know how to properly manage crews as the key word is we will just consolidate or cut out pool or extra board spots. Then there is the talk about 1 man crews what a joke and laughing stock this company and the railroad has become.

2087	Suck	12/16/2019 8:22 PM
2088	They have changed	12/16/2019 8:21 PM
2089	There is no general maintenance any more for track sections the track inspectors put a 213 9 b on a defect and when it is about to expire the section will do what is needed to get the defect repaired	12/16/2019 8:20 PM
2090	Work conditions have severely are steadily deteriorated in the last 10 -20 years even more so the last 5 . The constant rush,the overlooking of rules and the deminished time we are given to safely run our trains .	12/16/2019 8:20 PM
2091	Safety processes eroded over time especially in the last 2 years and conditions are eroding with them .	12/16/2019 8:20 PM
2092	Worse	12/16/2019 8:18 PM
2093	I was furloughed in July because of PSR.	12/16/2019 8:17 PM
2094	It seems safety has went out the window. They expect you to do more work with less people.	12/16/2019 8:17 PM
2095	A lot less workers on RR. Company is having 1 person doing the jobs that took 3 a few years ago	12/16/2019 8:17 PM
2096	Terrible, with all the cuts it is constant work with no time at home causing focus to start to drift	12/16/2019 8:16 PM
2097	Do same work with less. People	12/16/2019 8:16 PM
2098	Working conditions are way worse than they were 5, 10 or even in my case almost 15 years. Ever since the implementation a precision scheduled railroading, track has gotten worse, running monster trains is a horrible idea and with the lack of mechanical crews out there now, locomotives and cars are breaking down.	12/16/2019 8:15 PM
2099	Nothing gets done proactively. Nobody takes accountability. It is very much a blame game system now more than ever.	12/16/2019 8:15 PM
2100	The quality of life has diminished, moral is low. The company expects you to rush these trains out of yards without proper inspections, whatever it takes to meet their OS times.	12/16/2019 8:15 PM
2101	I have worked for Norfolk Southern for 13 years. In the last 5 years the working conditions have decline greatly.	12/16/2019 8:15 PM
2102	Moral is substantially worse due to constant concern jobs will be needlessly eliminated. Production has suffered due to lack of availability of work train crews, power, and MOW manpower.	12/16/2019 8:15 PM
2103	They have definitely deteriorated. Maintenance is not being done sufficiently and the crews are left holding the bag and answering customers complaints.	12/16/2019 8:14 PM
2104	They want production over safety	12/16/2019 8:14 PM
2105	Much worse. Twice the work with half the manpower. No regard for safety. Constant work rule changes.	12/16/2019 8:14 PM
2106	Less men. But not as hard back then	12/16/2019 8:14 PM
2107	Push harder for production numbers, lust headcount to do the job safely.	12/16/2019 8:14 PM
2108	It's all about share holder value. The employees are never valuable to any company that waists there time with psr. When employees feel valuable to there company and the company actually shows it. Productivity is better, moral is better and guess what if all that takes place then company can be prosperous. Proven fact. I literally have to wonder everyday if I'm going to have a job. Why? Because how far are the share holders going to go . When all the dust settles theses railroads if left unchecked will end up like Walmart. Look around in Walmart cheap labor and no one to help you because they know nothing, atutomatic check out lane s keeps going on on. 10 to 20 years ago it was never like that at all. Everyone mattered and the company would	12/16/2019 8:13 PM



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notice. If Sam Walton was Alvie today and seen the way Walmart employees are treated , he would fire all of them . No different than what's taking place in the railroad world.

2109	Awful, nothing is maintained. They care nothing about safety or our well-being	12/16/2019 8:13 PM
2110	Worse, no concern for safety	12/16/2019 8:12 PM
2111	Worse, it's a do more with less environment.	12/16/2019 8:12 PM
2112	Lack of rest, goal of productivity is higher. And man count is significantly lower .	12/16/2019 8:11 PM
2113	Worse	12/16/2019 8:11 PM
2114	While working conditions have stabilized the carrier often negates risk by telling employees to rely on technology that often doesnt work.	12/16/2019 8:11 PM
2115	Increasingly more stressful and uncertain do to rise in health care cost, job security, union dues,	12/16/2019 8:10 PM
2116	I do not know, I hired out last May. I can say that PSR has disrupted rail traffic. Industries are switching to trucking instead of rail freight due to increased fines, almost impossible schedules to meet in regards to dwell time and delivery	12/16/2019 8:10 PM
2117	Working condition are not good. Nothing is being maintained , and the boards are kept way to short.	12/16/2019 8:10 PM
2118	Horrible, infrastructure and maintenance have been extremely neglected. Yard conditions are dangerous and ridiculously filthy due to lack of maintenance and cleaning	12/16/2019 8:09 PM
2119	Manpower has been reduced greatly, morale is at an all time low with co workers being afraid of the uncertainty of our careers.	12/16/2019 8:09 PM
2120	Less people to do the jobs. Leads to unsafe work conditions. When the goal was to be safer	12/16/2019 8:09 PM
2121	You had time to get the job done correctly. Today you do not. A lot of bandaid being put on out there. Not safe.	12/16/2019 8:09 PM
2122	More pressure and in fear of being termanated	12/16/2019 8:09 PM
2123	Worse	12/16/2019 8:09 PM
2124	Worse	12/16/2019 8:08 PM
2125	I have 24 years of railroad experience and now days the work environment is extremely stressful and unhealthy.	12/16/2019 8:08 PM
2126	Working conditions now are way worse. I feel the company does not care about its employees safety or sanity.	12/16/2019 8:08 PM
2127	It's terrible! All they care about now is the stock price and what they can sell off to benefit them. So now they think it's safer to work night shift at random now and working 4 days a week from home is non efficient so they think it's safer working 5/8s or 9and5.	12/16/2019 8:08 PM
2128	Terrible	12/16/2019 8:08 PM
2129	Anything under 12 hours is a good day! Things seemed to have changed for the worst around 4 years ago. I was told personally by management, we own you for 12 hours we can work you for 12 hours. Then was told they could care less if we were 17 hours away from home.	12/16/2019 8:08 PM
2130	Before PSR ,IT WAS RUFF BUT NOTHERING LIKE NOW,,IT SUCKS	12/16/2019 8:08 PM
2131	More work, less days at home..was jobs to choose from ....no overtime....a lot more contractors	12/16/2019 8:08 PM
2132	It's terrible and unfortunately I have left CSX	12/16/2019 8:08 PM
2133	The Union sucks worse but the railroad is fine	12/16/2019 8:08 PM
2134	Worse	12/16/2019 8:07 PM
2135	1000% worse. Safety used to be the top priority now it's all about numbers and numbers that lie for that matter.	12/16/2019 8:07 PM
2136	Worse.	12/16/2019 8:07 PM

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2137	Worse due to night work and longer work weeks. I.e. 9 on 5 off and 8 on 6 off. Also 10on and 2 off has been discussed.	12/16/2019 8:07 PM
2138	We are asked to do the sa.e amount of work with less men.	12/16/2019 8:06 PM
2139	15 years ago we had more people to get tasks completed more safely	12/16/2019 8:06 PM
2140	Much worse.	12/16/2019 8:06 PM
2141	Alot more work. Alot less help. Extremely unsafe compared to 5 to 10 years ago.	12/16/2019 8:05 PM
2142	They push us to work faster and with less people. There saying is "respond quickly"	12/16/2019 8:05 PM
2143	Much poorer conditions	12/16/2019 8:05 PM
2144	Less safety measures. Work force cut to the bone causing Overworked and fatigue of train crews. Mechanical dept cuts producing more unresolved locomotive repairs	12/16/2019 8:05 PM
2145	Honestly, this probably isn't the answer you're looking for but things are way more laid back compared to 10-15 years ago.	12/16/2019 8:05 PM
2146	I believe we are cutting corners too much. We are expected to multitask to an increasingly dangerous level. The manpower has been cut drastically and the expected output raised to allow greater possibility of putting oneself or the general public at deadly risk	12/16/2019 8:04 PM
2147	Fair	12/16/2019 8:04 PM
2148	Terrible and far less safe than when I began in 2011	12/16/2019 8:03 PM
2149	Horrible, less time at home and we are just a number, before we had safety meetings and families were invited now it is all about the stock holders.	12/16/2019 8:03 PM
2150	Unsafe	12/16/2019 8:02 PM
2151	Compared to 5 years ago? Very hostile.	12/16/2019 8:02 PM
2152	Things are getting easier due to advancements in tool technology but the working conditions are deteriorating. Rules are becoming overwhelming and doing your job is getting harder because of the constant worry you have about breaking rules that have been put into place because of knee jerk reactions. The railroad, BNSF specifically, has become so entrenched in the belief that more is less that I feel overall safety of the railroad is being put on the back burner in the interest of bigger profits for upper management and shareholders. Our railroad looks worse now than at any point in my career.	12/16/2019 8:02 PM
2153	Work condition are much worse than they were when I hired 10 years ago. Today everyone has to do most jobs due to being short handed.	12/16/2019 8:02 PM
2154	Work pace is pushed to be as fast as possible and the work forces have shrunk dramatically Causing not only me but my fellow workers to be more tired and stressed.	12/16/2019 8:01 PM
2155	Worse the customers needs are never met or cared for over the all mighty dollar for the company	12/16/2019 8:01 PM
2156	Much worse. Lower morale, crews unsure if they will need to get rest as there is uncertainty of trains running. Road crews doing more work on each end of road and on line of road.	12/16/2019 8:01 PM
2157	No a lot worse	12/16/2019 8:01 PM
2158	The equipment is falling apart. Derailments are up. And tons of maintenance is being deferred.	12/16/2019 8:00 PM
2159	Much worse bud	12/16/2019 8:00 PM
2160	Work conditions have deteriorated. The company no longer cares about getting trains over the road. They put fuel savings above safety. They slow trains by using throttle restrictions and trip optimizer speed restrictions to deliver freight in a manner that is not in keeping with customer expectations. The company expects fewer people to do more work putting unnecessary stress and pressure on crews which severely jeopardizes safety. The practice of making ever longer trains is also a concern as it creates unnecessary public safety risks with trains that can't be stopped or held without blocking multiple crossing for several miles at a time.	12/16/2019 8:00 PM
2161	Moral is much lower. There is mounting pressure on train crews, engineering department, and mechanical department employees to rush jobs in order to meet unrealistic deadlines.	12/16/2019 8:00 PM

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2162	It's gone down hill	12/16/2019 7:59 PM
2163	Cutting corners on every aspect of safety, if you can't perform your work in a set amount of time you get in trouble for delaying trains. It's a get it done in this amount of time no matter what you need to do mind set. The line I work on gives you 15 minutes to pickup cars on the line of road, no matter the amount of cars. 15 minutes from cutting away to having the air pumped back up and ready to go. Seems like a cost savings but it's reducing the safety	12/16/2019 7:58 PM
2164	Worst	12/16/2019 7:57 PM
2165	Safety is last	12/16/2019 7:57 PM
2166	Suck!!	12/16/2019 7:57 PM
2167	10 times worse	12/16/2019 7:56 PM
2168	Trains are taking longer to get across their territory, making rest a factor. Longer trains makes walking conditions a safety issue.	12/16/2019 7:56 PM
2169	Worse, trains continuing to run out of fuel delays shipping. No real support of safety, third priority behind profits!	12/16/2019 7:56 PM
2170	Trying to do as much or more with less, less people, less time, it puts a strain on you and no way you can give a quality safe finished product. This is not safe and will end up hurting many people with these huge trains running on worse track conditions through these towns.	12/16/2019 7:56 PM
2171	Have gotten worse over the last few years	12/16/2019 7:56 PM
2172	More chances of getting fired now. For anything.	12/16/2019 7:56 PM
2173	Working conditions and some Safety issues have suffered	12/16/2019 7:56 PM
2174	We are short handed on our district, so we just repair the minimum "apply Band-Aids"	12/16/2019 7:55 PM
2175	Much worse.	12/16/2019 7:54 PM
2176	I believe that the railroad I work for is less concerned about safety for the employees and public and more focused on cutting costs by any means necessary. There have been many changes in the past 10 years that I've been employed to show a drop in working conditions.	12/16/2019 7:54 PM
2177	Worse safety and more hostile.	12/16/2019 7:54 PM
2178	Way worse. Crewmen are grossly overworked and under rested. If the Carrier would maintain adequate manning, crews wouldn't have to continually turn on their rest.	12/16/2019 7:54 PM
2179	It's seems to me more production is they're high priority here. They want the same amount production with less time on the track and less people	12/16/2019 7:54 PM
2180	Since I started almost 15 Years ago the conditions have definitely changed. Seems like Management out to get rid of you.	12/16/2019 7:54 PM
2181	They have improved in the last 20 years	12/16/2019 7:54 PM
2182	More trains, more jobs, more man power	12/16/2019 7:53 PM
2183	In general, work conditions are far better than when I started in 1988. Hard hats were and safety glasses were an option. We had to buy our own work gloves. Stress and tension from supervisory personnel was high. Alcohol and drugs were very much present. When the Safety summit formed the Safety Action and Compliance Plan (SACP), there was a dramatic change in the work environment. With the help of the FRA, workers met with management to resolve issues.	12/16/2019 7:53 PM
2184	Compared to 5 years ago, anymore it seems as if we as agreement employees are just a number no longer viewed as a necessity to longevity of our railroad.	12/16/2019 7:53 PM
2185	About the same since 2008	12/16/2019 7:52 PM
2186	I started in 2011 and the mentality then was that if we needed the equipment we will get it for you. If we needed more people we will get more people. Now we are doing the same amount of work with less people and expected to finish in the same amount of time. Doing this causes health and mental stress.	12/16/2019 7:52 PM

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2187	Much worse	12/16/2019 7:52 PM
2188	Unsafe practices by the carrier, forcing the work force to cut corners or face discipline or possible termination. Less man power and work overload.	12/16/2019 7:52 PM
2189	They are worse no fun it's just the job only the job and morale is in the toilet. Company only concerns are for themselves and investors and make unsound business decisions and employee mismanagement and no major infrastructure upkeep or upgrades.	12/16/2019 7:52 PM
2190	Work conditions have declined along with safety. The push to make on time originations and car pick ups has overtaken safety and proper job duties	12/16/2019 7:52 PM
2191	We can do whatever we want. UPRR does not care about the customers.	12/16/2019 7:51 PM
2192	Bad	12/16/2019 7:51 PM
2193	Worse the roadmasters the company hires have no idea how about track maintenance.	12/16/2019 7:51 PM
2194	Are worst , up gets away with everything , up owns the FRA , plain simple , corruption in both sides, that comes from United States Congress	12/16/2019 7:51 PM
2195	Deteriorating tremendously	12/16/2019 7:51 PM
2196	We are much less progressive with maintenance with less people and materials it is more about reactive work.	12/16/2019 7:50 PM
2197	I enjoy my off days but you definitely cant predict when you or if you get your off days on time. Still cant schedule appointments very well if needed	12/16/2019 7:50 PM
2198	I have only been with BNSF for almost 6 years and a lot has changed so far. When I hired on we had 4 man sections, welder helpers and additional maintenance crews. Now all that is GONE!!!	12/16/2019 7:50 PM
2199	More rules to follow some times rushed. Or reduced track protection. Instead of a 704 we have to use watchmen lookout	12/16/2019 7:50 PM
2200	They are terrible. Problems are let go until they become critical or are forced to fix them by FRA or another agency. Dont want to hear about any problems from track inspectors, management is unpleasent and quick to discipline employees based on "quotas" they need to make on said discipline all the while management goes unchecked and does what ever the hell they want.	12/16/2019 7:49 PM
2201	Horrible now, with all the time changes of work. Day shift, night shift, and all in between. Rather have our day shift back.	12/16/2019 7:48 PM
2202	There good but still needs work to get it better	12/16/2019 7:48 PM
2203	Theyvare a lot worse now	12/16/2019 7:48 PM
2204	You have to fight with the company to get time off	12/16/2019 7:48 PM
2205	General work conditions feel rushed. Equipment is treated with a patch and pray mentality. Velocity has become more important than safety and trains are required to be ready to depart at exact OS times regardless of when power was received it when cars were set out in outbound tracks.	12/16/2019 7:48 PM
2206	Working off our rest for the last 4-5 years. Inaccurate train lineups. Impossible to tell when your going to work.	12/16/2019 7:48 PM
2207	It's far more dangerous now. We are threatened daily, equipment is in disrepair, manpower is so short we are ordered to show up on our rest every single trip.	12/16/2019 7:47 PM
2208	Safety has gone done, it's more about how much production can get done.	12/16/2019 7:46 PM
2209	Similar, other than changes occur alot more frequently.Always at edge of seat not knowing what's next.	12/16/2019 7:46 PM
2210	they suck, NO security and ENDLESS JOB CUTS11	12/16/2019 7:46 PM
2211	There is less concern of the track conditions, it is all about moving those trains. There seems to be less work for Maintenance of Way, but in reality there is more but no time to fix because we have to run trains	12/16/2019 7:45 PM

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2212	In some ways they've gotten better and in some ways worse. I feel safe, but I also feel that they don't care about us like they have before. It's not so much the company, but some of the higher up supervisors are giving the company a bad reputation.	12/16/2019 7:45 PM
2213	Worst. Get wrote up over everything no give and take. People getting fire instead guidance.	12/16/2019 7:45 PM
2214	Less help, overworked especially on division. Guys doing 2 jobs at once. More than likely union agreements not being honored.	12/16/2019 7:45 PM
2215	Very unsafe practices	12/16/2019 7:44 PM
2216	The conditions at the railroad have completely gone down hill, not enough employees to safely do the work and the work is showing the poor quality. Making it hard to properly maintain the track, with unsafe conditions not being repaired in a timely manner. Leaving employees with very low morale affecting the quality of work.	12/16/2019 7:44 PM
2217	Worse	12/16/2019 7:44 PM
2218	Alot less employe's doing the same jobs, with aging equipment, and management not worried about fixing the problems, just putting responsibilities on the workers.	12/16/2019 7:44 PM
2219	Conditions have downgraded so much, from the lack of business to the lack of maintenance on the tracks and equipment	12/16/2019 7:44 PM
2220	Much worse. I am a member of transportation and we never know when we will be called to work, trains are much longer and the trains seem to have more issues, ie, sticky brakes and other breakdowns resulting from carmen not having enough time to inspect cars and Mechanical not doing all necessary repairs on locomotives. It is hurry, hurry, not enough decent power and power not being repaired properly. Management pushing to get things done quicker for faster turn-arounds.	12/16/2019 7:44 PM
2221	Asked to do more with less people in a shorter period of time.	12/16/2019 7:43 PM
2222	More work to do, track in worse condition and fewer people/smaller crews trying to do the work. Spread thin on manpower.	12/16/2019 7:43 PM
2223	They are worse. Safety is only important if it doesn't interfere with moving freight!	12/16/2019 7:43 PM
2224	Working conditions are at an all time low. Section Gangs are generally two men doing the job of what used to have 4-5 men. There is constant pressure from management to hurry to get a job done with no regard to safety. Management has said if it takes working overtime to complete a job then that's what we will do. It has become a more work less manpower business.	12/16/2019 7:43 PM
2225	Worse	12/16/2019 7:43 PM
2226	Less guys on the gangs. More & more contractors on company property. Seems there's more contractors than company employees	12/16/2019 7:43 PM
2227	Much harder to obtain track time to perform necessary maintenance	12/16/2019 7:42 PM
2228	They're much worse	12/16/2019 7:42 PM
2229	They have changed a lot in 5 years. They will do it the cheapest way not the safest way	12/16/2019 7:42 PM
2230	More strenuous as there is more work to or (per person) i feel this is definitely applicable to five years ago but not too sure about twenty years ago as i did a more strenuous job fore the company then.	12/16/2019 7:42 PM
2231	It seems like year after year there are less of us here to maintain the railroad. More retirees than new hires. Less general knowledge about the track and it's components and no real plans to teach what has been passed down through the generations	12/16/2019 7:42 PM
2232	Same. Company seems to have little or no care about Te&y work schedules involving safety.	12/16/2019 7:42 PM
2233	We are now grossly under manned and you can tell greed runs rampant with the investors that own the company . Management is in fear of losing employees as well as their own jobs . Safety has gone out the door for bottom line profits .	12/16/2019 7:41 PM
2234	Poorly do to the managment	12/16/2019 7:41 PM
2235	They don't even compare!!! I've been here 12 years now and feel more like a number today than I ever have.	12/16/2019 7:41 PM

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2236	Worse	12/16/2019 7:41 PM
2237	Companies care less about safety and more about production.	12/16/2019 7:41 PM
2238	Worse it all about protecting there share holders. It seems to be all about the money not safety anymore	12/16/2019 7:40 PM
2239	Every year i have worked for the railroad 10 now the working conditions have gotten worse and worse all in the name of more profit.	12/16/2019 7:40 PM
2240	Worse. When I started in 2011, the railroad was an enjoyable place to work. Good moral and the company tried to balance their interests and the interests of the employee. The last 3-5 years that has changed. Now it is constant threats disguised as Saftey, a consistent emphasis of profits and production over everything else, and the immediate shooting down of people with concerns or suggestions. A company department head even stated that "it's my job to cut costs for the company and if I can screw the employees out of something, I will."	12/16/2019 7:40 PM
2241	More fatigue and huge moral issues leading to a less safe work environment	12/16/2019 7:40 PM
2242	Conditions have worsened. Work schedules are not in the best interest to the employees or safety. Day shift one week. Night shift the next. Working 8-9 days straight when track time is available for 4 day work week	12/16/2019 7:40 PM
2243	I feel my job is more demanding with less rest and less regard for safety.	12/16/2019 7:39 PM
2244	Everyone now is more worried constantly about what their future is here then I have ever seen before.	12/16/2019 7:39 PM
2245	Horrible. More is expected with less. Management is headhunting to justify their jobs, to the point of being followed around by officers with stopwatches! If you wasnt walking fast enough or making moves fast enough they were handling guys for "delaying operations" when in fact they were making it unsafe and taking longer.	12/16/2019 7:39 PM
2246	Terrible	12/16/2019 7:39 PM
2247	Less workers. Less organization. Less planning on major projects	12/16/2019 7:39 PM
2248	It's a lot more worst than ever before. I know that we didn't mean a damn thing to the company but now they show it bluntly. They just to say that they were family oriented but that went out the window they do have any respect for us or our family.	12/16/2019 7:39 PM
2249	It's insane! The expectations of employees now there is no way that a employee will make 30 years. Physically we will be lucky to make 20 years.	12/16/2019 7:39 PM
2250	We are constantly under pressure to work faster, and everything we do is under extreme scrutiny.	12/16/2019 7:39 PM
2251	Less men to do more work, more defects being handwaved by management, more contractors doing railroaders work and a lack of safety from them as well.	12/16/2019 7:39 PM
2252	The conditions are much worse. The work schedule is terrible, not much of a family life and with work, it's never enough...	12/16/2019 7:39 PM
2253	Alot more stress due to fewer and fewer jobs and continued changes	12/16/2019 7:38 PM
2254	It has gotten better	12/16/2019 7:38 PM
2255	Worse off. More rushed for no reason	12/16/2019 7:38 PM
2256	Terrible. Work 10 times harder with less workers for same pay. Also rarely get our "lunch breaks"	12/16/2019 7:38 PM
2257	A lot worse longer hours and less tools and materials to work with	12/16/2019 7:37 PM
2258	They don't compare.... more production less workforce. Also less safety!	12/16/2019 7:37 PM
2259	I worked 40 hour weeks (8 hour day) with some overtime	12/16/2019 7:37 PM
2260	In the last 5-10 years the company had continued to demand "more with less" from the work force. Making one person do the job of 2-3 had become the norm. The days of being expected	12/16/2019 7:37 PM



PSR Survey

to be a "professional" are gone. The company no longer wants proud employees, just warm bodies.

2261	Worse. Not enough people working. Have to do several different jobs everyday just to get by. Always behind on work.	12/16/2019 7:37 PM
2262	Longer trains are putting undue stress on workers for better profits for the company. Making longer trains to cut jobs for profits is ridiculous.	12/16/2019 7:36 PM
2263	Abysmal. Short boards, being called for unqualified work and being threatened if refused to cover.	12/16/2019 7:36 PM
2264	Less man power and the company expects the same work load to be completed.	12/16/2019 7:36 PM
2265	Expect more out of less workers. Stretching standards to pay less man hours	12/16/2019 7:35 PM
2266	Terrible	12/16/2019 7:35 PM
2267	Worse	12/16/2019 7:35 PM
2268	A lot has changed , work schedules ,man power and resources	12/16/2019 7:35 PM
2269	Worse	12/16/2019 7:35 PM
2270	Conditions have spiraled downward...people are scared...a secure employee is a better employee	12/16/2019 7:34 PM
2271	More strenuous. Hard to get tools and right material to do job.	12/16/2019 7:34 PM
2272	Horrible, was working more, and better moral in the workforce.	12/16/2019 7:34 PM
2273	More injuries, less production	12/16/2019 7:34 PM
2274	Less time and less men to get the kid done expect a lot more from ischemic man	12/16/2019 7:34 PM
2275	Worse	12/16/2019 7:33 PM
2276	The railroad is more modern than it was 5 years ago instead of paper work it's all through computer's	12/16/2019 7:33 PM
2277	More work with less work force	12/16/2019 7:33 PM
2278	Worse	12/16/2019 7:33 PM
2279	I was employed 11 months before I was furloughed. The first 3 months managers we're always out testing and safety was the first priority. Then PSR was introduced all the testing went away now you're lucky if you know what the manager in charge of you looks like much less how to reach them. Then I was furloughed no work. Nevermind you quit a good job to come to work for the railroad sorry we don't need you now. Profits are king	12/16/2019 7:32 PM
2280	Way less people. Added pressure and higher expectations causing a unsafe environment	12/16/2019 7:32 PM
2281	5 years ago it was do the work we need a safe rail road now we're cutting your time in half but we're need more work done	12/16/2019 7:32 PM
2282	No maintenance is bring done on our bridges unless there will be a a stoppage of rail traffic.	12/16/2019 7:32 PM
2283	Hardly get the proper amount of time to do our jobs safely	12/16/2019 7:31 PM
2284	More pressure to get the job done as compared to getting the job done correctly	12/16/2019 7:31 PM
2285	Less safety and less time to complete the work.	12/16/2019 7:31 PM
2286	Crews are seriously undermaned... doing the same work we did 10 years ago with 1/3 the people. Production is rushed and working overtime is a mortal sin.	12/16/2019 7:30 PM
2287	Much worse	12/16/2019 7:30 PM
2288	It's hard to plan anything with family or friends, because you don't know you're working days or nights or different days from each subdivision to the next.	12/16/2019 7:29 PM
2289	Much, much worse. I have 20 years experience and since psr was implemented 3 years ago, things have continually went downhill	12/16/2019 7:29 PM



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2290	Gone downhill, extremely	12/16/2019 7:29 PM
2291	Working conditions have gotten continuously worse since psr. Not enough people to fill jobs consequently we are being overworked. They take away our rest days, our po days. There is hardly any chance of having a day off	12/16/2019 7:28 PM
2292	Exponentially worse	12/16/2019 7:28 PM
2293	The work conditions in regards to the amount of work has not changed. We have the same amount of work as we've always had but the amount of people we have to do the work has drastically decreased.	12/16/2019 7:28 PM
2294	I feel like we are more short handed and work more unscheduled overtime ie callouts on nights and weekends. There is also more OT on regular days as we are squeezed for a little more. However, I feel like my job security is a little better.	12/16/2019 7:27 PM
2295	No	12/16/2019 7:27 PM
2296	Work conditions now are more hostile from management and they want us working 12 a day and the hours they have us working are ridiculous	12/16/2019 7:27 PM
2297	Doing more with less seems to be the way it goes around here. Cut jobs here cut jobs there. Where I'm at we used to have 32 guys now we only have 23. That's a big difference in the amount of workload shared.	12/16/2019 7:27 PM
2298	Worse	12/16/2019 7:27 PM
2299	It's increasingly rare to find a bar of soap	12/16/2019 7:27 PM
2300	Horrible	12/16/2019 7:26 PM
2301	Everything is rushed, safety second to production	12/16/2019 7:26 PM
2302	They have changed dramatically. It's all about money now. Safety and maintenance are a thing of the past. Run trains, run trains.	12/16/2019 7:26 PM
2303	Fewer workers doing more work	12/16/2019 7:25 PM
2304	There are less jobs to do more work than 5 years ago.	12/16/2019 7:25 PM
2305	Not good. We are doing more with less people. They won't replace worn out or broken tools. The carrier talks safety then tells you to break the rules to get a job done cheaper.	12/16/2019 7:24 PM
2306	Way more expectations most of the time unrealistic	12/16/2019 7:24 PM
2307	There used to be a focus on safety and properly fixing the tracks. Over the past 2 years that focus has went out the window compared to 10 years ago. Now track and worker safety is second to profits and the new "no overtime" scheme.	12/16/2019 7:24 PM
2308	They expect more with less...also production is more important than safety. No employee appreciation. Basically pawns.	12/16/2019 7:24 PM
2309	Work hours are erratic and very unforgiving.	12/16/2019 7:24 PM
2310	5 years ago the railroad preached safety over production. I hired on 6 years ago and you knew the railroad valued safety culture. Now they prove that safety is only important if it doesn't get in the way of production.	12/16/2019 7:23 PM
2311	They are worse. As a frog welder, sometimes we need to run 2-3 mile long trains at 10mph. This makes us rush in between trains to get the repairs done in a timely manner.	12/16/2019 7:23 PM
2312	There was more focusing on safety,now there are no overlaps and inconsistent quarterly training	12/16/2019 7:23 PM
2313	Trains are not fitting into sidings and Amtrak is getting held by these large trains.	12/16/2019 7:23 PM
2314	Less time for repairs	12/16/2019 7:23 PM
2315	Production over safety is what I've observed.	12/16/2019 7:23 PM
2316	Less time on track to complete maintenance tasks causes gangs to rush through their tasks.	12/16/2019 7:23 PM
2317	Good pretty clean up clean track it looks like	12/16/2019 7:22 PM

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2318	Worse. The railroads are trading safety for dollars.	12/16/2019 7:22 PM
2319	Jobs have disappeared, and with them the ability to balance safety and productivity. One or the other has to be sacrificed when the work force isn't adequate.	12/16/2019 7:22 PM
2320	More work less people to do the work	12/16/2019 7:22 PM
2321	It seems a lot rushed now. They try and get everything they can get in the windows we have. We are do more with less people and it shows. More managers and mechanics help out. Safety is preached, but when it comes down to it its production and money.	12/16/2019 7:22 PM
2322	There are less people to so the same amount of work. They just want the job done. They dont care how. Just get it done	12/16/2019 7:21 PM
2323	5 years ago the railroad seemed more safety first now they seem to be straying away from safety and towards production	12/16/2019 7:21 PM
2324	Worse.	12/16/2019 7:21 PM
2325	Worse	12/16/2019 7:21 PM
2326	Not enough people or time to get the jobs done right	12/16/2019 7:21 PM
2327	Working conditions are worse now then 5 years ago. We are expected to work more with less time home	12/16/2019 7:21 PM
2328	more strict still no training and dumb rules	12/16/2019 7:21 PM
2329	Many more contactors not trained	12/16/2019 7:21 PM
2330	Worse	12/16/2019 7:20 PM
2331	Much less workforce, very high amount of perceived pressure. A lot of "hurry hurry hurry"	12/16/2019 7:20 PM
2332	More red tape. Less personal and lower morale	12/16/2019 7:20 PM
2333	More work with less people	12/16/2019 7:20 PM
2334	We are trying to complete the same ammount of work without curfews, windows and less manpower.	12/16/2019 7:20 PM
2335	As carriers continue to reduce mancounts, he same amount of work is expected from fewer employes on the ground. In other words, the workload for each employe has increased along with all associated duties and responsibilities.	12/16/2019 7:20 PM
2336	We don't have the manpower to do work to the quality we did 5-10 years ago. Almost seems CSX don't care about quality as long as we didn't make any OT or incur any injuries	12/16/2019 7:19 PM
2337	Much more dangerous.	12/16/2019 7:19 PM
2338	Less time to do the work needed to track, always rushed to do our job.	12/16/2019 7:19 PM
2339	Way worse. Shortcuts are the norm if you are going to complete the work, constantly bothering you with down to the second track time.	12/16/2019 7:19 PM
2340	Poor ...carrier wants everything fixed without purchasing materials , or having enuff manpower to adequately maintain	12/16/2019 7:19 PM
2341	They want more done with less people than ever before. It jeopardizes safety but we can't say that because they give us the no job is so important that it can't be done safely crap line they preach. The supervisors bonus now directly reflects how much discipline they have given it's the worst job I've ever had for morale	12/16/2019 7:19 PM
2342	More time at work than at home	12/16/2019 7:18 PM
2343	We are asked to perform the same amount of work with half the people assigned to the task from even 8 years ago.	12/16/2019 7:18 PM
2344	Far more hostile and stressful. Everything is rushed and feels like the company is more concerned about lining other people's pockets than the safety of their own employees	12/16/2019 7:18 PM
2345	It's worse we had more time off made more money had more people working back then now it's	12/16/2019 7:18 PM

PSR Survey

	all about the money	
2346	The same if not more work is expected with half the head count.	12/16/2019 7:18 PM
2347	Less people to do work harder to get track and time unless it's a planed window	12/16/2019 7:18 PM
2348	Work conditions are better and the conversation is also better.	12/16/2019 7:18 PM
2349	All the company talks is safety. But all they really want is Production with less man power	12/16/2019 7:17 PM
2350	UP has shown less concern for the safety of their employees. They've eliminated safety positions within their large production gangs. They are more concerned with the bottom line. Cutting jobs and expecting the same production.	12/16/2019 7:17 PM
2351	Man counts are down, we bounce around and do what we can but are shorthanded. Contractors on machine, truck jobs while senior men are laboring with no machines to advance into.	12/16/2019 7:17 PM
2352	PSR is great for train operations however the cuts in the workforce and the lack of hiring has made all of our jobs much more unsafe, also the physicality and responsibilities of the job has gone up by more than 66% on my territory alone, in extreme weather conditions this is unacceptable because we are being exposed more often and for a longer duration of time.	12/16/2019 7:16 PM
2353	They are trying to get more done with less and thus pushing men farther thus creating a unsafe work environment. They have reduced levels to where carman are working in the yards by their self and foremans working the rip track and yard duties combined.	12/16/2019 7:16 PM
2354	I have been here 28 years and the railroad has made me a good living for my family over the years. I used to tell everyone this was the best job. But now all you see is disgruntled employees about the way we are treated and more and more contractors on site. Just sad for the guys that have 20 years to go to retire.	12/16/2019 7:15 PM
2355	Understaffed, overworked, expected to do work in unrealistic time frames.	12/16/2019 7:15 PM
2356	There is no concern for the employees. Everything is about greed. We are performing at a high rate of service and they still want more. We are working with less men and expected to do so much more. Working conditions are beginning to become unfair and unsafe due to the push for faster service. When are the profits enough? When life's are lost? More and more of our coworkers are being put on the streets to fill the pockets of the shareholders. It's really sad to see this happening.	12/16/2019 7:15 PM
2357	Worse	12/16/2019 7:15 PM
2358	23 years ago on this subdivision there were about 45 track employees, now there are about 12	12/16/2019 7:15 PM
2359	We are just numbers in a company. No linger appreciated. It is a volatile atmosphere. Bosses don't care about us.	12/16/2019 7:15 PM
2360	Adherence to existing safety regulations would help tremendously. I have seen a drastic decline in the following of regulations, and more managers encouraging a disregard for safety across the board.	12/16/2019 7:15 PM
2361	Working conditions have gone down. Fewer customers has eliminated jobs. Safety is less of a priority now.	12/16/2019 7:15 PM
2362	Same	12/16/2019 7:15 PM
2363	Worst	12/16/2019 7:15 PM
2364	I am now retired but I know that every year offered the opportunity to work safely out there was first and foremost Implicated every day, and even more so learning from the past mistakes and misfortunes moving forward with better equipement and communication of everyone making sure everyone is on the same page before stepping out there on the tracks to start the working day !	12/16/2019 7:15 PM
2365	The carrier expects more work to be done with less manpower but yet preaches safety like it's the most important aspect of the job.	12/16/2019 7:15 PM
2366	We have less time to work on the track	12/16/2019 7:14 PM
2367	The railroad isnt investing in maintenance like it was 10 years ago. CSX has cut the manpower	12/16/2019 7:14 PM

PSR Survey

way down which in turn the preventive maintenance has gine to the wayside, all to save the share holders money.

2368	Scared for your job everyday	12/16/2019 7:14 PM
2369	They have been way worse the past couple years and the way it's looking it's never going to get better.	12/16/2019 7:14 PM
2370	the railroad is cutting cost to a very unsafe level compared to 5 years ago.	12/16/2019 7:14 PM
2371	Not good at all, everything now is rushed	12/16/2019 7:13 PM
2372	Worst	12/16/2019 7:13 PM
2373	As far as work conditions there is much change only thing changing is the amount of people doing the work.	12/16/2019 7:13 PM
2374	Horrible more with less is the new philosophy maintenance and safety are non existent	12/16/2019 7:13 PM
2375	Fewer rail gangs Fewer tie gangs	12/16/2019 7:13 PM
2376	Much worse. We've had more derailments than before as well!	12/16/2019 7:13 PM
2377	Work harder. Less help. Less safe.	12/16/2019 7:12 PM
2378	since the last five years all I hear is budget budget money money budget won't allow this we have to do this because some guy in Omaha did the math and it's better. Better for what the bottom line what about safety of the railroaders safety of the trainmen	12/16/2019 7:12 PM
2379	Worse	12/16/2019 7:12 PM
2380	Everything is rushed. We have had an injury but the only thing upper management wants is to double output, less than a week after the injury occurred.	12/16/2019 7:12 PM
2381	Horrible	12/16/2019 7:12 PM
2382	They have gotten way worse, less manpower and they want more production. Been here 17 years and this is the worst it's ever been.	12/16/2019 7:12 PM
2383	Worse for us less resources less vehicles order bolts/bars cent even approve those for 6+months make due fish for supplies for a giant corporation it's a joke really	12/16/2019 7:12 PM
2384	Less men on crews, working longer days	12/16/2019 7:11 PM
2385	They are horroble , everyone is on edge not focusing on their jobs cause they are so worried about getting written up or fired , we are also doing more work with less people and you have to beg for material	12/16/2019 7:11 PM
2386	Better	12/16/2019 7:11 PM
2387	Worse. More work and less man power	12/16/2019 7:11 PM
2388	They don't, now all they the railroad cares about is getting rid of people and not hiring new ones.	12/16/2019 7:10 PM
2389	N/A	12/16/2019 7:10 PM
2390	More contractors	12/16/2019 7:10 PM
2391	Poor.	12/16/2019 7:10 PM
2392	Short manned! Them wanting us to do more with less.	12/16/2019 7:10 PM
2393	Have to do more work with less people	12/16/2019 7:10 PM
2394	Far less resources available to complete jobs, less flexibility in your personal life due to limited remaining employees available for work.	12/16/2019 7:10 PM
2395	I feel like there is a lot more pressure to do more with less. Technology can only speed things up so much then it's working extra hard to make up the difference with less manpower available.	12/16/2019 7:10 PM
2396	Worse	12/16/2019 7:09 PM

PSR Survey

2397	I've been with Norfolk southern for 22 years. The work conditions have declined considerably since PSR has been implemented.	12/16/2019 7:09 PM
2398	About the same	12/16/2019 7:09 PM
2399	NA	12/16/2019 7:09 PM
2400	There a lot worse now than 15 or even 5 years ago we the employees use to have a career we were proud of and bragged about now were ashamed to let anyone know we work there	12/16/2019 7:09 PM
2401	Horrible	12/16/2019 7:08 PM
2402	Not gettin any better	12/16/2019 7:08 PM
2403	More stressful. More rules. More threats.	12/16/2019 7:07 PM
2404	Manpower has dropped more than 50% due to budget. We are always rushed and it shows in our quality of work. Constantly being micro managed and told how to do things instead of doing it the right way	12/16/2019 7:06 PM
2405	While the company Might state working conditions are better, they are not. Employees don't report injuries due to fear of reprisal. Rules are changed in order to make things faster, not safer.	12/16/2019 7:06 PM
2406	Awful compared to what they was 9'years ago.	12/16/2019 7:04 PM
2407	Worse, because the upper management is only worried about making investors happy and not the workers.	12/16/2019 7:04 PM
2408	Corporate greed has influenced every aspect	12/16/2019 7:04 PM
2409	Much worse than 5 years ago.	12/16/2019 7:04 PM
2410	Absolutely horrible. Can't get time, you get rushed. They preach safety but when it comes down to it they put profits in front of safety	12/16/2019 7:03 PM
2411	Not good at all it's all about time and no safety	12/16/2019 7:03 PM
2412	Work conditions are very bad, less people to maintain track plus never fixing100%	12/16/2019 7:03 PM
2413	Much more shorthanded, makes us have to do more work in the same amount of time. We are exhausted. Cut overtime to the point where the work isn't getting done and our railroad is not as safe as it once was	12/16/2019 7:02 PM
2414	Its has changed for worse.	12/16/2019 7:02 PM
2415	Work conditions have declined and so has the timely delivery of much needed supplies and materials we use everyday.	12/16/2019 7:01 PM
2416	Our section gang had 6 people before. Now we have 2 with bo machine operators and the same work load.	12/16/2019 7:01 PM
2417	Morale has been destroyed, employees in constant fear of discipline.	12/16/2019 6:59 PM
2418	Worse..more work with less people	12/16/2019 6:58 PM
2419	Much worse working conditions than 3-4 years ago. No discipline any more they just automatically fire you now. Hurry hurry hurry! Even the simplest tasks corners are cut!	12/16/2019 6:57 PM
2420	Worse. Managers care even less, more productivity with less man power.	12/16/2019 6:56 PM
2421	More rushed to get the job done	12/16/2019 6:56 PM
2422	Less people to accomplish the task affecting the safety of employees and the public.	12/16/2019 6:56 PM
2423	Rough don't have the numbers at headquarterd gangs we used too	12/16/2019 6:55 PM
2424	More stressful	12/16/2019 6:55 PM
2425	They have gotten worse by far .	12/16/2019 6:52 PM

**Q2 In regard to safety, how has the implementation of Precision Scheduled Railroading affected your job?**

Answered: 2,439 Skipped: 27



## PSR Survey

#	RESPONSES	DATE
1	If BNSF is implementing PSR it is news to me. I have no safety concerns at this time	1/6/2020 3:33 AM
2	I have been working for Union Pacific for over 11 years. When UP decided to change over to PSR I noticed that safety has pretty much gone out the window and productivity has and is really being enforced. If you are late to work due to hazardous driving conditions you are not allowed to slow down for this. Even if you are a minute late the carrier will send you home. As for the testing of rules UP scrapped the F T X plan which tested on 3,000 safety rules to the COMMIT program which only tests on 30 rules. That is a 99% decrease in safety testing.	1/6/2020 1:15 AM
3	I worry if I will have a job. It's about the bottom line . Money and greedy shareholders.	1/5/2020 4:42 PM
4	Not at all.	1/5/2020 2:43 AM
5	Safety?	1/4/2020 12:18 PM
6	Productivity over everything esp safety. Rules go out the windows when time is a factor with trains.	1/4/2020 1:15 AM
7	Safety is the thing of the past	1/4/2020 1:10 AM
8	Everything is in a rush mode and if you a defect the bosses try to write you up for delay yet my job is safe trains right ? The pressure we face is extreme from both FRA and the company stance ( and they are on opposite sides of they want from the Railroaders who are caught in the middle	1/3/2020 11:56 PM
9	Everyone is so worried about becoming unemployed that safety is becoming the last thing on their mind.	1/2/2020 9:42 AM
10	Told to overlook problems	1/2/2020 6:18 AM
11	Being maintenance of way, we work around the train crews and trains coming in and out of the yard as well as mechanical employees. We have watched some of our fellow railroaders become furloughed as a direct result of precision railroading. This has created an environment of very low morale and has everyone in all departments wondering when they will be next. As far as physical work it has been noticeably harder to get track time to perform our job since the implementation of PSR. This not only includes track repair work but scheduled FRA inspections, and special weather related patrols as well.	1/1/2020 10:38 PM
12	Way too much paperwork .	1/1/2020 10:17 PM
13	It's not about safety, it's about cutting labor force and make profits.	1/1/2020 7:43 PM
14	I'm bring forced to build longer trains that are built in a dangerous manner. Large amounts of loads behind empty cars.	1/1/2020 5:01 AM
15	the work hours have affected me tremendously having to get up at two am in the morning on some divisions	12/31/2019 7:33 PM
16	PSR has made it more dangerous, because almost every shift runs 12 hours, adding to our fatigue, putting safety in jeopardy. This is on top of unpredictable work schedules that make it difficult at best to get adequate sleep, creating much fatigue on an ongoing basis.	12/31/2019 7:33 AM
17	Overtime	12/30/2019 8:19 PM
18	Cuts in supplies needed is SCARY	12/30/2019 6:36 PM
19	Supervisors managers and directors always preaching safety up till it comes to hit their numbers , that's when safety is out the window	12/29/2019 1:04 PM
20	Yes the company expects us to do the same job as we did in less time, with less people and expect us to work mandatory overtime because of their poor planning	12/29/2019 5:37 AM
21	Longer trains sitting waiting for signals blocking crossings	12/29/2019 4:42 AM
22	more demands placed upon the worker	12/29/2019 2:42 AM
23	Management has taken away are ability to properly inspect and make repairs on all rail cars. PSR is a sham and a threat to public safety!	12/29/2019 1:34 AM
24	Carmen are the first and last line of defense before train crews put rolling equipment out on the	12/28/2019 11:40 PM

## PSR Survey

main line and operate through cities and next to homes. Only 33% to 50% of the Carmen inspector's and repairmen are left. We could barely keep up before. Now the bulk of equipment on the move is just highballed without proper inspections and repairs.

25	I am a Safety Assistant. This year, the carrier cut the number of Safety Assistant Positions and assigned the bulk of employee training to FLSs. The vast majority of these FLSs are employees with little experience. I do not believe this is going to work well.	12/28/2019 5:49 PM
26	More work less people= less safety.	12/28/2019 4:41 AM
27	It affects it negatively due to running the company by fear..."do it my way or we will cut your job"	12/28/2019 1:54 AM
28	Eliminated Safety Facilitator job. Now we are stretched thin on the safety aspect.	12/27/2019 4:29 PM
29	Production is all that matters to them any more. They threw out our safety program, took days at home away from us, and drive production at every job briefing.	12/27/2019 3:36 PM
30	Lots of cuts,can't get parts,for track,equipment,or safety gear,locked away with no access	12/27/2019 2:56 PM
31	it has put BMWED members in unsafe positions	12/27/2019 1:27 PM
32	Reduced workforce increasing the load of inspections and tests performed. The quality of those inspections have declined since the number of employees carrying the load has declined.	12/26/2019 5:55 PM
33	In a perfect world it shouldn't affect my job at all. Unfortunately when the transportation dept becomes completely inflexible with scheduling and maintenance windows, shortcuts unfortunately become pretty common as we try and get more work done is less time	12/26/2019 8:53 AM
34	it hasn't effected my job. it has effected many young employees. there are many employees laid off work	12/26/2019 2:39 AM
35	Unrealistic work goals and workforce stretched so thin one guy has to do a 2 man job	12/26/2019 12:32 AM
36	None.	12/25/2019 5:11 PM
37	My railroad supposedly do not implement the PSR concept yet but I've spoke to an official who said that the higher ups are under pressure from the share holders to implement it are do something similar and it shows by how many of our engines condition are maintained or lack of. Also sending trains up mountain grade with the barest minimum of horsepower raises concerns that if something happens to one of the locomotives than it causes a huge safety problems .	12/25/2019 4:49 PM
38	Made it much more dangerous	12/25/2019 2:14 PM
39	I think ! One or more of us will die because of it	12/25/2019 12:17 PM
40	Asked to do more work with less manpower.	12/25/2019 7:44 AM
41	PSR has thrown safety out the window. Jobs that require 2 or more workers are being assigned, in lists, to individuals. There is constant harassment, mis-use of manpower, funding, vacant positions left unfilled, abolishment of vitally important positions, labors are non-existing or overwhelmed, machine operators running multiples of equipment, during a shift, to keep up with required work. It is rare to actually finish an assigned job before you reassigned to another, and another. The work is poorly done, seldom complete and materials left on the ground to rot or be overgrown with weeds. Walkways are hazardous, rights of way left un-maintained, signs missing. Ballast lines, ditch lines, drainage and culverts left unmaintained. OTE has to be trammed for miles uppon miles, just to get to work location because any and all non-essential, storage tracks are removed. We are being "Made Ineffective " purposely with constant rule changes, standards changes, log in / log out, on duty, not on duty, ORM, job briefings, job briefing forms, start up forms, awareness forms, audits, observations, territory changes, vehicle and equipment down time, shop time, out of date eyewash, fire extinguishers, replacement tools, replacement managers, approved hotels 50 miles from work,. Trying to "Work" is a nightmare.	12/25/2019 7:14 AM
42	It has made it less safe	12/25/2019 5:52 AM
43	Increased work load exponentially due to the laying off of so many people. Also pay isn't reflective of the in creased workload. Push for production over safety	12/25/2019 5:12 AM
44	It's way more unsafe now. You're working on oil covered locomotives now. Toilets are being changed everywhere now. The place is a real Shithole now.	12/25/2019 5:09 AM

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45	The management has become ruthless and untrustworthy. They'll do anything to get that "on time departure". Our union isn't involved with safety anymore. It's just management.	12/25/2019 4:17 AM
46	We are rushed through checking our paperwork, job briefings, and engine checks by yardmasters who just want us out of their yards in an unreasonable amount of time. They harass conductors for taking too much time, and tell them to short-cut their work as they pick up or double cars for outbound trains. Rules are being deleted to speed up departures. It's much more difficult to get time off approved. It's impossible to make any plans or reservations because the railroad will wait until 72 hours before the requested time off to approve or disapprove the request. This adds more stress to an overly stressful job. Stress detracts from the quality of rest. Longer trains mean that more road crossings get blocked when we stop. As more crossings are blocked, motorists feel that it's better to go around the gates in front of a train, rather than sit for an extended time at a crossing. Pedestrians feel it's better to crawl through a train than wait for it to move off a crossing.	12/25/2019 2:50 AM
47	PSR is a joke. It's messed everything up and cost us business we can't regain again. Safety 2nd at Csx. Stocks and saving fuel are first.	12/24/2019 10:45 PM
48	It hasn't	12/24/2019 7:32 PM
49	No chance for job briefings safety meetings or face to face meetings. They don't care about whether paper work is right just get out and get train moving everyone is being rushed to get things done.	12/24/2019 6:33 PM
50	Harder to stay focused when you are constantly worried about loosing your job	12/24/2019 6:00 PM
51	Longer hours, short on crews, less home time.	12/24/2019 5:04 PM
52	We don't get as much time to do a job.	12/24/2019 4:00 PM
53	Again it's horrible we have no help ! They have cut so deep we need the help and not from contractors	12/24/2019 3:57 PM
54	In an effort to expedite yard switching our terminal director instructed switch crews to use minimal air or no air at all while switching, depending on the size of the cut. This led to a cut of cars getting away from a switch crew and causing a massive derailment. Carmen were on the adjacent track inspecting a train. Those men narrowly avoided getting killed. Cars were piled up everywhere.	12/24/2019 3:11 AM
55	no change in regards to safety issues.	12/24/2019 3:00 AM
56	Made people cut comets to get the job done	12/24/2019 1:44 AM
57	Safety is preached, but if it costs money, it is definitely frowned upon.	12/24/2019 12:06 AM
58	Not at all	12/23/2019 10:54 PM
59	It just seems as if there is more push than ever to get more out of less. Less material less time less people.	12/23/2019 8:48 PM
60	Forcing us to stay overtime Rule 19 All the time	12/23/2019 8:43 PM
61	Safety is a thing of the past. NS wants the same amount of work from less employees. Too many people have to multitask to get a job done.	12/23/2019 7:49 PM
62	Saftey? There is no Saftey on the railroad anymore. There is no Saftey briefing on jobs, just do what it takes to get the job done. All in the name of the shareholders. Supervisors and senior project engineers actually tell you to break the rules, than turn around so they don't see rules being broken.	12/23/2019 7:27 PM
63	I have less material to work with and am constantly asked to bandaid it until it absolutely breaks.	12/23/2019 7:23 PM
64	Far more worry about being laid off than performing work.	12/23/2019 5:57 PM
65	Our "safety" meetings are barley 3 hours long!! They used to be a day or two!! Once again shows they honestly don't care about our safety.	12/23/2019 5:51 PM
66	You're rushed. Trains matter more unban maintenance. When you get time to do maintenance it's hurry up	12/23/2019 4:21 PM

## PSR Survey

67	It hasn't really had an impact on employee safety, but I am concerned about track issues being brought up to management and not being addressed. It's always either a manpower issue, or not having materials due to budget constraints.	12/23/2019 4:00 PM
68	Unsure	12/23/2019 3:23 PM
69	I work alone in dangerous situations at the request of supervision	12/23/2019 2:58 PM
70	Not sure because this is the first I've heard of PSR	12/23/2019 2:33 PM
71	Safety concerns have decrease tremendously in the 10 years of service I have.	12/23/2019 2:25 PM
72	Safety is an after thought unless they can use it against someone or to reduce the work force	12/23/2019 2:15 PM
73	Depends how you look at it. Most try to get by with as little as possible so less chance to get into trouble. Safety is no longer #1 moving trains is.	12/23/2019 2:05 PM
74	Safety is now not the top priority,moving trains is more inportant.	12/23/2019 1:59 PM
75	Short periods of available track means that I am more prone to be faster instead of safer. Dispatch won't give you adequate time because there is a train due 1 hour beyond the time frame you request.	12/23/2019 1:31 PM
76	It really hasn't affected my job,still hasn't changed.	12/23/2019 1:20 PM
77	Your being pushed to get stuff done so safety isn't as important as it use to be	12/23/2019 1:04 PM
78	Safety now seems to be second or maybe even third in the eyes of the company.	12/23/2019 1:02 PM
79	Safety coordinators were abolished, company don't want no feedback from employees, just do as told or be disciplined.	12/23/2019 12:33 PM
80	Hard to focus on the task at hand when you are wondering if you have a job or not.	12/23/2019 12:20 PM
81	It's hustle hustle hurry up so they can run trains.	12/23/2019 10:58 AM
82	Hasn't	12/23/2019 10:51 AM
83	Less safe	12/23/2019 10:50 AM
84	Safety to me is not a concern as long as we keep the trains on time and moving, due to PSR.	12/23/2019 8:57 AM
85	Haven't seen much of a change. Management still preaches safety then streach us as thin as possible	12/23/2019 6:22 AM
86	They ended safety first and are now completely profit first	12/23/2019 6:05 AM
87	Safety is not a priority to the company when it comes to PSR.	12/23/2019 5:30 AM
88	You can't get the railroad as easy or for the time you need it to do your testing thoroughly and with them wanting to abolish all the jobs they want to it makes for very unsafe conditions for the train crews and employees on the ground	12/23/2019 3:55 AM
89	Safety committees are gone. Quarterly safety meetings are gone. Tried to replace with online training without guidance or interaction with other co workers. Morning calls are cut short without talk of issues or stuff. Injury rate has went up with fear of discipline actions	12/23/2019 3:40 AM
90	More work load and safety has been pushed down to number four of our companies initiatives.	12/23/2019 3:39 AM
91	Some of the safety things get in the way but are effective. But there is also double standards that need to be addressed	12/23/2019 3:20 AM
92	Do less with more or we'll find someone else. Even when we point out clear critical issues they often go unresolved or done haphazardly because we lack the people or management will not get us the material. And it is made quite known that we are replaceable.	12/23/2019 3:16 AM
93	Safety takes a back seat to running trains	12/23/2019 2:53 AM
94	Safety is no longer our first priority. We are getting more pressure from the company to get more work done in less time and with less tools and materials.	12/23/2019 2:53 AM
95	The safety is being compromised by the fact that it can sometimes take over 30 minutes for the dispatcher to respond to a tone up. If there is an emergency situation occurring 30 minutes is	12/23/2019 2:36 AM

## PSR Survey

an unacceptable response time when they are the lynch pin in getting vital information communicated to the trains.

96	Well first off the Class 1 i worked for contracted our craft out to TTX. So i had to go to a different Class 1.	12/23/2019 2:35 AM
97	It has made a very hostile and unsafe work environment.	12/23/2019 2:22 AM
98	Hasn't	12/23/2019 2:18 AM
99	Less people means less sleep and rules being broken and hid by lots of people because we know it needs to get done. The company preaches safety but never follows what they preach	12/23/2019 2:12 AM
100	More time at work. Everything is on nights and quality of work is lacking do To push of getting job done	12/23/2019 2:05 AM
101	The use of alot of mobile technology, it's a distraction and a easy way for something to get overlooked.	12/23/2019 2:04 AM
102	As of yet, PTC hasn't changed my job much. But its just the beginning. That being said, safety is obviously not important as it used to be.	12/23/2019 2:01 AM
103	They don't care about safety or working conditions anymore.	12/23/2019 1:50 AM
104	Seems rules and safety are tossed out unless it works in their favor to cut or discipline	12/23/2019 1:46 AM
105	Very very stressful..fear and loss of sleep..not only me but alot of brothers have said the same.	12/23/2019 1:43 AM
106	It seems they want more and more work from the employees all while cutting spending and people	12/23/2019 1:40 AM
107	They are not updating equipment, vehicles or replenishing the man count. Which in turns makes everything tougher and unsafe	12/23/2019 1:39 AM
108	It has created a rush on our job giving us minimal time to fix critical problems.	12/23/2019 1:36 AM
109	Seems about the same	12/23/2019 1:32 AM
110	Everything is more dangerous, less employees working and less time to perform required maintenance.	12/23/2019 1:20 AM
111	It has gotten to the point where the carrier cares more about running trains and the bottom line. They don't care nothing anout Saftey as they did yrs ago even just a year ago	12/23/2019 1:19 AM
112	The only time safety is emphasized is when they can use it to punish an employee.	12/23/2019 1:10 AM
113	There is such a push to get through projects that safety is disregarded. We were told last week "don't give me that we don't have sight distance' bullshit"	12/23/2019 12:58 AM
114	As mentioned above in question one safety has taken a back seat to service. As maintenance employees we get less time to perform regular maintenance and often feel pressured to expedite testing and maintenance procedures. It is unsafe for the employee and also the general public to work under the current work atmosphere.	12/23/2019 12:54 AM
115	Haven't heard much on safety.	12/23/2019 12:49 AM
116	Greater focus on speed of fixing the problem vs safety while doing it.	12/23/2019 12:47 AM
117	Production is the main index we are "graded" on.	12/23/2019 12:46 AM
118	Safety has taken a back seat to PSR, everything is about the train schedule. Often when train traffic is delayed employees will get a disciplinary charges.	12/23/2019 12:34 AM
119	Has not yet	12/23/2019 12:24 AM
120	It's made it worse! The reason being is there have been so many changes to save money and so many furloughs that it puts the majority of the work load on our shoulders and the stress level is through the roof as to not make a mistake to harm the tactics of PSR.	12/23/2019 12:15 AM
121	Fewer employees doing more work is hardly conducive to greater safety.	12/23/2019 12:13 AM
122	Safety went from 1st to 3rd or 4th in the list of priorities	12/23/2019 12:08 AM

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123	Job cuts/less ppl more work. The railroad right now is at an all time low with safety. The fra needs to step in and start doing there job	12/22/2019 11:57 PM
124	Unsafe	12/22/2019 11:45 PM
125	Longer, heavier trains with poor train makeup	12/22/2019 11:21 PM
126	need clearer definitions to how the operations are supposed to work when, work needs to be done and how coordinate the two	12/22/2019 11:05 PM
127	See above	12/22/2019 10:53 PM
128	It's about safety, till it's all about money	12/22/2019 10:49 PM
129	Everything is in a rush there is no time to do the job correctly.	12/22/2019 10:07 PM
130	Doesn't	12/22/2019 9:09 PM
131	Like I said before get it done faster with less help and what ever you do don't slow or stop a train.	12/22/2019 7:37 PM
132	Safety has not changed but rules are being stacked on us in a way where it makes certain tasks take longer and possibly less safe.	12/22/2019 7:21 PM
133	The concern is getting the work out of the shop safety is not even secondary. They are reluctant to spend money on things to make jobs safer unless it also speeds up the process	12/22/2019 6:37 PM
134	Not as safe	12/22/2019 6:24 PM
135	They are just having people due more and more things like foreman are running machines and the jobs are a free for all no guidance very dangerous	12/22/2019 6:23 PM
136	More work less people	12/22/2019 6:21 PM
137	Everything is rushed if we our close to overtime.	12/22/2019 6:18 PM
138	☐☐♂	12/22/2019 6:16 PM
139	Cutting jobs and expecting more or the same with less	12/22/2019 5:40 PM
140	Safety is nonexistent until someone gets hurts.	12/22/2019 5:35 PM
141	Have had a few close calls	12/22/2019 5:22 PM
142	As a conductor I am doing more work for the same pay. More setouts more pickups. More eng moves. I have walked more trains this year than my whole career combined.	12/22/2019 5:21 PM
143	Shortcuts on and early releases of equipment	12/22/2019 5:13 PM
144	They have turned their head to safety until someone gets hurt then they want to throw the book at the injured employee. We have to argue every morning about jobs not being played out safely	12/22/2019 5:12 PM
145	With fewer people trying to do more work, we have had to work longer hours and more days. This increases the risk of injury due to fatigue.	12/22/2019 5:02 PM
146	It Has increased my concerns for safety amongst all my railroad family!	12/22/2019 4:54 PM
147	U don't get the time u need to check out the area u working in to see if there are any thing that need to address or watched.	12/22/2019 4:43 PM
148	Safety was very important when I started there. Now they don't even seem to care.	12/22/2019 3:41 PM
149	Everything has taken a get it done attitude with no regard to safety at all.	12/22/2019 2:49 PM
150	The company is running locomotives until they fall apart, which means they are unsafe on the rail.	12/22/2019 2:31 PM
151	Yes when summer spike happen last summer there was people went down from being over worked	12/22/2019 2:29 PM
152	Supervisors do not care about safety. They will tell people to do jobs they know are not safe and break all the rules just to get a train out.	12/22/2019 2:06 PM



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153	Safety used to be number 1. Now it is no longer emphasized as being of utmost importance. Rules have been changed or done away with.	12/22/2019 1:57 PM
154	Theyre pushing us to work faster . An when you being pushed theres room for accidents.	12/22/2019 1:50 PM
155	There is less and less room for safety in this operating plan. Less money and time for safety.	12/22/2019 1:23 PM
156	They make you work faster trying to accomplish a task.	12/22/2019 12:59 PM
157	Terrible, no regards for safety	12/22/2019 10:54 AM
158	No stretches anymore, cutting corners on safety to get work done, and no more job briefings. Supervisor's will actually tell you I'm going this way, you do what you have to to set it done. Tasks and measurements are fudged so work gets out as well.	12/22/2019 10:49 AM
159	I was furloughed.	12/22/2019 10:38 AM
160	More work, less pay, no off time, constant pressure, higher stress	12/22/2019 7:53 AM
161	Now using 1 person to a 3 man job. So practically unsafe and irresponsible from company stand point	12/22/2019 7:36 AM
162	I work in a locomotive shop, psr has management afraid to let us take the time to fix things right, nor do they want to spend the money to repair anything correctly. They worry more about getting locomotives out shopped as quick as possible over reliability	12/22/2019 7:22 AM
163	worked harder and treated like im sabotaging trains when I find defects because there is 0 spare power in the system. scared for my job because to company seems to not care who they fire there targeting guys at my shop.	12/22/2019 7:10 AM
164	I have already stated this in the previous question. The railroad preaching safety is fake. Their rules only apply when they want to use them against you. They expect work done in a certain time yet if done by their standard work documents and their rules not tasks are impossible so some rules must be skipped around. Then if tasks arent done because they followed the rules there are threats of being handled for not completing tasks in a timely manner.	12/22/2019 7:02 AM
165	Company doesn't care about safety	12/22/2019 5:41 AM
166	It's no longer about taking your time and make sure to do it safely. It's about doing it as quickly as possible with little to no material and hopefully you won't get hurt. When I first started, Safety was the first word and now it seems like you might see it written somewhere on the wall but no one is speaking about it anymore. PSR wasn't adopted to be more safe but to be quicker and do more with less bottom line.	12/22/2019 4:57 AM
167	It is in total disregard o the public and to the workers and their families.	12/22/2019 4:54 AM
168	It's made it inherently more dangerous due to being rushed to get everything done as to not hold up train traffic. Also means things don't get repaired like they should because of the time frames allowed to repair them.	12/22/2019 4:47 AM
169	They now want us to get outbound trains done faster so they can be sent to your destination. Can't bad order anything that has FRA defects because it might slow down the departure time. FRA defects are going down the rail every day because car inspectors are afraid of the retaliation if they delay freight	12/22/2019 4:46 AM
170	There is no safety at NS if the schedule is in question. They promote safety but only if it doesn't interfere with productivity	12/22/2019 4:44 AM
171	I don't feel like im going to be fired or started up for cutting corners on safety as long as the cars get rolling	12/22/2019 4:44 AM
172	Unsafe work environment	12/22/2019 4:37 AM
173	Bad work conditions , not enough time allowed to perform inspections and other needed maintenance work.	12/22/2019 4:22 AM
174	Threaten job and doing more with less	12/22/2019 2:49 AM
175	Very unsafe and inefficient. Being forced to cut corners and not properly perform a job	12/22/2019 2:48 AM
176	Not as safe. The just want locomotives fixed because they have stored alot of locomotives	12/22/2019 2:38 AM



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177	What safety get rid of the rules and if you get hurt you should have known better.	12/22/2019 2:37 AM
178	Safety is preached as a number one priority but is a touchy subject to bring up when it interferes with production	12/22/2019 2:22 AM
179	We have lost work due to NS parking locomotives instead of fixing them and not repairing tool in the shop telling us it's fine go ahead and use it	12/22/2019 2:18 AM
180	They have thrown the rule book out the window. We have no levels of punishment like we used to have 10 yrs ago. The rules have been switched around and all clumped in to one rule that is a fireable offense. The push to do it now has replaced it.	12/22/2019 2:14 AM
181	Safety is skipped many times for the result of getting trains out on time. That is unless it's when they are trying to bust someone then safety matters then	12/22/2019 2:14 AM
182	I can't see what's in front of me because I'm consumed by watching my back	12/22/2019 2:10 AM
183	Furloughed, specifically I was told we will do whatever we want to make psr go.	12/22/2019 2:07 AM
184	Basically missing. We survive on instinct alone from prior years.	12/22/2019 2:05 AM
185	The only goal and way to keep your job is to get the job done at all and at any cost	12/22/2019 1:53 AM
186	Being rushed to complete tasks by supervisors monitoring you with stop watches and using the threat of punishment if it's not completed in what they think is a timely manner. Most of the supervision we have did not come from the rank and file and have no basis to tell us what is and what is not the proper amount of time to complete certain tasks we have to do in our day to day.	12/22/2019 1:43 AM
187	Everything is rushed, understaffed and safety is on the back burner	12/22/2019 1:40 AM
188	Safety has taken a back seat to train movement. Running trains and locomotives with FRA defects is the norm now. We are told to write it up but the tasks are canceled and or deferred as soon as they are put in. Making us feel like what we as federal inspectors find and write up dont matter.	12/22/2019 1:39 AM
189	The has always been the culture but basically the safety rules apply only when it serves the carrier for discipline if it's going to slow the train down or prevent a locomotive release you can do whatever you want as long as the carrier is aware of it.	12/22/2019 1:35 AM
190	They have removed tooling and processes that where meant to protect the worker. Now it's about time and production with little consideration about the employee. Not taking locomotives to engine house to be service cause units to run low or become empty of sand with no way of refilling due to the lack of manpower and or vehicle.	12/22/2019 1:34 AM
191	Railcar fleet in worse condition than ever, dangerous lack of maintenance every single day.	12/22/2019 1:31 AM
192	With the influence to cut corners and rules becoming less important, mixed with the push to get more done with less, it seems now that production and profits come before safety.	12/22/2019 1:17 AM
193	Shortcuts are being taken on repairs	12/22/2019 1:07 AM
194	Not at all. Safety is still priority #1 . However long stretches of overtime being fatigued can lead to injury but I don't want to be limited on overtime	12/22/2019 1:05 AM
195	Half the people but same amount of work expected	12/22/2019 1:03 AM
196	Rush rush rush now with little to no concern for safety. We're a number now unlike we were 4-5 yrs ago	12/22/2019 12:55 AM
197	Terrible, more injuries, safety rules have been bent. OSHA is not present.	12/22/2019 12:52 AM
198	I'm furloughed now... Thanks.	12/22/2019 12:41 AM
199	The company no longer concerns itself with safety of their employees, only the speed of production over all else.	12/22/2019 12:26 AM
200	Again, safety is no longer the number one priority. When the class I railroads participated in the EH Harriman award, safety was actually a priority. We used to have a safety meeting in the morning and a follow-up meeting mid-shift. They eventually got rid of the mid-shift safety meeting and I found out soon after I left they got rid of the morning safety meeting. Now all they do is read a safety rule in the morning on a karaoke machine.	12/21/2019 11:05 PM

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201	Well safety literally used to be first on the list of things now not all all. Literally when they show a list of 5 keys safety is 4th place.	12/21/2019 10:53 PM
202	Safety has taken a few steps back I feel. It is more important to get the job done now than it is do get the job done safely	12/21/2019 10:52 PM
203	Everything is rushed and as mentioned before safety has become a forethought at best. It's all about the numbers no matter the cost.	12/21/2019 10:37 PM
204	Everyone is at risk with job cuts and safety is non existent.	12/21/2019 9:18 PM
205	Very dangerous	12/21/2019 7:33 PM
206	Furloughed	12/21/2019 6:56 PM
207	We need engines worked on it takes forever because they dont keep enough manpower to sufficiently work on things. In terminals where they used to work on cars now we may not even sit them out because they use the phrase enroute failure loosely because we dont have manpower to fix it. Trains are extremely longer. Now as bad as getting into your terminal was before now it's worse because most terminals cant fit a train over 8000ft in one track. So we are asking crews to wait longer outside a terminal then rush in at the last minute and try to get things done. We have territory where 2 trains over 9500ft cant meet but in one spot so now we have on crew sitting 20miles outside of originating terminal for 8+ hours waiting for the other train to come 130 miles to make a meet. Then you are ran until your last minute. Most of the time with no ride ordered or you have to wait for hours on a ride then may have 2+ hour ride to the away from home terminal. So on duty time and rest is a big issue. I have been instructed to not tie a train down because they couldnt take us across the connection because we were to big and didnt have room. Instead of being able to tie it down and get a ride home we were told that train management says we are to sit on the train until relief gets there. 2+ hours after we hog the relief crew gets there and they weren't even on duty until 30 minutes after our hours of service. It just seems like we will disregard safety for profit. This is a prime example of why 2 man crews are a big deal because being on the train that long in the middle of nowhere at night it's nice to have someone to talk with to help keep you awake and focused. Everyone says well u were rested at the hotel so you should be ok for 12hrs but until you work with no schedule more enroute work and cant sleep alot away from home because you get off duty at 10 in the morning you cant tell me we should be ok. Why does the fra allow this? I understand a business needs profit I understand alot of jobs are not vital to actual freight but the fra knowing sees what the railroads do and yet we argue that 2 man crews aren't vital. I not saying that we have to keep 5 man crews or all the jobs such as cab supply but when we cut local jobs that used to switch customers or try to cut brakeman from those jobs or allow the mechanical department to be drastically under staffed it's not just the fault of the railroad for safety shortcuts. I cant for the life of me figure out how the fra hasn't went into most yards where these cuts have been made and not seen the problems. There is no way that a shift of 5 people do the same quantity of repairs and quality that a 10 man shift did. But yet I here no fuss from fra which is suppose to set guidelines for safety with workers, employers, and the public.	12/21/2019 3:21 PM
208	Safety is secondary now. Production Production Production is all they care about now.	12/21/2019 3:00 PM
209	The equipment is falling apart left and right so I feel it is way less safe.	12/21/2019 2:01 PM
210	To this company safety is what gets in the way of production. There used to be a time when they fixed things that we brought up as being unsafe. Made us feel like they cared. Now, they dont even ask us about unsafe issues at all. The ONLY thing they care about is profit.	12/21/2019 9:24 AM
211	Now instead of being as concerned with safety, it's all about making a dollar and moving trains by short cutting on safety rules.	12/21/2019 8:56 AM
212	I don't get the rest I need because of trains being laid down when they should be running	12/21/2019 4:26 AM
213	Not much	12/21/2019 3:21 AM
214	I feel rushed and have to do more work with less help.	12/21/2019 2:24 AM
215	I have notice alot more ,let's say, short cuts being made (unless called out on,) and alot more and harder pushing to get more than quota by 200%	12/21/2019 1:14 AM
216	it is not a factor . csx does not care about the employees only about profits	12/20/2019 11:28 PM
217	Huge trains having crossings blocked. Less crews working more often.	12/20/2019 11:11 PM

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218	To much expected of everyone	12/20/2019 11:06 PM
219	Safety is out the window	12/20/2019 10:27 PM
220	None	12/20/2019 10:26 PM
221	Longer trains with no regards to public safety and employees that have to walk the longer trains.	12/20/2019 9:50 PM
222	More worried about production	12/20/2019 5:16 PM
223	Feel more rushed and stressed. Production over safety. Smaller windows to get work done. No room for error.	12/20/2019 5:07 PM
224	We are in a safer environment, I think, because of the track time allowed versus the hours we work daily!	12/20/2019 4:57 PM
225	PSR is all about stock share value. When you focus on that a lot of stuff fall to the Wayside. Safety is one of them. We used to have safety team members on regions and teams, but now we don't. When you cut people and jobs the workload doesn't change it actually increases. So we are constantly behind and with that comes stress, and loss of focus. People want to do a good job when they go to work they want to do a better job than it did yesterday but hard to do that when you're constantly behind.	12/20/2019 4:10 PM
226	From a safety standpoint day to day it hasn't. See question 1 answer for safety related issues concerning future conditions.	12/20/2019 4:09 PM
227	Not at all. I work within my means.	12/20/2019 4:01 PM
228	Its became much more stressful. The regime has been trained to discipline often but will cut corners or turn an eye when a situation arises	12/20/2019 3:39 PM
229	Not as safe, always problems with power and cars, when your an the ground it's for hours	12/20/2019 3:32 PM
230	Everyone talks safety and I truly believe from the top down everyone believes we are safe but with PSR in my eyes uprr is not as safe as the data shows. With smaller windows things are over looked. We are expected to do the same amount as we did 10 years ago.	12/20/2019 3:14 PM
231	The implementation of Precision Scheduled Railroading has caused safety to take the back seat. Railroads preach safety but don't practice it. Employees are required to have safety meetings every morning and discuss things pertaining to safety but when it comes down to it, the most important thing to the Carrier is hurry up do your job and don't be late. Review of accidents and injuries for all railroads should speak for itself.	12/20/2019 2:53 PM
232	Not stopping trains to preform needed maintenance. Or constantly delaying needed maintenance not slow or stop train traffic.	12/20/2019 2:26 PM
233	Loss of man power and less work.	12/20/2019 12:49 PM
234	It put my employees working in non standard situations all the time. Something new everyday	12/20/2019 12:32 PM
235	Safety used to be the number 1 priority, now it's how much work did you get done. For example we are changing bridge ties with snow and ice on the deck which never used to happen.	12/20/2019 12:29 PM
236	There is less time to complete jobs and they push to complete them faster	12/20/2019 11:47 AM
237	I have no home life. I fear for my safety daily due to diminished head count.	12/20/2019 11:19 AM
238	Cutting boards so deep that we either have to work off our rest day after day, leading to exhaustion and health issues or layoff and risk an attendance issue.	12/20/2019 10:59 AM
239	Its worse.	12/20/2019 10:56 AM
240	It didn't effect my career personal but there has been a huge reduction in track car and locomotive maintenance	12/20/2019 10:36 AM
241	Well boards are ran short and pushing more work on everyone that hasnt lost their job yet	12/20/2019 9:48 AM
242	Furloughed	12/20/2019 6:07 AM
243	Less rest . forced to work all and any job qualified or not	12/20/2019 5:34 AM

PSR Survey

244	whats that?	12/20/2019 3:57 AM
245	Less rest, no regard to safety first, threatening intimidation and termination for things that aren't serious	12/20/2019 3:47 AM
246	Less people more work and being pushed to hurry	12/20/2019 3:39 AM
247	Makes it next to impossible to do jobs correctly and safely with less help and less time to complete a job mainly placing bandaids over battle wounds until it fails again	12/20/2019 3:37 AM
248	Less people & longer trains have created a rushed work environment where doing the actual job is impossible and retaliated against by management.	12/20/2019 3:08 AM
249	There is so much focus on getting a bandaid thrown on a problem and get the hell outta the way of the trains. Do a project in 3 hours with 2 employees and catch holy hell cause you gave track back 3 minutes late and the dispatchers cant line a train from Indy to Boston, when 8 years ago you did the same project with 5 guys in 3 hours and all was right with the world when you gave track back 4 minutes early cause you didnt have to rush and kill your self	12/20/2019 2:37 AM
250	Time to repair tracks are harder to get and managers are pushing harder for production, this leads to an already stressful environment	12/20/2019 2:31 AM
251	At times it can be frustrating and nearly impossible to reach the production goals	12/20/2019 2:19 AM
252	PSR causes good employees to make bad decisions , ,, , production over safety	12/20/2019 2:01 AM
253	They no longer care, if they ever did, about the safety of their employees. They have removed speed restrictions and procedures and traded faster turnaround times for the safety of the guys in the yard. They have fired roughly 1/3 of the employees that worked in my yard. Forcing the remaining employees to cut corners on inspections and delaying much needed maintenance to cars all to move cars faster	12/20/2019 1:33 AM
254	bad, safety is no longer the most important thing....only how fast you can work is	12/20/2019 12:42 AM
255	All safety programs on CSX were terminated. We have NO access to safety supplies. Not even the basic first aid kits are kept up. I am wearing the same boots from 4 years ago and high visibility vest from even longer. Ear plugs were taken out of our crew packs. I have on several occasions seen where employees were forced to operate trains over territory they were not qualified on.	12/20/2019 12:37 AM
256	A lot. Company is afraid to let us work ot.	12/19/2019 11:44 PM
257	Negatively	12/19/2019 11:40 PM
258	As a result of PSR we are on the ground more often. And many jobs have been cut.	12/19/2019 11:19 PM
259	Hard to get time, more work and less people. Because the trains being longer it's wearing out components faster due to forces, heat and friction on the rail. So sometimes doing a job right takes good judgment when you don't have enough people or the right tool at the moment. The job has to get done regardless has long has everyone remains safe in doing so.	12/19/2019 11:11 PM
260	not yet	12/19/2019 10:53 PM
261	It has changed everything. When I hire out the train line ups used to be pretty accurate the same trains ran about the same time everyday. Now with PSR they are shutting down yards moving trains around so now we really down know when we will be going to work. Like I said before train used to be shorter (about 7,000ft) now trains are bigger. My train last trip was 12,700ft with a mid dpu. First, where we ran trains it is mainly single main track and 12, 700ft trains don't fit into the sidings. Most of our sidings only hold about 9,000ft long trains. Second, if they continue to ran these long trains I think they need to bring back the brakemen on trips. If I would've a brakeman on my last trip he would have had my train fixed in at least half the time (if not faster) it took me to walk back 2 miles in the snow and ice. Because he would have been on the mid train dpu and would have been closer to my air hose problem.	12/19/2019 10:30 PM
262	They want you to work more with less people in work groups	12/19/2019 10:15 PM
263	they Cut safety programs, save money at any cost. Example wrote up a yard engine for a cracked draw bar. Was told to use it until it broke, yard leads are mud pits. So there is no safety	12/19/2019 10:07 PM
264	No rest. No sleep. Very little manpower.	12/19/2019 10:00 PM

PSR Survey

265	More work less guys. Old non reliable unsafe equipment. Tools are worn out and won't get replaced	12/19/2019 9:53 PM
266	IT KEEPS PEOPLE WORRIED ABOUT LOOSING THEIR JOBS & NOT FOCUSED OR CUT IN TO THE JOB OR SAFETY AT TIMES.	12/19/2019 9:52 PM
267	Working lots of hours with less people	12/19/2019 9:40 PM
268	We're handling longer and heavier trains, which is unsafe for employees as well as the general public.	12/19/2019 9:09 PM
269	It has cut way to many jobs making everyone work in unsafe conditions. They have cut the boards to the bare minimum and those guys are working nonstop which means they are constantly going to work tired	12/19/2019 8:15 PM
270	No effects	12/19/2019 8:11 PM
271	It has employees working at nights and various other things that make it unsafe for workers but convenient for the railroad	12/19/2019 8:04 PM
272	It causes delays which occasionally holds trains that have a signal and causes delays to barge traffic causes frustration for Captains, dispatchers and bridge tenders.	12/19/2019 7:43 PM
273	It's better	12/19/2019 7:40 PM
274	They want you to work on short rest.. & over 12 hrs but dont report it on the ticket..	12/19/2019 7:30 PM
275	More concerned about production than safety	12/19/2019 7:16 PM
276	Production more important then safety	12/19/2019 7:16 PM
277	Safety went out the window. We just make the best of what we have. Just keep you and your partner safe it is only 2 man crews working	12/19/2019 6:59 PM
278	Hurry up and get the job done. Hurry up, skip job briefings and rush rush rush	12/19/2019 6:40 PM
279	While it may be different in "line of road" locations, in a "terminal" location it seems that there are more instances of cross functional manager-blitzes looking to simply "snitch" or "rat out" people from other departments to appear to be enforcing the rules...everyone in management is now looking to justify their job by ensuring they catch someone breaking a rule, and thus safety seems to be more of a weapon than a driving goal.	12/19/2019 6:32 PM
280	We are less safe. Less men to watch for trains, less men to do work, worse equipment and bad attitudes.	12/19/2019 6:12 PM
281	Since the introduction of PSR the carrier has cut multiple jobs and forcing employees to work multiple positions during the work day. Example: foreman are being forced to be the acting foreman an machine operators while on duty. Foreman have enough things to worry about for the safety of their team without adding additional duties of running a machine	12/19/2019 6:06 PM
282	No safety impact thus far.	12/19/2019 5:57 PM
283	Can't say it has improved it.	12/19/2019 5:37 PM
284	It has caused numerous Hours of Service violations. 16 hours on a train being told to violate by the railroads is outrageous.	12/19/2019 5:00 PM
285	Railroad conductors are forced to perform class 1 air tests that carmen used to do but are now cut.	12/19/2019 4:59 PM
286	Huge workforce reductions and push for productivity. Every employee is stretched thin mentally and physically. In some cases quality of work is sacrificed from lack of manpower and materials needed to do the job.	12/19/2019 4:56 PM
287	The company only cares about running trains no matter what. I feel rushed to get a job done and certain jobs just can't be rushed unless you want to fail. A lot of times we leave jobs half finished in order to clear up for trains. Some jobs just go untouched. And heaven forbid you put a slow order on and heaven forbid you don't and something bad happens. Dispatch doesn't understand or know the territory or working situation (IMO). I don't feel totally safe with them.	12/19/2019 4:37 PM
288	What PSR basically has done is get rid of employees by firing them. This effects safety because now the men are more worried about being wrote up and fired by their managers	12/19/2019 4:34 PM

## PSR Survey

instead of focusing on the job task. Track work is dangerous and at times life threatening so when the Carriers have employees more worried about getting fired than working safely I believe is the biggest cause of injuries occurring on the job.

289	The safety standards of the tracks have gone way down When I started Norfolk Southern took pride in making sure that their railroad was up to their own standards (which is most cases is higher than FRA), in some cases were being told to lower the standards to what the FRA has then set at to ensure that there won't be slow orders. Another part of the PSR was to move all of the dispatchers down to Atlanta, since that move there has been many more track time violations and enough close calls from dispatcher error to have you always looking over your shoulder.	12/19/2019 4:21 PM
290	None so far.	12/19/2019 4:16 PM
291	Safety is disregarded is order to run trains	12/19/2019 4:10 PM
292	Working more and the company not caring about wether it's crews are rested	12/19/2019 4:08 PM
293	I don't feel that it has changed my safety however the public's safety is the one I would worry about. We aren't allowed to put slow orders on anymore to keep the trains moving. Every curve on eastons eastons teritory that the rail gangs just work have no elevation or very little an the ballast isn't filled in that should be a slow order but it's not	12/19/2019 4:01 PM
294	More work with less employees makes for unsafe conditions	12/19/2019 3:57 PM
295	N/A	12/19/2019 3:26 PM
296	Made it harder	12/19/2019 3:23 PM
297	It's made my job unsafe because they want more production with less workers. Safety for the railroad has been tossed out the window and we're being replaced with contractors which is clearly against our contract	12/19/2019 3:22 PM
298	It's BIG because now it's less time with my wife and kids mom, dad. They took 24 days from us just because they can	12/19/2019 3:03 PM
299	Unsure to be honest	12/19/2019 3:00 PM
300	Once again it means more work with less people. We're beat up, we're tired and we're fed up. For some this spills over into family unintentionally and causes stress for loved ones. Railroad in general does not give a damn.	12/19/2019 2:56 PM
301	Not very safe anymore when we are being rushed to do our job	12/19/2019 2:55 PM
302	Less employees make everyone have to work harder increasing chance of injury	12/19/2019 2:53 PM
303	Not one but	12/19/2019 2:50 PM
304	yes	12/19/2019 2:37 PM
305	We don't seem to have as many people working as we use to. Not as many people to help carry the work and weight	12/19/2019 2:27 PM
306	Again, much worse. The chance of derailments are much higher. Not good for the public.	12/19/2019 2:27 PM
307	Safety is a joke now. They've cut so many jobs the people we use to have to float from gang to gang, and even the amount of people assigned to each gang to keep an eye out for everyone's safety is gone thanks to PSR cuts. They want the gang foremans and EIC's to be the leaders of safety, but how do you do that when we have to do so much more to pick up the work our assistant foremans use to do to help out.	12/19/2019 2:16 PM
308	it's a "hurry up and get things done" situation	12/19/2019 1:50 PM
309	Always in a hurry once you get a 704 you have a certain amount of time, if you get any time at all ,	12/19/2019 1:44 PM
310	Safety, what safety, it's not safe	12/19/2019 1:34 PM
311	It has stopped most overtime.	12/19/2019 1:10 PM
312	Less track time	12/19/2019 12:53 PM



## PSR Survey

313	It is obvious that safety is an after thought. Just in the lack of training or even talking about injuries and injury prevention makes me feel as though our safety is not important unless it affects their bottom line	12/19/2019 12:46 PM
314	Don't see much change in the process.	12/19/2019 12:33 PM
315	The implementation has greatly affected my job safety with reduction of manpower and necessary equipment needed to do the job.	12/19/2019 12:31 PM
316	More work, less help.safety is no longer a priority	12/19/2019 11:50 AM
317	Not applicable in my position.	12/19/2019 11:37 AM
318	Safety is no longer the top priority for the railroad	12/19/2019 11:27 AM
319	Since PSR is seems company is only concerned with moving freight conditions of track get worse and care less for workers	12/19/2019 11:12 AM
320	Less safe	12/19/2019 7:31 AM
321	The lack of safe equipment puts us in danger daily	12/19/2019 6:36 AM
322	Less emphasis on planning and identifying and more on rule compliance when it fits the mission objective	12/19/2019 5:09 AM
323	Worse. Less and less people to be able to do the jobs and more work and asking unreal time lines to get them done but still wanting them done.	12/19/2019 4:34 AM
324	Puts more pressure on work to be done fast which causes mistakes	12/19/2019 4:32 AM
325	Cant get time to fix the defects found. So some defects are left in the tracks longer then necessary leading to posable derailments and when we do get time it hurry up and get it done	12/19/2019 4:18 AM
326	Made it more unsafe. Derails have increased. Lack of rest from improper staffing. Threats of closures if not running beans or taking breaks. Not fulfilling contractual obligations	12/19/2019 4:15 AM
327	I'm not aware of the safety statistics off hand. On system, it seemed like 2019 was a rough year.	12/19/2019 4:12 AM
328	Safety has always been so called #1 to railroads employers till there's a train on the ground or an emergency or something needs to get done then everything is thrown out the window and just get the job done as quick as possible	12/19/2019 4:08 AM
329	3	12/19/2019 4:06 AM
330	Everyone is under tremendous stress to move these trains the way the company wants and that's not safe for anyone. However, most people are probably scared to report injuries in our current working environment.	12/19/2019 3:49 AM
331	To soon to tell	12/19/2019 3:46 AM
332	Being on the road more than before and less man power per work group	12/19/2019 3:42 AM
333	It hasn't yet.	12/19/2019 3:21 AM
334	Furloughed.	12/19/2019 3:18 AM
335	Haven't seen where it's benefiting maintenance of way	12/19/2019 3:18 AM
336	They push to get more done with less people and unrealistic schedules to get things done. Safety is not a priority anymore	12/19/2019 3:17 AM
337	Safety is as important as ever	12/19/2019 3:13 AM
338	Less people means more chance of someone getting hurt	12/19/2019 3:13 AM
339	I could do without all the high tech gadgets and cameras?	12/19/2019 3:11 AM
340	It hasn't more people are at risk in the summer because of the heat	12/19/2019 3:10 AM
341	We still get the same safety supplies as before. Cutting of people means you have a higher work load with same pay not more same. Than union takes more dues and does less for us	12/19/2019 3:03 AM

PSR Survey

342	Not being able to determine when to be rested to safely do my job. The carrier doesn't seem to care about our rest or safety	12/19/2019 3:02 AM
343	Moving trains is before safety	12/19/2019 3:00 AM
344	Having to rush everytime I get track authority	12/19/2019 2:49 AM
345	Trying to do more with less. People are treated more as a number with no concern for life outside of work. Work life balance no longer exist for a lot of employees. Lower level managers do what they can to help.	12/19/2019 2:45 AM
346	It's been ignored for the shareholders unless they can use it as a tool to discipline or cut more jobs.	12/19/2019 2:36 AM
347	PSR has done nothing to help safety, on the contrary I see more at risk behavior as management turns a blind eye as long as defects are taken out of the system. Our work has not changed the weld count will always fluctuate and defects still have the same deadlines. MOW is now tasked with doing the work with less men and with less time. A huge recipe for failure.	12/19/2019 2:36 AM
348	Less track time	12/19/2019 2:36 AM
349	Sucks! I don't like working from 10 to 6 all summer or when ever it's convenient for company,	12/19/2019 2:35 AM
350	Hurry up and get done, or don't slow down anything with slow orders	12/19/2019 2:34 AM
351	I am a mechanic and when I go to work on a machine no operator available to be there to work with me due to no men on section gang.	12/19/2019 2:20 AM
352	When I first started if any railroader died across the country there was a safety stand down. Now we get a 1 paragraph email to the boss if the event of a csx fatality. Safety is not important except in speeches.	12/19/2019 2:14 AM
353	No idea	12/19/2019 2:05 AM
354	Safety has taken a backseat to faster production time with less track time in order for them to run trains without stopping them. This I feel is due to limited train crews they have on stand by now. When we perform work to the tracks, they now remove slow orders faster with less compaction times to be able to run trains faster with limited delays. The railroad I work for has stopped inspecting main line keyroutes everyday to two times a week. You can have broken insulated joints, joint bar pull aparts, blown out frogs, washouts along creeks, rivers, culverts and never have a track light to alert anyone of the dangerous conditions. These conditions have happened overnight before, but we were able to find and fix these defects in a timely manner when the tracks were inspected daily by a qualified inspector. Defects like I have mention go undetected sometimes for 2 to 3 days before the inspector rides and finds them.	12/19/2019 1:59 AM
355	It has made it much harder to be rested for trains. The carrier provided lineups are inaccurate and erratic and the customers are receiving worse service than ever before. This plan helps stockholders while endangering everyone else.	12/19/2019 1:57 AM
356	Like stated in question number 1, with the implementation of "precision railroading" our safety has taken a back seat to building and moving trains faster and more efficiently. It seems like that is all that the transportation managers care about, even if it means taking short cuts or not allowing us to fix issues or defects because they are worried that a train will be delayed.	12/19/2019 1:56 AM
357	it takes away my quality of life with less days at home with my family and it adds more days of me driving to and from job sites	12/19/2019 1:49 AM
358	Working long hours due to lack of workers	12/19/2019 1:46 AM
359	Since I have been working as a representative I've seen both sides of the safety perspective PSR and safety are on opposite ends of the spectrum. Worst morale ever, which affects safety and decimation of the workforce has definitely resulted in the most unsafe environment that I've been involved with.	12/19/2019 1:36 AM
360	Ok	12/19/2019 1:34 AM
361	The fact that less employees doing the same amount or more work, the odds are against us as far as getting hurt.	12/19/2019 1:34 AM
362	Some	12/19/2019 1:27 AM

PSR Survey

363	Focusing on maybe or not having a job and wondering if I can pay my next medical bill hinders my safety	12/19/2019 1:25 AM
364	Unsure	12/19/2019 1:23 AM
365	Safety is non-existent. The first thing to go was beneficial safety meetings. Committees were disbanded never to meet again	12/19/2019 1:22 AM
366	The implementation of Precision railroad has definitely created a lot of uncertainties.	12/19/2019 1:21 AM
367	Always pushed to the limit. No time for breaks to eat or using restroom without being pressured to rush work.	12/19/2019 1:21 AM
368	There is no safety, only worried about production and running excessive long trains	12/19/2019 1:17 AM
369	3	12/19/2019 1:16 AM
370	Precision Railroading has created instability and uncertainty throughout the maintenance of way. Due to lay-offs over those 10 to 20 years.	12/19/2019 1:10 AM
371	I am bad ordering more cars than I have before, I am finding more defects in locomotives than I have before and I do not believe its going to get any better any time soon.	12/19/2019 1:05 AM
372	Let's imagine a slinky going down the stairs,... Now put yourself on one end or other and imagine the ride down.	12/19/2019 12:56 AM
373	Made it harder	12/19/2019 12:50 AM
374	Safety wise, I'm more fatigued which leads to stress, sickness, more room for error and myriad other health consequences. This will only decline if left unchecked.	12/19/2019 12:49 AM
375	Made it more hurried and worse.	12/19/2019 12:47 AM
376	I don't know exactly what psr is.	12/19/2019 12:45 AM
377	Cuts every where with inspection of trains, and less track and time out it's only time before something terrible happens to personal or trains	12/19/2019 12:44 AM
378	Longer, heavier trains containing loaded hazmat cars are more difficult to stop and take longer to find issues. Limited amount of car men in yards makes it more difficult to find cars that are bad ordered.	12/19/2019 12:38 AM
379	Safety seems to be important when it's convenient for the company	12/19/2019 12:33 AM
380	Safer	12/19/2019 12:26 AM
381	Seems like it's always hurry up and get the job done.	12/19/2019 12:26 AM
382	Seem harder to get track time	12/19/2019 12:25 AM
383	Cutting a lot of overtime	12/19/2019 12:25 AM
384	I believe since CSX adapted precision scheduled railing safety is not longer a concern. We have way less men to do the same amount of work in the same time frame	12/19/2019 12:23 AM
385	Made it worse	12/19/2019 12:21 AM
386	In regards to originating trains, our equipment is being passed along despite of any defects	12/19/2019 12:20 AM
387	Doesn't	12/19/2019 12:19 AM
388	More to do and less ppl to do the work	12/19/2019 12:14 AM
389	We are more similar to emergency response teams than preventative maintenance. This has degraded the quality of our tracks and caused more out of service conditions requiring added pressure to return tracks to service	12/19/2019 12:13 AM
390	All I can think about is my company gonna continue to hire contractors and lay off more people and how to feed my family with 10 years of service and dedication to UNION PACIFIC	12/19/2019 12:11 AM
391	Less people to do more work	12/19/2019 12:11 AM
392	Trains are no longer properly inspected and air tested.	12/19/2019 12:10 AM

PSR Survey

393	No track time	12/19/2019 12:06 AM
394	It's taken all the time to stop and think out of the equation	12/19/2019 12:05 AM
395	Less people doing hard work.	12/19/2019 12:05 AM
396	Safety is disregarded at the expense of Precision. Not enough man power for jobs that large scale.	12/19/2019 12:02 AM
397	They have a schedule to keep so you have to cut conners and brake rules to get done or the managers are threatening to right you up	12/18/2019 11:59 PM
398	PSR has no affect on my safety. I work safe so I can go home to my family	12/18/2019 11:59 PM
399	Precision railroading has been anything but precise or safety conscience. Less time to do the correct job we need and loss of workers that are needed to perform tasks required	12/18/2019 11:56 PM
400	Longer trains cannot be safer	12/18/2019 11:51 PM
401	1	12/18/2019 11:49 PM
402	I am no longer am worried about the safety of others. I no longer take a responsibility of trying to identify safety concerns that others may be engaging in because we have the same amount of production with less people and the company wants us to do jobs left to other foreman or assistant foremen that are no longer available (or in a very limited number) It is for this reason I will not take on a responsibility of others when we are being tasked with more and more.	12/18/2019 11:47 PM
403	No change in safety in my job MOW Bridge	12/18/2019 11:47 PM
404	Less time to do our work with more pressure from management.	12/18/2019 11:43 PM
405	More dangerous.	12/18/2019 11:41 PM
406	Cut safety program out ,production is no.1	12/18/2019 11:39 PM
407	A definite focus shift in the wrong direction	12/18/2019 11:35 PM
408	They want to move trains on shit track, and then complain about how the tracks are shit, and then not give us track time to fix them. Or in case of snow duty actions, they don't want you to miss a call because every train is "hot" train.	12/18/2019 11:35 PM
409	We have a lot harder time getting the track, causing us to work longer or odd hours	12/18/2019 11:34 PM
410	Just can't get enough done	12/18/2019 11:34 PM
411	More rushed feeling. Seems safety takes a backseat.	12/18/2019 11:34 PM
412	It hasn't	12/18/2019 11:33 PM
413	No	12/18/2019 11:33 PM
414	For me as a track inspector I have double the miles to inspect in an 8 hour day. It is difficult to not rush trough inspections. Some days it is impossible to meet miles inspected for that day	12/18/2019 11:30 PM
415	Hurry up get the track back no care for safety	12/18/2019 11:30 PM
416	Seems to be less track time now and the bosses try to make us work without proper protection	12/18/2019 11:29 PM
417	Makes it harder since we're covering more territory with less people & smaller budgets	12/18/2019 11:29 PM
418	Safety has not been affected, in my opinion.	12/18/2019 11:29 PM
419	I travel more and drive more. Negative effects on safety	12/18/2019 11:27 PM
420	Work hours have changed with this implementation and I believe has caused a rise in injuries	12/18/2019 11:27 PM
421	It's killed the moral between men. Not everybody is job focused each day, everyone seems to be plagued with the "wonder when we're gonna lose our job" or "who's getting cut next" and the "what are we gonna do if we lose our jobs" thoughts. Everyone's minds seem To be elsewhere therefore the focus on safety and being careful is gone. We're not worried about the tasks at hand, we're worried about what's next with our day to day life. Therefore opening ourselves up to injury and incident.	12/18/2019 11:25 PM

PSR Survey

422	Go, go, go...not good	12/18/2019 11:24 PM
423	Less people to help with emergency work.	12/18/2019 11:22 PM
424	They care a lot less about track conditions because they never give u track	12/18/2019 11:21 PM
425	Safety went out the window when Hunter Harrison came to CSX!	12/18/2019 11:19 PM
426	We are doing more work with less guys. I have seen lots of guys over doing themselves and get hurt but are scared to turn an injury.	12/18/2019 11:19 PM
427	Less people to do the same if not more work.	12/18/2019 11:19 PM
428	Cannot do enough. Constantly under pressure	12/18/2019 11:18 PM
429	Better standards track and time thats plus	12/18/2019 11:18 PM
430	I think it has been a distraction and hurt our morale. Not enough railroaders understand how the numbers are affected thus causing confusion	12/18/2019 11:17 PM
431	Your hurried on everything, from call outs, to the track time you get, makes the job unsafe	12/18/2019 11:16 PM
432	No	12/18/2019 11:14 PM
433	Safety is out the window, unless a employee is hurt than it is because, " the employee wasn't following the rules ".	12/18/2019 11:13 PM
434	Because of the reduction in manpower, men are now forced to work multiple positions at longer hours with that there has been alot more fatigue and injury because of it	12/18/2019 11:11 PM
435	None	12/18/2019 11:11 PM
436	N/A	12/18/2019 11:11 PM
437	Safety has long been forgotten, we've lost jobs, been forced into work practices that did not exist, been forced to stay on the property 20 plus hours with disciplinary action treated if we need to take our rest	12/18/2019 11:11 PM
438	The want everything rushed and makes it a high risk for injury or possibly fatal	12/18/2019 11:10 PM
439	psr has made a difference in my job or duties	12/18/2019 11:09 PM
440	Hurry up and wait. And then having to answer for a job not done because a dispatcher doesn't want to have to answer for a delayed train. And in other crafts we have heard of issues like today we heard about the train man who unlocked the detail and then didn't throw it. And then derailed the train while riding it and died. I personally think it was because of the short time frames they are imposing on us. And it is causing distracting thoughts of an I doing it fast enough am I going to get in trouble.	12/18/2019 11:09 PM
441	Far more derailments more putting out fires rather than preventing then as a whole faster pace less support	12/18/2019 11:09 PM
442	More rushed to get jobs done to not delay trains. No outages are set to benefit men's work load	12/18/2019 11:09 PM
443	The do more with less attitude has kept the work boards at a bare minimum. We are spending more time away from home with little or no time for our family or personal life.	12/18/2019 11:08 PM
444	Furloughed	12/18/2019 11:08 PM
445	Due to p.s.r. saftey has been forgotten. Amount of track time is down to accommodate train traffic. So when we do get time, it is as fast as you can go cut corners.	12/18/2019 11:08 PM
446	Hasn't	12/18/2019 11:08 PM
447	they talk safety but still close their eyes until something happens, then they blame it on us	12/18/2019 11:07 PM
448	It's all about numbers, production. Smaller windows, same amount of production expected. Guys are stressed and tired. Not ENOUGH time at home. Divorce is increasing. That carries over into work time. Personal life is sacrificed for hedge funds on Wall Street. Shameful	12/18/2019 11:07 PM
449	We're being asked to do more with less people I think that's a big problem	12/18/2019 11:06 PM
450	They won't say to rush but supervisors imply it to get the job done and go to the next	12/18/2019 11:06 PM

PSR Survey

451	In my opinion BNSF has done well with safety	12/18/2019 11:06 PM
452	Less men to do the same jobs total lack of concern from management just want the job done	12/18/2019 11:04 PM
453	People are now doing multiple jobs as more and more jobs are being abolished. The company is more concerned with trains moving then getting matience done. Most things are being put off to the next day of overtime is needed to do the job or finish	12/18/2019 11:04 PM
454	I have yet to see a real affect perhaps because it is still fairly new	12/18/2019 11:02 PM
455	Material for work to do the job affectively makes it harder than it has to be	12/18/2019 11:02 PM
456	Safety used to be somewhat of a concern, but within the last 5 years, the company does not care about safety, once our morning "safety "briefing is over, there is no more safety.	12/18/2019 11:01 PM
457	8 hour curfews have been cut to 5 and even then that work window is not respected. Trains, even just light power with no cars are expected to be allowed thru, causing men to scramble to put the track back in service safety during such times is not the priority the train movement take president.	12/18/2019 11:01 PM
458	Dispatchers don't want to give track to work and when they do it's a rush to get the job done	12/18/2019 11:00 PM
459	Less people more production expected	12/18/2019 11:00 PM
460	More over time	12/18/2019 10:59 PM
461	Safety is below production	12/18/2019 10:58 PM
462	Reduction of track time	12/18/2019 10:58 PM
463	Velocity and slow order reduction over safety	12/18/2019 10:57 PM
464	It's been made clear we dont stop trains. Safety is at the forefront only when there's been a fuck up.	12/18/2019 10:56 PM
465	Trusting a program that could fail and be hit by a train, less co-workers.	12/18/2019 10:55 PM
466	My job sucks more than ever. Do more with less.	12/18/2019 10:54 PM
467	Safety not as important as hurry up mentality	12/18/2019 10:54 PM
468	Less security, Less money ,less man power , less everything. Less hope An hope is all some have . .	12/18/2019 10:54 PM
469	Working longer hours has always impacted safety. On the maintenance side because of lower head count we work countless hours and have less weekends off and away from the tracks.	12/18/2019 10:53 PM
470	More Roadmaster working tracks not safely to keep a departure or arrival time. Cause union brothers will not.	12/18/2019 10:52 PM
471	No one feels safe. System not working right and mix that in with inexperienced dispatchers it's a disaster waiting to happen	12/18/2019 10:52 PM
472	To many rules, it is impossible to follow them all. Especially in the time frame they demand	12/18/2019 10:49 PM
473	Safety is disregarded. No more safety meetings/incentives. Cut TSC, cut man power, cut maintenance work windows, etc	12/18/2019 10:47 PM
474	Makes shortcuts more appealing, dispatcher won't give you the time you need, but management still want the production done	12/18/2019 10:47 PM
475	Makes it more difficult having to watch for trains	12/18/2019 10:47 PM
476	They want you to rush more to get work done without actually saying it.	12/18/2019 10:46 PM
477	Fewer people to work, everything is rushed.	12/18/2019 10:45 PM
478	Haven't noticed much with mine	12/18/2019 10:45 PM
479	Hasnt	12/18/2019 10:45 PM
480	Always in a rush to get job done/production to avoid train delay.	12/18/2019 10:45 PM
481	Smaller work groups puts more pressure on people to get things done. Less people also means	12/18/2019 10:45 PM



PSR Survey

	longer hours for the few who are there.	
482	Have not they laid off people this year	12/18/2019 10:45 PM
483	A lot more work to do with fewer guys	12/18/2019 10:44 PM
484	In every aspect. Safety is the bottom priority. Truly amazing how much it has changed.	12/18/2019 10:44 PM
485	Safety has taken a back seat. As long as the trains run nothing else matters.	12/18/2019 10:44 PM
486	All programs were cut. Still running on the same old crap	12/18/2019 10:43 PM
487	Too many grey areas in safety rules	12/18/2019 10:43 PM
488	Made it extremely difficult to repair defects and to do standard inspections	12/18/2019 10:43 PM
489	Safety is always overlooked	12/18/2019 10:42 PM
490	You are hurried	12/18/2019 10:42 PM
491	We have to rush and get a job done in an allotted time frame and cut corners	12/18/2019 10:41 PM
492	Supervisors asking (demanding) workers to do more working longer hours with fewer people covering multiple job positions.	12/18/2019 10:40 PM
493	Production versus Safety	12/18/2019 10:40 PM
494	Not at all	12/18/2019 10:40 PM
495	Made it worse	12/18/2019 10:39 PM
496	To me I believe the company struggles at it still.	12/18/2019 10:34 PM
497	Local supervision refuses to allow us to purchase necessary supplies. Lack of manpower and less track and time requires us to push the limits, physically and mentally.	12/18/2019 10:26 PM
498	They have moved safety to number 4 on their priority list. Enough said	12/18/2019 10:15 PM
499	To much stress	12/18/2019 10:02 PM
500	Not much has changed in the safety front	12/18/2019 9:41 PM
501	Sleep deprivation. Rushed by management	12/18/2019 9:34 PM
502	We are no longer equipped with the necessary manpower or tools to make sure the job is done thoroughly with safety being the priority. The powers that be would just as soon turn a blind eye to the needs of the crew just as long as they can get you turning wheels! Speaking of wheels, there are more on a train now than ever before. The demand to run train lengths to 12,000 and 14,000 feet is absurd! A 7,500 foot coal train running at 50mph and 18,000 gross tons will take a mile to stop in an emergency application. How long would it take a 14,000 foot 28,000 gross ton train to stop? In the same sentence, when it is 26 degrees outside and your train is 10,000+ feet long with only 2 lead motors, do you know how negatively that effects the air brakes!?? How safe is it to have a Conductor walk and inspect a 14,000 foot train in the dead of summer? How much comm loss occurs on a 10,000 foot train? All serious and legitimate questions, but they clearly fall on deaf ears at the FRA.	12/18/2019 9:19 PM
503	No effect	12/18/2019 8:45 PM
504	It has made it much more dangerous. When you work a job as dangerous as ours, that's really saying something.	12/18/2019 8:35 PM
505	Very unsafe for workers and the public	12/18/2019 8:23 PM
506	Very rushed and a lot of shortcuts are being taken by management	12/18/2019 8:20 PM
507	It has made it more unsafe, doing jobs with less, requiring more from less. Running guys into the ground, exhausted and mentally drained.	12/18/2019 8:03 PM
508	I feel as if safety has been thrown out the window especially when it's convenient for the company and the interest of the stockholders.	12/18/2019 7:50 PM
509	Horrible. I lost my job, my house, and forced to work two part time fast food jobs because most companies see RR on my resume and consider hiring me a liability. As I have been told	12/18/2019 7:48 PM

## PSR Survey

numerous times in the past several months. It also is leading to one-man crews which is a huge huge safety risk which could put communities and other co-workers at risk of death.

510	Csx shows you they don't care! Your just another number	12/18/2019 7:47 PM
511	100 %	12/18/2019 7:27 PM
512	Less men less rest , they getFRA waivers to work you 6 days anyways. We get better rest rules , then they get a waiver to work you 6 anyways	12/18/2019 7:18 PM
513	It hasn't	12/18/2019 7:11 PM
514	Being told do unsafe task on territory your not qualified on	12/18/2019 7:10 PM
515	There is nothing precisionly scheduled about it. Nobody can prepare for rest.	12/18/2019 6:49 PM
516	The word safety is used a lot, just the same as it always has been, but the difference now is that safety does not appear at the top of that list and actually carrying out initiatives to maintain and improve safety. What is now the angle is that Safety still matters; however is limited only to the employee being accountable when something goes wrong even though the work may have been performed in not the best/safest way to do it, with a blind eye by supervision, again until something goes wrong.	12/18/2019 6:31 PM
517	Safety is far gone because maintenance not important any more. Layoffs ,autonomous operations etc	12/18/2019 6:23 PM
518	Safety never was a priority and is even less of a priority now. The only thing that matters is moving as much freight as fast as possible.	12/18/2019 6:21 PM
519	Everything, and everyone is pushed for time.. You are rushed to beat or match time restraints..Anyone who is rushed to perform service is a safety concern..	12/18/2019 6:19 PM
520	The money has gone down, and no improvements have been made to worker rest	12/18/2019 6:12 PM
521	Again as a varnan, they are forcing us to work not completely blue flagged. Light on engine, flag in front of consists. One man crew doesn't have time to go to rear of train to lock in flag. Threatened with job for taking to long if blue flagged correctly or inspected correctly.	12/18/2019 6:08 PM
522	I'm expected to work many positions outside of my bid job that I'm not familiar with and qualified for. Pressured to do speedy work to meet the smaller work windows.	12/18/2019 6:08 PM
523	Safety is only a concern if it does not directly effect production.	12/18/2019 5:48 PM
524	Psr has created a lot more scenarios for disaster. 200 plus car trains, set-outs and pick ups for single cars, and an ideology that production is king. The norm now is to have a train that's over the length limit and not built correctly, but they offer you some initials and that makes it ok to take it.	12/18/2019 5:16 PM
525	A detrament to safety less crews more work and responsibility on the people left.	12/18/2019 5:09 PM
526	I have been the oldeat to 2nd oldest on a ID job out of Bluefield WV for YEARS and as of today only have one man below me on it and will probably NOT be able to hold it at all in the next week or two.	12/18/2019 4:47 PM
527	Harder we are scared for our jobs everyday	12/18/2019 4:44 PM
528	less people and more work	12/18/2019 3:55 PM
529	Don't see a lot of change in safety	12/18/2019 3:46 PM
530	Go go go get it done don't care how esp with far less people	12/18/2019 3:22 PM
531	Longer trains and less trains. Lay over time in the hotel has increased in certain pools.	12/18/2019 3:17 PM
532	Less time to safely conduct my work and appropriately perform inspections	12/18/2019 3:17 PM
533	Rush rush rush	12/18/2019 3:12 PM
534	The only affect i see on safety from PSR is that the carrier is less interested in safe workers or conditions. Carriers interest in safety has always been questionable but now is nearly non existent.	12/18/2019 2:49 PM

PSR Survey

535	Safety has gone down. We are expected to do the same amount of production with a significant decrease in manpower, with the threat of shutting down any yard that cannot meet the expectations.	12/18/2019 2:43 PM
536	Help out tremendously	12/18/2019 2:28 PM
537	Smaller crews and retiring equipment without replacing it.	12/18/2019 2:25 PM
538	The hurry up rush mental stresses	12/18/2019 2:13 PM
539	We are without a doubt taking more risk with all the extra switching done en route now that isn't being done in a switching yard. We're tying down trains where there's steep uneven footing next to the tracks, riding longer shoves, and climbing more cars.	12/18/2019 2:13 PM
540	Focus is now on production more than safety, first time I've seen this in my 21 year career.	12/18/2019 2:05 PM
541	Same amount of work with less people. Shorter amount of time between start/trips	12/18/2019 2:04 PM
542	Longer wait on Track and time	12/18/2019 1:49 PM
543	Smaller work windows which make production goals harder to obtain.	12/18/2019 1:46 PM
544	There is no safety it's all about the bottom dollar	12/18/2019 1:44 PM
545	Took reporting times away. Have no idea when to go to work	12/18/2019 1:44 PM
546	Little to no safety/ mechanical inspection on equipment. If a problem is reported you are told to keep moving and do not stop or you will be fired.	12/18/2019 1:38 PM
547	Jobs are becoming less safe everything is hurried up public are in more and more damger	12/18/2019 1:09 PM
548	They have gotten rid of tools and services that ensured our longevity and safety to cut costs just build trains as fast as they can	12/18/2019 1:07 PM
549	It doesn't affect my job	12/18/2019 12:13 PM
550	Rushed and pressured to the point of confusion and stress causinh distraction from safety awareness and incapable of keeping our communities safe with pressure and deceit convincing Congress to allow track speed increase because of past safety records and will not stop until they are stopped.	12/18/2019 11:51 AM
551	again i see no difference. the company is talking the talk but not always walking the walk.	12/18/2019 11:50 AM
552	They don't care about safety they just care about cutting manpower working you to death in wondering why you're tired	12/18/2019 11:45 AM
553	It absolutely has put more responsibilities per person to get the work done. Now, you have one person doing the job of two or three. This increases the risk of injuries. MOW employees are the kind of people that will destroy their bodies to make sure the work gets done... we are not afraid of hard work, but putting more work on less people will only push people past their physical abilities. I was part of a crew that worked a derailment in several inches of snow, in a yard that was over 800 feet of twisted rail and there was only seven of us, one boom truck and one backhoe. This is becoming the norm	12/18/2019 11:39 AM
554	It's made it a lot more dangerous. The air compressors on locos struggle to keep up with the amount of train being handled. Lack of power makes train handling a nightmare. The drastic reduction in carmen and increased train size has led to an increase in mainline derailments. This is a threat not only to safety of crews but public safety as well. We're currently moving trains longer than most mountains are tall and we are exceeding the limits of our hand held communication. So if I'm on the ground needing to communicate a hazard at the end of a 13,000' train im on my own because nobody can hear me. Reducing the number of employees that helped keep the railroad running safely and efficiently and making trains longer and harder to handle will have lasting repercussions that we're only beginning to see.	12/18/2019 11:13 AM
555	Safety is no longer a priority.	12/18/2019 11:12 AM
556	Less track time to preform work and do inspections	12/18/2019 10:50 AM
557	Working at night can't be safer than working during the day.	12/18/2019 10:42 AM
558	Done away with it	12/18/2019 10:30 AM

## PSR Survey

559	Believe it has no safety effect as fag as gains. Seems longer trains have increased derailments in the industry. Now the talk of one man crews,can we say danger ,danger Will Robinson !	12/18/2019 10:17 AM
560	None	12/18/2019 10:07 AM
561	Safety is only a factor when it is convenient for them. If the train is late all rules get overlooked.	12/18/2019 9:37 AM
562	Safety is clearly of no concern to the carrier anymore. Profits are the one and only driving force behind their decisions.	12/18/2019 9:34 AM
563	Personally as an engineer it hasn't really affected safety. But for the conductors/brakeman it has become more dangerous. Getting on and off moving equipment also the railroad getting rid of the brake sticks all to make things "more efficient ".	12/18/2019 9:24 AM
564	Regarding safety "The Hurry Factor" will catch up to us all	12/18/2019 9:10 AM
565	Safety third	12/18/2019 9:09 AM
566	It is now less safe	12/18/2019 8:46 AM
567	Poorly	12/18/2019 8:45 AM
568	It has made the job less safe.	12/18/2019 8:36 AM
569	I do not know.	12/18/2019 8:36 AM
570	None what so ever.	12/18/2019 8:31 AM
571	It has increased the work by eliminating more jobs, work and profit take priority to everything including my safety. Job briefing is seen as wasting time by management. Also management determines if we need anytime to process critical incidents	12/18/2019 7:49 AM
572	They want to take away my job, this would leave me unable to feed and clothes my children let alone provide a roof over their heads.	12/18/2019 7:33 AM
573	Increased emphasis on safety, and that is welcomed.	12/18/2019 7:28 AM
574	Occasional overtime is now daily. Stress and fatigue is high and those together are having a negative impact on my ability to focus on my duties.	12/18/2019 7:21 AM
575	Putting multiple crews on the ground for no reason	12/18/2019 7:18 AM
576	Not possible to do my job at a level that will safeguard against any possible incident due to not given enough time to do proper inspections and such short handed that some shifts dont even have man power to do inspections, so they are expecting non qualified people to do them on top of the normal responsibilities that they are exoected to do. It is truely a recipe for disaster and is only a matter of time before it causes something at a catastrophic level.	12/18/2019 7:06 AM
577	Employees work more hours, short of men to cover days off. When on off days constantly being called to work extta	12/18/2019 6:31 AM
578	I am my brothers keeper and words on a page never keep me safe. Fatigue is our biggest safety concern	12/18/2019 6:30 AM
579	I felt like I HAD to break and bend or disregard rules in order to accomplish all that I was tasked to do	12/18/2019 6:26 AM
580	Accidents are happening more frequently	12/18/2019 6:08 AM
581	Safety is not a priority to UP. It's a formality of business. A formality that's circumvented at every opportunity. That's said, two crew members helps the other stay awake and focused on our jobs. Without that second person non desired emergency applications and worse will occur.	12/18/2019 6:02 AM
582	What's safety?	12/18/2019 5:50 AM
583	The equipment is not being taking care of they are running us out with damaged equipment.	12/18/2019 5:48 AM
584	I'm not sure	12/18/2019 5:45 AM
585	All crew boards are short handed	12/18/2019 5:40 AM
586	I have a constant fear of a car derailing with me on it or as it's going by. There is also a huge problem with being exhausted. They have cut crews down to beyond skeleton crews so there is	12/18/2019 5:38 AM

## PSR Survey

a minimal crew amount to choose from. So broke down cars and locomotives make for consistent 12 hour days and then not ample rest time til I go back out because of too small of crew boards. Inconsistent call times is also a problem.

587	A lot worse	12/18/2019 5:22 AM
588	I was retired.	12/18/2019 5:13 AM
589	No more safety meetings. Safety concerns are ignored. Managers are scared for their jobs and will do whatever it takes to keep bad rolling equipment moving	12/18/2019 4:54 AM
590	Got laid off after 4.5 years of service. Management did not care about our safety or the safety of the public. Literally let FRA defects roll out of the yard just to meet their numbers and reduce dwell time.	12/18/2019 4:52 AM
591	Longer trains, no way of knowing if and when you are going to work	12/18/2019 4:52 AM
592	Safety has been thrown out the window in regards to train movement. We're told to look the other way.	12/18/2019 4:42 AM
593	Made it extremely stressful and unstable.	12/18/2019 4:32 AM
594	I have to run longer trains, which puts more mental stress on me and my conductor. When putting some trains together, my conductor is so far away I can't hear him sometimes. They have laid off numerous employees forcing the ones left to work more frequently than we should	12/18/2019 4:28 AM
595	I get really tired, fatigued . Because the job I'm doing use to require 5 men. Now we are doing it with 2 . Being rushed non stop	12/18/2019 4:16 AM
596	Tou always seem to be rushed. We are told to do it safely, but get scolded if it talks too long	12/18/2019 4:15 AM
597	The people I talk to say they still don't know when they're going to work	12/18/2019 4:06 AM
598	BNSF has not adopted it. However, I can theorize that with this program that with velocity being envisioned by carriers, safety will jeopardized.	12/18/2019 4:03 AM
599	It's had a impact. Less Carmen to inspect cars/trains. Less maintenance to fix issues. There are NO limos/vans to shuttle crews around so they need to walk everywhere. On uneven surfaces filled with holes. All of this is dangerous neighborhoods, where one could very easily get robbed or shot at.	12/18/2019 4:01 AM
600	Has reduced manpower and created a very tense environment where you are less applicable to pay attention due to the stress of the current situation	12/18/2019 4:01 AM
601	Safety is always priority one no matter what goes on	12/18/2019 3:54 AM
602	No regard to our or public safety	12/18/2019 3:52 AM
603	None	12/18/2019 3:51 AM
604	Management does not put safety first hand yet continues to blame their higher ups when being called out on such things.	12/18/2019 3:50 AM
605	Safety is nonexistent since psr has taken over.	12/18/2019 3:48 AM
606	It has made it worse. We are having to do more with less people. Most employees are having to do work that they have never done before that they don't know how to do on top of their regular workload because of all the layoffs. Also doesn't help when your mind is wondering if your gonna get laid off from day to day	12/18/2019 3:47 AM
607	Unpredictable. Forced to violate our agreements and FRA And FRA laws moving non complaint equipment. Rushed all the time.	12/18/2019 3:46 AM
608	Added stress	12/18/2019 3:43 AM
609	Safety is an option and is only being used to harass or fire us.	12/18/2019 3:40 AM
610	Laid off	12/18/2019 3:39 AM
611	Longer trains and less horsepower means longer grueling days of a constant 12-14 hours on duty. Trains don't fit anywhere, general public is mad at crossings being blocked so anxious when having to cut them or sit blocking them	12/18/2019 3:23 AM

## PSR Survey

612	Just feel rushed while working on controlled tracks. The evidence is there we have more authority violations than ever .	12/18/2019 3:22 AM
613	Safety is a thing of the past	12/18/2019 3:19 AM
614	its made it worse. Whatever is best for the shareholders.	12/18/2019 3:14 AM
615	Safety has taken a backseat to production. Managers and Supervisors conveniently turn a blind eye to safety rules during derailments or train delays and encourage us to take short cuts to "get the job done" or tell us "No one is going to get written up so forget the rules." When we push back and call out management for bending or breaking safety rules, upper management covers them up with made up policies to cover lower management's actions.	12/18/2019 3:05 AM
616	The statistics should speak for themselves. More slips, trips and falls. More run through switches. More derailments in yards.	12/18/2019 3:01 AM
617	We're expected to do more with less. They cut vans off to save money so we have to wait hrs sometime to get a ride wich increases fatigue. Also we have to walk almost all shoves and moves wich allows for mor slip trip and falls. Vs just riding in van	12/18/2019 2:57 AM
618	Don't feel safe at all. Extremely long trains with awful engines cause the company wants to cut corners. Track is dilapidated because mechanics are being laid off left and right. Cars are falling apart because carmen are getting laid off	12/18/2019 2:55 AM
619	Have been told safety is not first. More undependable work schedules. Tired most of the time.	12/18/2019 2:55 AM
620	Less time to do jobs means having to work faster which is less safe.	12/18/2019 2:49 AM
621	All activities are rushed and safety is put as an after thought to production	12/18/2019 2:42 AM
622	I have less track time to complete my work.	12/18/2019 2:41 AM
623	It's a tool for discipline and nothing more. Constantly asked to bend rules or work unsafe but when management want to cut back or need a failure they hammer you. Everyday is a different mindset	12/18/2019 2:31 AM
624	Smaller windows to work with, pressure to patch a repair, not fix a problem.	12/18/2019 2:20 AM
625	Safety is no longer number one priority	12/18/2019 2:18 AM
626	Not much - Yet	12/18/2019 2:18 AM
627	Over worked and worried i will loose my job to PSR	12/18/2019 2:14 AM
628	What safety. Injuries and derailments have gone up	12/18/2019 2:11 AM
629	No longer is safety a concern until someone gets hurt it's all profit profit profit cut cut cut	12/18/2019 2:11 AM
630	The talk of company stock seems more important than safety. Safety however, is a concern for our track employees.	12/18/2019 2:09 AM
631	I have no idea.	12/18/2019 2:08 AM
632	The fatigue factor has doubled. The precision scheduling is still as non existent as it was prior to PSR. The IDAP (attendance policy) is horrendous. It feels like modern day slavery.	12/18/2019 2:07 AM
633	The carrier has made it clear and even specifically said that this isn't the old railroad and safety is no longer the priority.	12/18/2019 2:05 AM
634	Makes speed a priority and safety last!	12/18/2019 2:05 AM
635	To short of people and help to do our job safely. Just to make some suit, a bigger bonus. Your life doesn't matter, even though they preach safety.	12/18/2019 2:05 AM
636	Shorter work windows and being pushed to work faster!	12/18/2019 2:03 AM
637	It's harder to get time it seems. So we have to work faster to get the same job done. Banaid work at best.	12/18/2019 2:03 AM
638	It hasn't, all it has done is put thousands of men and women out of Jobs no longer able to support themselves or their families	12/18/2019 2:02 AM
639	Roundhouse, car department, and crew cuts make for less reliable trains...while at the same	12/18/2019 2:00 AM



## PSR Survey

	time, trains are increasing in size.	
640	They want to push push push and keep pushing and it's almost impossible to do your job safely anymore because they are pushing so hard and cutting so many people	12/18/2019 1:57 AM
641	In a good way	12/18/2019 1:55 AM
642	Safety? The train crews are safe it's management that's causing safety issues	12/18/2019 1:53 AM
643	There is total disregard for safety all they're worried about is getting the work done.	12/18/2019 1:52 AM
644	Worried about getting hurt	12/18/2019 1:52 AM
645	Less time to perform inspections	12/18/2019 1:51 AM
646	We used to have 3 man jobs (engineer, foreman, brakeman), and now the conductor is expected to work alone for 12 hours, 5 days a week. A lot of the work is done overnight, adding its own unique dangers and hazards to an already dangerous job, for a single employee on the ground for 12 straight hours.	12/18/2019 1:50 AM
647	Less people on the ground creating an on safe job	12/18/2019 1:49 AM
648	Dispatchers will only allow an absolute minimum of Track Time. If a problem is found with a switch or other equipment, you will not be able to fix anything properly. You will have to let every train in the subdivision leave before you get Sufficient Track Time, But we are also pressured to eliminate overtime or calls.	12/18/2019 1:47 AM
649	Its made it less safe. The rule book are being rewritten. Rules that were written due to death and or injury are being erased. We are told to just get it done	12/18/2019 1:40 AM
650	Get the job done quick, cutting corners and working in unstable conditions	12/18/2019 1:39 AM
651	They're expecting everything done faster safety is not important to railroads right now. You can just look at our safety performance this year vers 5 years ago. It's all in black and white	12/18/2019 1:37 AM
652	It's a job stealer UP is laying people off because of Precision railroading and they are having more derailments due to inspections being rushed	12/18/2019 1:35 AM
653	Safety is out the window. It's all about making departure times and making sure we hit there numbers	12/18/2019 1:33 AM
654	Safety isn't important unless it can be used as a disciplinary tool.	12/18/2019 1:33 AM
655	Cant say	12/18/2019 1:29 AM
656	We have less people now so safety is out the door	12/18/2019 1:23 AM
657	Quota of number of ties to be replaced has not changed but amount of time to meet has lessened. So sense of rush is in the air.	12/18/2019 1:16 AM
658	Less track time same amount of work. Puts more stress on employees	12/18/2019 1:14 AM
659	Cutting boards to the bare minimum and making crews work constantly on their rear	12/18/2019 1:10 AM
660	Forced to work in places i hadnt worked before with minimal introduction to the areas. Told to just use my track chart and rely on the other guy.	12/18/2019 1:07 AM
661	The extreme focus on efficiency numbers has led to fewer employees being given less time to perform tasks. Shortcuts are overlooked (encouraged?) if they result in better efficiency numbers. I recently had seven employees terminated to send a message. They had not been given expectations to set with their employees, or properly trained in what the carrier was wanting.	12/18/2019 1:04 AM
662	It's all about getting cars out the door rather than safety an quality. Moral is at an all time low	12/18/2019 1:03 AM
663	Makes it harder and more stressful	12/18/2019 12:59 AM
664	PsR has 0 regard for safety, it has taken a dangerous job and turned it into a EXTREMELY dangerous place to work!!!	12/18/2019 12:57 AM
665	No body to balance crew boards long days on trains that shouldn't happen because of the lack of power don't know when u are going to work low maintenance on equipment and power	12/18/2019 12:53 AM

PSR Survey

	sucking every dime out of every thing and not fixing roads with big pot holes	
666	No mistakes or your gone	12/18/2019 12:50 AM
667	I was nearly killed by a inbound train making way without lights, bell or horn during night. I believe the effects on employees is causing judgment and oversight failures. Also fear of derailling equipment while being near it has increased.	12/18/2019 12:44 AM
668	Ridiculously horrible	12/18/2019 12:44 AM
669	less workers to do the same workload	12/18/2019 12:41 AM
670	Pretty scary moving trains down cresting grade. Shaving years off the engineers life.	12/18/2019 12:36 AM
671	With precision railroading can an unrealistic time to complete tasks. Tasks like getting a train from point A to B, or 26 seconds to inspect a car with one person driving along side a train. This has put not only employees at risk but the public also. Then you have the ever so frequent 300 car coal train that's 3 miles long with mid DPU. This is becoming normal not just with coal train's. PSR has done nothing but put money in shareholders pockets at the cost of workers livelihoods.	12/18/2019 12:27 AM
672	Absolutely 100%	12/18/2019 12:20 AM
673	terrible	12/18/2019 12:14 AM
674	Safety is not a concern of the company any more at all.	12/18/2019 12:13 AM
675	Less safe. Lots of corners cut.	12/18/2019 12:13 AM
676	Safety has been thrown out it's all about running trains	12/18/2019 12:13 AM
677	We are seeing work events at every yard. There are 4 main lines running into one of our yards. There are multiple road crews and multiple yard jobs working on four radio channels trying to get their work accomplished. It's only a matter of time before a tragedy occurs.	12/18/2019 12:11 AM
678	Only safety issue for me is difficulty contacting trains to verify their head end location when getting a following permit since some trains are 3 miles+ long.	12/18/2019 12:10 AM
679	Always at risk of termination if you don't follow superintendent notices that are not even rules or have anything to do with operations again a number game	12/18/2019 12:07 AM
680	It seems more important now to get the trains push through even while we're working, on a derailment where they want to get their trains through and they'll just push them through with out no concern for our safety and they push to get the track back in the service as soon as they can	12/18/2019 12:03 AM
681	We have lost 75 railroaders in Stlouis	12/18/2019 12:03 AM
682	About to lose my job	12/18/2019 12:00 AM
683	It has fallen to the wayside and does not seem to be mentioned by management any longer like it was stressed in the past	12/17/2019 11:57 PM
684	They are now lifting safety rules, saying we don't need to follow some of them now	12/17/2019 11:55 PM
685	Better	12/17/2019 11:53 PM
686	havent seen any differnce	12/17/2019 11:50 PM
687	Drastically	12/17/2019 11:50 PM
688	More focused on screens in front of me than looking ahead on the tracks	12/17/2019 11:50 PM
689	Well for one no three step protection Elimination of brake sticks	12/17/2019 11:47 PM
690	Locomotives are not recieving regular maintenance. Being rushed to get a train set up and out of a yard and to "look away from traditional policies" are becoming the norm.	12/17/2019 11:46 PM
691	Safety is non existent. It is production over everything else.	12/17/2019 11:44 PM
692	Management no longer cares about safety, they will instruct you to take shortcuts solely for the purpose of making deadlines.	12/17/2019 11:43 PM

## PSR Survey

693	Safety is no longer a priority it's production. I feel I am being pushed more production with little regard for my safety and others. And with the rules being cut back we should be doing more is what I feel the company is pressuring me is what to be done. I don't feel safe with PSR.	12/17/2019 11:43 PM
694	We all worry about kissing our jobs so Safety is not considered more than Productive is.	12/17/2019 11:42 PM
695	Extremely dangerous	12/17/2019 11:40 PM
696	Made is unsafe to work more than ever.	12/17/2019 11:36 PM
697	Shorter time off and less manpower to perform the same job.	12/17/2019 11:29 PM
698	Longer trains, less employees, overworked	12/17/2019 11:29 PM
699	We are expected to rush as fast as possible to any trouble. Multiple phone calls asking where we are while we're trying to drive. I have to jump out of bed like a fireman and get out the door within 5 min or risk discipline.	12/17/2019 11:26 PM
700	Lol. There is no such thing as precision scheduling on the railroad. You never know when your going to work. May get there and wait hours on the train to arrive. It's a joke.	12/17/2019 11:21 PM
701	Railroads emphasis is safety, well Atleast on paper... Truth is they truly don't give a shit about the man, all the care about is their numbers and will push, enforce and abuse the work face to do whatever is possible to do just that... You can't stress safety, and have manpower is the absolute bare minimum, eliminate safety committed, safety programs and rewards, lack of maintenance on equipment and work the living shit out of your employees and threaten them to do whatever, break whatever contractual agreement or threaten discipline against them, it's pathetic...	12/17/2019 11:21 PM
702	Less people More contracting cut cut cut	12/17/2019 11:16 PM
703	Twice the train,short mechanical people, everything is rushed. No concern for the public or work force.	12/17/2019 11:14 PM
704	You are asked as a carman not to get bad orders on certain safety appliances and when you do you are Discriminated against	12/17/2019 11:12 PM
705	Less time to make repairs.	12/17/2019 11:11 PM
706	Worse. So much worse.	12/17/2019 11:08 PM
707	Forced to work out side boundaries of contract.	12/17/2019 11:07 PM
708	The extra days away from family to work the same hours as before are difficult and cause stress in my personal life. I feel that coworkers are more irritable about the z-5 & z-6 schedules also.	12/17/2019 11:03 PM
709	The railroad has a total disregard for safety since its started	12/17/2019 11:00 PM
710	Everyone looks the other way now. Safety is not important. Get the work done as fast as you can.	12/17/2019 10:59 PM
711	Safety has become number 4. Just as their slogan shows it.	12/17/2019 10:59 PM
712	Safety has dropped severely down the list of importance Everyone knows it. In fact it's listed as #4 or #5 on an actual company list.	12/17/2019 10:58 PM
713	It has made it impossible to talk to engineer, when I'm 10000 feet back working a broken knuckle.	12/17/2019 10:58 PM
714	Layoffs	12/17/2019 10:58 PM
715	What safety. They couldn't care less about their employees safety are conditions of equipment	12/17/2019 10:57 PM
716	Makes it more difficult to get time and feel rushed all the time	12/17/2019 10:56 PM
717	By cutting the boards we do not get enough rest	12/17/2019 10:54 PM
718	management uses contractors with no training and no clue .	12/17/2019 10:52 PM
719	It has affected our job to a great deal. It even affects the crews, and the public. We always had a partner to work with knocking cars. Now we work alone more than ever. We are told	12/17/2019 10:52 PM

## PSR Survey

constantly to work faster, get yelled at for bad ordering cars. Get written up for tagging legitimate wheel. Get reprimanded for doing our job the way the FRA wants us to.

720	Worse than previously	12/17/2019 10:52 PM
721	Gotten worse more stops due to bigger trains and job cuts have employees working under high stress situations and accidents are on the rise	12/17/2019 10:51 PM
722	Constantly worried about being furloughed. Job schedules changed every other week	12/17/2019 10:48 PM
723	Less regard to safety	12/17/2019 10:46 PM
724	It's no longer about safety, it's about profits. Always rushed to leave the crew room, terminal with incorrect paperwork or no paperwork, even when hauling hazmat.	12/17/2019 10:43 PM
725	Inspection are down push to vilolate hours of service to hide recrews	12/17/2019 10:42 PM
726	Lack of safety and compliance with FRA rules	12/17/2019 10:36 PM
727	Safety measures in retrospect to actual employee safety is nonexistent. the safety program has been dismantled. PSR idea of safety is install cameras on the crews to shift the blame of of them an onto the crews.	12/17/2019 10:30 PM
728	Company dont seem to much care about safety as I see it	12/17/2019 10:30 PM
729	I can't perform my duties safely when drastic schedule changes are made	12/17/2019 10:28 PM
730	I haven't noticed an impact on my safety in my current job.	12/17/2019 10:24 PM
731	yes, I report problems with engines all the time and I get the same engine the next night. After coming in off the job I request to take the engine to the shop and the won't let me. The FRA is no where to be found these days. My conductor has to handle multible hand brakes and we don't have them on CSX. Having to climb on these cars over and over again in a night I'm shocked no one has been hurt yet.	12/17/2019 10:22 PM
732	PSR being implemented throughout the service units is going to prove detrimental to UP. The only persons to gain anything out of PSR is the stockholders. If I may ask you, what would you do without the dedicated employees that you are taking complete advantage of?	12/17/2019 10:21 PM
733	I think Precision railroading has been a big waste of time.	12/17/2019 10:18 PM
734	I already work long hours with little sleep between runs. PSR has made it harder to make good judgements	12/17/2019 10:17 PM
735	The safety standards and expectations are the same however; the workforce is greatly reduced. This puts more strain and higher expectations for a gang with less men to acquire. I feel as if the railroad as a whole is younger now than it has been in 25 years. My concern is how railroads will adjust to an aging workforce.	12/17/2019 10:17 PM
736	Larger and heavier trains with same amount of power is effecting train speed and safety due to power breaking down, which in turns stops movement of all trains because of they are non-clearing trains. Second, trains that normally did not pick cars before are picking up cars that really effect train handling to a dangerous point.	12/17/2019 10:16 PM
737	I believe the railroad is using it as a way to gather data on cutting crew consist down.	12/17/2019 10:14 PM
738	Boards have been cut so deep that it's impossible to be fully rested and prepared for a 12 hour shift. Company has cut the use of limos to a point where crews are walking to and from trains carrying their bags and coolers. Crews are forced to walk through towns after lining a main line switch. Trains are doing multiple pickups and setouts within 1 tour of duty risking injury. Train sizes have nearly doubled causing longer walking trains if there is a problem, more risk of knuckles being broken, crossings being blocked much longer causing a risk for medical help having to wait at crossing or finding a different way. The thought of 1 man crews is ridiculously unsafe for the crew members and public alike. If a crew member has an medical emergency, he/she will be cold before help arrives. Risk of a horrible accident with chemicals or oil is greatly increased due to one overworked, unrested person being at the controls. Technology fails, and the thought of 1 person being there to run a train if that were the case is crazy	12/17/2019 10:12 PM
739	Yes makes you have to feel hurried to finish .	12/17/2019 10:05 PM
740	Safety doesn't matter anymore. As long as the car makes its deadline.	12/17/2019 9:58 PM

## PSR Survey

741	Safety doesn't seem to be a concern like it once was. It was more of a "it will make it send it" kind of philosophy	12/17/2019 9:54 PM
742	Getting called for a train that is not on the lineup makes it impossible to be properly rested.	12/17/2019 9:54 PM
743	It personally has not effected my job YET.	12/17/2019 9:51 PM
744	I was pulled out of service as retaliation for asking for a block on the main so that I could work safely. I was denied a block as trains whizzed by at 60mph and charged with "not following instructions."	12/17/2019 9:46 PM
745	It has made it less productive in the factthe windows are not always meet.	12/17/2019 9:45 PM
746	Managers want us to cut corners and ignore problems to get thing done e quicker.	12/17/2019 9:43 PM
747	Safety is out the window so they can get work done with half the people	12/17/2019 9:42 PM
748	It doesn't seem to be top priority , hurry up get out of the way, and get the trains moving.	12/17/2019 9:40 PM
749	They say it's better, we have less injuries. The reality is we have half the employees, so roughly half the injuries. Employees are afraid to report them when they happen.	12/17/2019 9:40 PM
750	Nothing has really changed	12/17/2019 9:38 PM
751	Seems like morale is down, and that we are constantly trying to "catch up" with unrealistic goals	12/17/2019 9:38 PM
752	Killed all morall and morall is key for a safe productive workplace	12/17/2019 9:33 PM
753	Less men makes work hard sometimes you get wore out a d makes safety harder, especially working overtime for broken rails and other defects cause we are losing sleep trying to help keep trains moving.	12/17/2019 9:28 PM
754	The longer trains beat up the track more. I guess that is job security. It puts added work in that doesn't need to be there though. Walking both sides of a 15000 foot train to check the track after a draw bar comes out. Living in a town with the track going through it is where is really hits home. Waiting for that train to pass going 10-25mph. It can 10-15 minutes or more. Traffic backs up. Utilising yards that were never designed to handle the car loadings that they are getting. More derailments in yards. Switches get beat up more. Constantly going back to the same places because things can't get fixed properly. It seems like PSR is forcing us to band aid things.	12/17/2019 9:26 PM
755	Longer, heavier trains. Not inspecting fully, everything is becoming unsafe.	12/17/2019 9:24 PM
756	Well being overwhelmed and overworked with issues on infrastructure. Less workers but more work and expectations being set.	12/17/2019 9:17 PM
757	Longer train lengths have caused more walking on no idea walking conditions. Longer trains take longer to build and test causing major delays and longer work days.	12/17/2019 9:15 PM
758	We are working more due to a large number of Employees being laid off, as well as being fatigued from working with no set time off	12/17/2019 9:14 PM
759	Safety is the last thing they think about now	12/17/2019 9:10 PM
760	gutting our workforce is not the answer to satisfying their investors. a full workforce will get the job done safely and efficiently.	12/17/2019 9:08 PM
761	They say their about safety but in the end it's still production first	12/17/2019 9:08 PM
762	People are tired and minds are else where because they have no time with family it's sleep a few hours go back to work	12/17/2019 9:04 PM
763	N/a	12/17/2019 9:03 PM
764	Safety has been deemed 4th in importance.	12/17/2019 9:01 PM
765	Terribly.	12/17/2019 8:59 PM
766	Safety takes a back sit to psr	12/17/2019 8:59 PM
767	The elimination of it	12/17/2019 8:58 PM

PSR Survey

768	In regards to safety. I feel shorter trains are easier to do work in route. PSR has gotten rid of a lot of people to do the maintenance on the machinery and the infrastructure. definitely not safe to be running bigger longer trains on antiquated unmaintained equipment	12/17/2019 8:58 PM
769	They only care about one thing. The stockholders. Safety is a charade.	12/17/2019 8:52 PM
770	many trains combined, job cuts, more stressful	12/17/2019 8:48 PM
771	Better quality of life and heightened awareness and focus on safety	12/17/2019 8:48 PM
772	It's number 4 on the list according to management in Atlanta	12/17/2019 8:47 PM
773	Made it more dangerous always rushed equipment in I'll repair. No way to time rest	12/17/2019 8:46 PM
774	longer hours less rest building trains three times longer with no assistance on poorly maintained tracks.	12/17/2019 8:46 PM
775	There is no safety anymore. Get it done fast and now or ignore it. Can no longer mark off weather if roads are bad. Get to work now matter what or how.	12/17/2019 8:45 PM
776	Made it harder we are rushed to do things in an unsafe manner. We are not to be believed when we have problems the company sends managers to "help" and verify we really have issues. Mechanical issues and air issues incidents have ruse	12/17/2019 8:45 PM
777	Worrying about if you will have a job tomorrow just because you have greedy management looking to abolish your job while talking about record profits. I would like to discuss this with anyone that has been put in the same situation as we have been as employees of the Union Pacific Railroad. Think about it, it would continually affect your thoughts, being able to concentrate on your job and ultimately effect safety.	12/17/2019 8:45 PM
778	Much less safe.	12/17/2019 8:43 PM
779	Pressure to do job quicker, not necessarily safely.	12/17/2019 8:42 PM
780	The company regularly ask crews to break rules to meet measurements.	12/17/2019 8:41 PM
781	Safety is an afterthought. They act Like that's not the case but push comes to shove we have seen the bottom dollar is all that matters	12/17/2019 8:39 PM
782	Equipment and track wore out and company always has us in a hurry	12/17/2019 8:39 PM
783	Disregard safety to hurry and get the job done.	12/17/2019 8:38 PM
784	Not letting anyone have time to work on the track in a safely manner	12/17/2019 8:37 PM
785	Longer trains. Less workers. Doing more with less.	12/17/2019 8:30 PM
786	Seems that moving trains is a bigger concern than if it's safe to move that train. It's getting harder to say I don't think this is safe to do without getting blow back. Then they give us initials and think that will solve the problem. I don't mind fixing what is wrong with the trains like under power or placement issues, but they hardly ever want to take the time to fix them. Putting a bandaid on the problem is not fixing it. If anything causes more worry and doubt about the safety of operations	12/17/2019 8:29 PM
787	Not a change	12/17/2019 8:27 PM
788	Not enough time to do your job safely when you are always being rushed to hurry up	12/17/2019 8:24 PM
789	They don't care for rest periods if called out at night.. questions everything you do and when you ask for help they ask why do you need help when they preach if you need help you'll get it	12/17/2019 8:18 PM
790	Longer trains are a hazard to the public. Road crossings are blocked longer. Mechanical failures are more common.	12/17/2019 8:16 PM
791	Safety is no longer viewed as a way of life. Forced to run trains long hood due to engines being mothballed and fuel conservation.	12/17/2019 8:16 PM
792	They don't care about safety.	12/17/2019 8:12 PM
793	Due to PSR, safety is commonly overlooked due to the need to service a customer or something as simple as updating our rit device.	12/17/2019 8:10 PM



## PSR Survey

794	You are spread thin a lot of times and pulled from your bid in job to do another which can put you at risk where you are use to doing your job but put in one that you haven't done in a while.	12/17/2019 8:07 PM
795	It's made everybody doing everybody else's job because there is not enough people to do there jobs	12/17/2019 8:04 PM
796	More things to learn and take care of	12/17/2019 8:04 PM
797	Negatively	12/17/2019 8:03 PM
798	Move faster less time for safety inspections and due diligence.	12/17/2019 8:00 PM
799	PSR is not safety conscious. Intimidation is used to rush us into getting things done quicker. Some things cannot be don't quicker on the railroad, no matter how much they want want it to be. And then we are bullied and asked if we are working slow on purpose and trying to push back, when all we are trying to do is want we were initially taught. The safe way we were trained. The way that keeps us alive and gets us home to our families every day.	12/17/2019 7:59 PM
800	Yes,they dont have enough people cause they furloughed everyone to make it look like our expenses are low and everyone left is doing theirs and everyone else's work.Theyre forcing overtime on you.	12/17/2019 7:58 PM
801	Overwhelmed it's very hard to work with two yards calling at the same time on the radio and the phone ringing off the hook. Trying to keep up with where everyone is located and the moves needed to be made safely.	12/17/2019 7:55 PM
802	Rushed for time to complete projects because of time restraint. Doing more with less people causes unnecessary stress both mentally and physically to all employees.	12/17/2019 7:52 PM
803	Less workers rushed to do more with little regard to safety.	12/17/2019 7:51 PM
804	Everyone pushes for take your time and be safe but when trains are being slowed down, that all goes out the window. They want to know why things took so long and how we could have do it better, faster or perverted it.	12/17/2019 7:50 PM
805	I personally do the job of 3 different foreman and sometimes machine operators	12/17/2019 7:49 PM
806	None	12/17/2019 7:44 PM
807	Less workers where it is more important of the field is a battle that we cannot win...our help in numbers will always prieveal and make better future for us all ....it's next to impossible to get the things done that we do when we have less help we ignore the most important task looking out for each other when we get overworked by deadlines and safety is what always gets affected first...	12/17/2019 7:41 PM
808	We don't have personal to keep equipment working right with all the layoffs	12/17/2019 7:37 PM
809	Measures used to gauge performance have been introduced which essentially force individuals to take short cuts or face repercussions from leadership, largely sacrificing safety as a whole.	12/17/2019 7:36 PM
810	There is no precision scheduled railroad. its impossible to achieve scheduling that can be counted on to be properly rested for a call. All psr is is a way to make the share holders appear to make money.	12/17/2019 7:35 PM
811	For years the carriers have preached safety now with PSR, the carrier has loosened the restrictions on safety in some aspects in hopes of being more productive. Safety will always be a railroaders top priority.	12/17/2019 7:33 PM
812	We have no safety meetings anymore.we don't hear about injuries on the system which in turn could prevent a accident somewhere else just by bringing to light what might have happened. And this is due to lack of personnel which they have sent home for no other reason than to pad their pockets.	12/17/2019 7:29 PM
813	Larger trains without capacity, often leading to the loss of communication with the EOT or dp and being instructed to continue.	12/17/2019 7:26 PM
814	It has helped. Because there's less time for work	12/17/2019 7:22 PM
815	We are not allowed to do our jobs the right way. We just have to do our jobs the quickest way possible	12/17/2019 7:21 PM

PSR Survey

816	Just feel like my on track safety is jepordized with untested crews	12/17/2019 7:15 PM
817	Less concerned and no access to safety supplies. Reduced supplies and cut supplies in some cases.	12/17/2019 7:15 PM
818	Every safety rule implemented in the past 10 to 12 years has been removed or modified to move cars.	12/17/2019 7:14 PM
819	It is less safe. Nothing gets fixed. Rushed to get job done.	12/17/2019 7:10 PM
820	Massive maintenance of way, carman, track inspectors has made this industry more dangerous than it was 100 years ago	12/17/2019 7:10 PM
821	More problems. More issues. More finger pointing. Lost of jobs.	12/17/2019 7:09 PM
822	I'm loosing seniority everyday. When I hired Put the carrier advised me when I have 5 years of seniority I would Be comfortable and not worry about being laid off. Now I'm very close to being laid off	12/17/2019 7:01 PM
823	Rules dont matter, train size is ridiculous and control of train and work events dangerous..	12/17/2019 7:00 PM
824	They're speeding up trains giving us less time to do our jobs.	12/17/2019 6:59 PM
825	We are taking short cuts and not following FRA rules. We are forced to. Eaitier do it or get fired. And the FRA is behind the company	12/17/2019 6:54 PM
826	Safety is only brought up when investigations are scheduled after Carrier caused derailments, or incidents .. Other than that it is non existent	12/17/2019 6:52 PM
827	I no longer feel safe at work	12/17/2019 6:52 PM
828	Made it worse. Do more with less is the common takeaway. Less to do the same job so people are rushed or threatened to be furloughed.	12/17/2019 6:50 PM
829	Worse less employees to maintain equipment and tracks to work safely	12/17/2019 6:50 PM
830	Railroading is an inherently dangerous occupation. The added pressure, due to time constraints and increased workload, can only have a negative impact in various ways.	12/17/2019 6:49 PM
831	Our new safety policy is essentially as long as you don't get hurt and get the job done we don't care. If you get hurt expect to be out of work for years.	12/17/2019 6:49 PM
832	Trying to rush everyone on moving cars. Trains to long, which is a safety concern also due to might cause a derailment because trains are 15,000ft.	12/17/2019 6:48 PM
833	The use of contractors is a safety concern, Union pacific is using a lot of them that are not familiar with what we are doing	12/17/2019 6:46 PM
834	Absolutes. Reducing the people but increasing the workload of remaining employees, manufactures additional and unrealized stressors	12/17/2019 6:46 PM
835	It's obvious that safety is no longer a primary concern, but secondary to moving trains on schedule. Plus there have been reactionary rule implementations that do nothing for our safety but can be used as a tool for discipline	12/17/2019 6:41 PM
836	Break test are getting thrown out the window to save time.	12/17/2019 6:40 PM
837	It has made my job much more unsafe.	12/17/2019 6:38 PM
838	I don't have a job .	12/17/2019 6:38 PM
839	Less men,more hours working. 12 hours plus every time you go to work	12/17/2019 6:36 PM
840	The safety of walking longer trains over hazardous walking conditions affects my job everyday especially when our railroad is not designed for 10,000 plus feet trains	12/17/2019 6:34 PM
841	I feel that that safeties overlooked just to keep on schedule cars don't get maintained as needed in Farr they might sit to long in one yard	12/17/2019 6:32 PM
842	It has forced me to be in several jobs that I have to drive over two hours and live in my car!!	12/17/2019 6:29 PM
843	Hasn't affected one way or the other	12/17/2019 6:26 PM

## PSR Survey

844	Its pretty bad. We are rushed out the door after coming on duty. Trainmaster's wear stopwatches and time crews. If they think you're going to slow you will be reprimanded.	12/17/2019 6:23 PM
845	Fare less safe than before. Less man power. But the expect the work to be done in less time. Forcing crews to get in a rush in fear or retaliation from the company	12/17/2019 6:20 PM
846	It has made it worse!! PSR has done nothing but made employees worry about there jobs every minute of every day. There's constant worry about loosing your job making it very unsafe to do your job because of the worry!	12/17/2019 6:18 PM
847	It's made it way more dangerous	12/17/2019 6:17 PM
848	Safety at CSXT is non existent	12/17/2019 6:14 PM
849	Made it a lot tougher by trying to run 10-15000 ft trains. The stress level of trying to keep it together while traversing the territory! The jobs that have been cut and illiminated and the safety that each cut craft has placed on train crews and the public	12/17/2019 6:13 PM
850	It has took many safety aspects out of the job. Getting the job done fast Is more important than safety.	12/17/2019 6:12 PM
851	Safety is of no concern	12/17/2019 6:12 PM
852	We are pressured to ramp up fast and work in all conditions.	12/17/2019 6:11 PM
853	More stress, not only in the headaches of running these outrageously long trains but also it's putting stress on us while we are home.	12/17/2019 6:10 PM
854	Longer trains has caused us to walk further on ballast no roads to walk on or even the fact that we block a lot of crossings causing emergency crew delays	12/17/2019 6:08 PM
855	Seems like safety has been thrown out the window	12/17/2019 6:03 PM
856	No carmen to inspect anything, switches arent being oiled, pin couplers wont fall, lighting is burned out everywhere in dupo ill. Cant hardly see to switch cars at night, nobody to replace bulbs	12/17/2019 6:03 PM
857	Amped up the danger lack of reporting fra reportable incidents, and cars of hazmat with known defects are getting moved with holds on them.	12/17/2019 6:02 PM
858	Safety is about the same	12/17/2019 6:00 PM
859	I'm more nervous at work than I am relaxed. Its cause anxiety and depression among me and my co workers.	12/17/2019 5:59 PM
860	Crews are never rested.	12/17/2019 5:56 PM
861	The scheduling has made me manage my time differently creating a fast pace work environment along with the rarity of getting a lunch break or a break at all during a 12 hr shift in the yard.	12/17/2019 5:55 PM
862	It's a hard transition too go Fromm days too nights and back too days the next week you never know.	12/17/2019 5:53 PM
863	The success of PSR implementation, even if manipulated, takes precedence over safety, despite any safety-first lip service. Even the company-sponsored PSR propaganda lists safety 4th	12/17/2019 5:53 PM
864	More tired hard to take vacations they always say we need you here	12/17/2019 5:51 PM
865	Changes in work schedule, five times this year. Not very much track time. Pressure to get projects done with substandard timing.	12/17/2019 5:49 PM
866	Safety has gone out the window and disregarded in the name of productivity and greed	12/17/2019 5:49 PM
867	Less is more is never good. From the equipment, to the rails everything is starting to show the signs of stress from neglected maintenance. Which in turn, causes way more probability for safety incidents.	12/17/2019 5:48 PM
868	Negatively in nearly every aspect. We have been forced to work with less staff than is necessary to do our jobs when it gets a little bit busy . Quantity is chosen over quality by management every time . This is putting employees safety at risk . It doesn't matter what	12/17/2019 5:48 PM

## PSR Survey

problems you found . What matters is trains leaving on schedule. Railroading is dangerous enough when you are give an ample amount of time to do your work. It is extremely dangerous when rushed .

869	Hurry hurry hurry. No time for safety or maintenance just go.	12/17/2019 5:48 PM
870	I feel less safe when near passing trains	12/17/2019 5:46 PM
871	Furlough	12/17/2019 5:45 PM
872	Safety is speech only. Job briefings 'take too long'. Get on and go. Inspections have gone by the wayside.	12/17/2019 5:43 PM
873	It has made my job much more dangerous. Union Pacific doesn't maintain equipment, and they don't care about how the work is done as long as they don't lose money.	12/17/2019 5:43 PM
874	Management is increasingly asking the crews to do things that are against company rules and fra rules all in the name of getting trains departed on time or getting a train moving again.	12/17/2019 5:42 PM
875	Overall made it worse, cutting jobs to satisfy shareholders bottom line.	12/17/2019 5:42 PM
876	This is easy as well as frightening, countless safety rules are implemented and enforced strictly. But when it's crunch time we are almost shamed if we're don't do what we're have to to get the job done. I have been with managers on trouble several times when we just foul the track to get something done real fast not to mention the fact that due to lack of bodies hours of service law is continually violated. You feel like a snake if you drop your tools at 12 hours. There needs to be more employees to allow us to uphold all the rules as well as the law	12/17/2019 5:42 PM
877	Other than else people on the job to get hurt I have no idea Most people don't report if fear of being charged with rule violations	12/17/2019 5:37 PM
878	Because of PSR, mechanical employees have been cut off and there is equipment running around that is unsafe. Operating one of these monster trains with unsafe equipment puts us all in jeopardy.	12/17/2019 5:32 PM
879	Long stretches of the hotel with less time at home. Before we work nights now we work 12 hours on duty with 24 in the hotel then back on for 12 . Its hard to get good rest during that 24 . The only way i found to make it work is to take a short nap then try to get a good sleep before the next shift	12/17/2019 5:30 PM
880	Safety is still a priority. At the end of the day the railroad still wants to run trains.	12/17/2019 5:30 PM
881	It's all about how fast they can get the work done,safety is out the window, and if you take your time and try to be safe they are trying to write you up	12/17/2019 5:29 PM
882	Less pay because of all the cuts no way to plan rest because no idea when your going to work	12/17/2019 5:27 PM
883	PSR takes the proactive affect out of safety. Example...walking a train that's 10,000+ feet long multiple times. Doing work with just a conductor and engineer after 10+ hours of getting to the location on a short call because boards are so cut back.	12/17/2019 5:26 PM
884	Pretty much answered that in question 1. Your just consistently being pushed and rushed by your supervisor to finish and get to the next job.	12/17/2019 5:25 PM
885	Everything is about making trains quality is a thing of the past and your constantly as if your done yet or that your taking to long	12/17/2019 5:21 PM
886	As aforementioned the work load as a result of a reduced workforce has placed the burden of working more days consecutively raising the issue of fatigue in the workplace. The increased size of the trains handled is also a potential for an accident. Even with the implementation of technology in our industry the chance for a derailment goes up with a system that is expected to run trains instead of an engineer.	12/17/2019 5:21 PM
887	There is a greater push for moving trains at any cost if a train is delayed employees are threatened with being taken out of service	12/17/2019 5:16 PM
888	They care nothing about safety	12/17/2019 5:14 PM
889	More rushed, and scared for your job	12/17/2019 5:14 PM
890	It has no effect on me	12/17/2019 5:13 PM

PSR Survey

891	Longer trains have longer walks to the rear. We recently had a conductor stabbed checking out his train. We now park hazmat placard cars outside of the yard to keep the yard "static" we are now timed on everything we do so we feel forced to rush around. Since psr I have seen more details and bumper post accidents then ever before, I have personally been involved in 2 this year. My first derailments.	12/17/2019 5:11 PM
892	Long time on duty waiting to get off at terminals.	12/17/2019 5:10 PM
893	Before PSR, a bad ordered rail car was not questioned. It was removed from the train, and sent to a repair facility FOR REPAIR. Now, cards are being removed for not being bad "enough" because of time restraints.	12/17/2019 5:07 PM
894	Workload increases while headcount decreases. Leads to shortcuts and safety issues when 1 person is doing the work 2 or even 3 people used to do	12/17/2019 5:06 PM
895	Most things that weren't safe before are safe now because it speeds things up. To make it work. On and off moving equipment for example	12/17/2019 5:04 PM
896	Safety is important but whenever there is a problem it mainly goes out the window because it takes longer to do a job safely	12/17/2019 5:02 PM
897	Less people still the same amount of work.	12/17/2019 5:01 PM
898	Less Carmen inspecting trains more trains running with out inspections very unsafe	12/17/2019 4:59 PM
899	Fatigue from longer runs at slower than transcon speeds. Multiple crew exposure to safety risks due to inability to get crews to terminal within hours of service.	12/17/2019 4:59 PM
900	More with less and it will continue to kill people	12/17/2019 4:58 PM
901	Affected each and every job on railroad,unnecessary harassment on name of safety by managers just to grab their bonus	12/17/2019 4:56 PM
902	Safety is only a concern when it benefits the railroad	12/17/2019 4:55 PM
903	unsafe	12/17/2019 4:54 PM
904	Company doesn't care about safety anymore	12/17/2019 4:54 PM
905	The only safety is protection of their bottom line, period!	12/17/2019 4:53 PM
906	Haveing to work 3 or 4 people jobs at once because of layoffs and not filling the positions	12/17/2019 4:53 PM
907	They've eliminated several safety rules and now hurry everyone to do their job faster.	12/17/2019 4:52 PM
908	It has dumbed the employee down. All the responsibility is given to the software. As matriculation occurs, Sound train handling experience, practices and options diminish. It's about saving fuel not moving freight or customer satisfaction	12/17/2019 4:49 PM
909	Management almost forces you to do something unsafe to get the job done.	12/17/2019 4:48 PM
910	It's difficult at times to think and work safely due to concerns about losing your job. Your mind continues to veer off on the thought of not being able to provide for your family.	12/17/2019 4:47 PM
911	Everything is rushed and I am constantly looking over my shoulder thinking that someone is watching me.	12/17/2019 4:46 PM
912	We're running on skeleton crews and they hardly ever have people anymore. Clearly not safe at all. I hardly see M&W inspecting rail anymore. It's a disaster waiting to happen.	12/17/2019 4:43 PM
913	Saftey has went down hill in a lot of ways because of the PSR because we dont get as long of a work window needed for the day but yet they still want record numbers! More work is not possible with less time!	12/17/2019 4:43 PM
914	They are pushing bigger trains through in weather that is unsafe. 13-15 thousand foot trains that have multiple breakdowns and air problems in areas that are accessed only by foot due to deep snow and terrain in below zero weather. Maintenance is at an all time low. Have personally found multiple defects and safety issues in cars that were reportedly just inspected. I have never worried about my safety at work till the last 3-4 years on the job. Now I am worried every day that I will be injured or killed.	12/17/2019 4:43 PM
915	As far as safety goes. Nothing is in the budget when simple stuff that needs repair or replaced.	12/17/2019 4:39 PM

## PSR Survey

Switches are not being maintained and hard to throw. Aerial lighting in terminals is not being repaired and we work in the pitch black at night. Track maintenance jobs are pushed back 3 years on some tracks because they don't have the manpower. Locomotive maintenance is pathetic because all the engine shop employees are being furloughed and simple repairs such as burnt out light bulbs, overflowing toilets aren't being dumped and the sanders on the locomotives are not being filled and repaired. Locomotive maintenance is a thing of the past because the shop doesn't have enough people to do their job properly and efficiently.

916	What safety	12/17/2019 4:39 PM
917	Other than less manpower to help with the workload the biggest safety concern for me is the threat of having to stay late or work my rest days to get a job done that would easily be done if more help were there. The threats could cause you to hurry or lose focus that could lead to mistakes.	12/17/2019 4:39 PM
918	Rule changes have created a more unsafe work environment such as being forced to max speed shoves ,getting on and off moving equipment and air brake inspections have suffered due to decreased workforce	12/17/2019 4:36 PM
919	Rules like getting on and off moving equipment were strictly a no go and now, for the sake of faster movement t, they are now allowed... I am almost certain that the UPRR has also changed the programming of how flow in a train is measured because it seems all at once the flow in very long trains mysteriously became much, much better!!	12/17/2019 4:36 PM
920	Laid off, they dont need safety.	12/17/2019 4:36 PM
921	We used to have 3 assistant foreman per gang to cover form B clearance. Now there is only one to Cover the entire gang. That is spread out over 2 miles.. Way to much to cover for 1 guy.. It's just a ticking time bomb before someone gets run over..	12/17/2019 4:35 PM
922	Safety is just an option all that matters is getting tracks inspected	12/17/2019 4:35 PM
923	I feel it is less safe due to the fact that things that need to be fixed are being put off due to cost, and fewer crews are doing more work so there is a fatigue factor.	12/17/2019 4:34 PM
924	It has cut jobs left and right. Psr railroading is a joke and it's just another name for corporate greed. If it wasn't for us moving freight then those big wigs wouldn't get paid.	12/17/2019 4:33 PM
925	PSR made many many cuts, seems to affect attitudes and moral of the employees that are left to pick up the pieces	12/17/2019 4:30 PM
926	Less time to accomplish tasks	12/17/2019 4:29 PM
927	No change	12/17/2019 4:29 PM
928	T & E are not needed to be qualified per say. The company just signes off and you go to work. The supervisor that tests you can't pass the test and cannot answer questions and test are rarely updated.	12/17/2019 4:26 PM
929	I can no longer hold my home terminal with almost 6 years of service. Very close to being cut off, and even a year ago I was holding my home terminal very very comfortably. I now work 300 miles from my Place of residence and am home for about 40 hours a week. Driving 650 miles each week just to go see my family. How's that safe? I travel, sometimes very under rested. Just to get a few hours at home.	12/17/2019 4:24 PM
930	Not enough time to perform proper FRA inspections	12/17/2019 4:24 PM
931	It's get the job done and get it out no matter what until something happens	12/17/2019 4:24 PM
932	I can no longer hold a road job I work in the yard. I would have never worked in the yard because I was not familiar with the yard practices or the paperwork. 2 months ago I was on a board and I told them I was not qualified and they said it would be okay because the engineer was familiar with the territory.	12/17/2019 4:23 PM
933	Precision railroading has cut many jobs and people forcing everyone else to try to pick up the slack leaving more work for less people and more pressure to get it all done, again leading to more accidents and injuries. As a conductor in a terminal that focuses mainly on switching out customers industries this has especially affected the way we work we are constantly exhausted often times skipping lunch or being forced to not even take one just to try to get all of the industries serviced in our 12 hour time limit. Most of the jobs that used to get a brakeman no	12/17/2019 4:22 PM



## PSR Survey

longer have one due to the slashing of jobs which means what used to be the work of two people now falls on one person's shoulders.

934	It has put vastly underqualified people on the ground making my duties as an engineer much more difficult as it takes my focus away from operating to babysit these people	12/17/2019 4:22 PM
935	Computers have failed to recognize switches and signals. For instance, a train ran a red and a PTC light power test train opposing was never put into suppression. PTC will however throw the train into suppression for every other switch or signal it doesn't recognize while doing track speed.	12/17/2019 4:22 PM
936	PSR is actually a practice that promotes chaos. The management for Union Pacific cannot make any plans for future scheduling, so you are asked to do work in places you typically wouldn't and don't have time to plan out what action you are going to take.	12/17/2019 4:20 PM
937	It affected it a lot and it affected our safety.	12/17/2019 4:19 PM
938	It is unsafe. Longer trains to walk in an emergency with terrible handheld radios. Reduction in maintenance of way people makes bad walking conditions even worse. Then the company can't understand why injuries are increasing when all this is going on.	12/17/2019 4:19 PM
939	Safety seems to be a secondhand concern.	12/17/2019 4:19 PM
940	Working with equipment with bad ordered dynamic brakes, RCL comm losses and longer trains to walk.	12/17/2019 4:18 PM
941	I am young on the rosters and the more jobs being "cut" the tighter I am from being bumped or furloughed from a senior man.	12/17/2019 4:17 PM
942	Management preaches safety yet always adding more work to be done in less time. Disregarding safety!	12/17/2019 4:14 PM
943	The boards are always exhausted, so we work way more hours. We wait hours on rides, after we have reached our hos. We are forced to run trains that are beyond our train length permitted by rule in our SSI, even when we protest. We have had zero training on 15000 ft trains, and very little on PTC or trip optimizer, both we are required to use. In general, no regard for our mental well being, due to the erratic board adds and cuts we are all worried about our jobs, we have no work line up that is any where near accurate. As a matter of fact the line ups have gotten so bad that a man can just ignore them and plan on going to work exhausted, and driving home in the brink of passing out.	12/17/2019 4:09 PM
944	95% of the defects get let go! Roseville yard had an average of 200 Bad Orders in the yard everyday. Now they agárrate 10 Bad Orders in the yard.	12/17/2019 4:08 PM
945	Too many people doing things the fast way instead of the right way.	12/17/2019 4:08 PM
946	Overall good but with less brothers on job and trying keep track time to a level of doing a job and keeping trains moving puts more strain on our brothers of same work but with fewer brothers	12/17/2019 4:06 PM
947	It has cut manpower to the point that people are being over worked. More accidents come from exhaustion than anything else and then the railroad blames us for the mistake	12/17/2019 4:05 PM
948	Safety is all out the window. Only managers number matter now	12/17/2019 4:04 PM
949	They preach Safety but they Don't practice it one bit at all	12/17/2019 4:03 PM
950	They'll fire /charge you for not following rules or charge you for not getting the job done. Follow the rules when it fits their needs	12/17/2019 4:03 PM
951	There are fewer trains running therefore we work less. The longer trains require more power and time to charge the air lines. Management is harassing us into taking short cuts when it comes to the inspection process. We are losing pay, stress levels are high. Moral is down.	12/17/2019 4:02 PM
952	Call windows have shifted, rest rules are often violated because of the 'schedule'. The constant desire to do more with less is injuring or killing more workers than ever.	12/17/2019 4:02 PM
953	I choose to work at a safe pace, but many let the bosses rush them through their daily tasks	12/17/2019 3:56 PM
954	See question one.	12/17/2019 3:54 PM

## PSR Survey

955	Seams with all the furloughs it's gotten worse derailments everywhere, safety isn't there anymore it's we need this done wether you need a break, haven't slept ect. They don't appreciate the workers anymore. Only care about money for the higher ups	12/17/2019 3:54 PM
956	With longer trains it's putting more train men on the ground & effecting the public by blocking crossing for longer delays.	12/17/2019 3:53 PM
957	It's made my job more dangerous they don't care about safety just moving cars from point a to point b and if you point out that something is unsafe they ask of you are refusing to do your job and they force you to do it or face being pulled out of service	12/17/2019 3:53 PM
958	Safety is an after thought.	12/17/2019 3:53 PM
959	It's much more dangerous working in the yards now, since psr they have done away with thousands of jobs like yard masters, and shop guys.	12/17/2019 3:52 PM
960	Safety is of no concern when compared to profits .	12/17/2019 3:51 PM
961	Safety takes a back seat to getting a train moving. It seems the only thing that matters now are the shareholders	12/17/2019 3:50 PM
962	Very much so	12/17/2019 3:49 PM
963	They pound it in to your head that safety is our #1 job but when it isn't safe we are forced to do or get an ass chewing fro the mto	12/17/2019 3:48 PM
964	I feel that trip optimizer and energy management are good tools but demanding their use 80 percent of the time can become a safety concern. There are times the system runs too aggressive and I am forced to take over control of the train or I would be enforced by ptc. However, I face discipline if I don't use the two systems 80 percent of the time. This causes excessive stress and train scheduling is less predictable as well.	12/17/2019 3:48 PM
965	A little worse. They still push, push, push to make out times. Regardless of safety but if something goes wrong, its all you.	12/17/2019 3:46 PM
966	Concern,because the railroad is more worried about production over safety.	12/17/2019 3:45 PM
967	It is not safe everything is hurry up	12/17/2019 3:45 PM
968	Safety s now only lip seervice. Upper management doesn't care about safety anymore	12/17/2019 3:42 PM
969	Looking for a job now	12/17/2019 3:39 PM
970	Inspections and repairs are expected to take less time.	12/17/2019 3:39 PM
971	Basically the same as my answer to question one. Safety is virtually non existent on the company part. All they care about is hurry up and go, no inspection, no detectors matter anymore.	12/17/2019 3:36 PM
972	It's get it done or else	12/17/2019 3:35 PM
973	Our work environment is less safe because we are always being rushed. Trains are being built to long and makes it dangerous in some of the territories we have to travel.	12/17/2019 3:35 PM
974	Trying to get more done with less people leads to more fatigue	12/17/2019 3:35 PM
975	It hasnt managers and more safety rules affects it more	12/17/2019 3:34 PM
976	Much like in the past, the only time they worry about safety is when managers need e-test failures...they will write you up on Tuesday for the exact thing they instructed you to do on Monday.	12/17/2019 3:32 PM
977	Longer, heavier, underpowered trains create unsafe conditions especially on heavy grades and colder weather. More derailments equals less safe.	12/17/2019 3:32 PM
978	Safety used to be a primary concern, now the primary concern is production, safety has taken a back seat of late.	12/17/2019 3:31 PM
979	Safety is just used as a scare tactic now.	12/17/2019 3:31 PM
980	It's harder because there is less workers more work and less time to get it done	12/17/2019 3:29 PM

PSR Survey

981	Mechanical forces have been cut 3/4's since 18 yrs. Ago! Very few in the car dept. Now ! which leads to not able to catch all or much of France defects, dept. Employees are told they can't bad order air defects only fra!? So much for preventive maintenance. And now there is no one to repair them on main lines. Trains are being air tested at originating points and at industries, by the crew who are not mechanically trained for fra defects, which means the RR is running a lot more fra defects! Believe me!	12/17/2019 3:28 PM
982	What job? Thanks to precision railroading we can barely feed our family and my wife who is 9 months pregnant is trying to work full time to support us until I can find something. But apparently I don't qualify for unemployment so theres that.	12/17/2019 3:27 PM
983	Safety has taken a back seat to profits. Incidents numbers up	12/17/2019 3:26 PM
984	In the maintenance of way department i think safety is the same	12/17/2019 3:25 PM
985	As stated in question one, safety is no longer at the top of the list. Trains are dangerously long and heavy but any mention of it being a public safety issue falls on deaf ears	12/17/2019 3:25 PM
986	Safety is less of a concern. Timing and productivity is top priority now. I constantly feel rushed to complete my job.	12/17/2019 3:23 PM
987	Same work load, less people. Same expectations.....	12/17/2019 3:22 PM
988	Less yard crews leads to me having to build trains and do my own utility work. Being unfamiliar with yards and time it takes becomes a safety hazard as well as delays for train departures.	12/17/2019 3:22 PM
989	Just don't get hurt, the concept that our safety is a an actual concern to the company is just a mirage.	12/17/2019 3:21 PM
990	Managers rush is to get things done and threaten us if we don't do these things in the time frame they want. Safety has been thrown out the window	12/17/2019 3:21 PM
991	It is giving the RR a excuse to eliminate it.	12/17/2019 3:21 PM
992	More work less manpower	12/17/2019 3:21 PM
993	Fatigue is an everyday occurrence, safety is not a number 1 priority anymore. Train length and average train speed is priority. With added train length public crossings are block with no regards to emergency egress routes for safety of the public	12/17/2019 3:20 PM
994	Yes it has in a negative way, constantly being gouged by road foreman's, TrainMasters, and dispatchers . Motors are being sent through terminals in disrepair, with worn brake shoes and poor functioning heat	12/17/2019 3:19 PM
995	With Precision Scheduled Railroading, there is no safety	12/17/2019 3:18 PM
996	Safety, there is definitely less safe actions being followed. Seems mngmnt wants more shortcuts taken, especially on road trains. This has caused more trains stopped due to wayside detectors catching issues. The length of trains are extremely out of hand. The company wants to use just enough power to move the trains instead of properly handling the trains. So reduced man power due length of trains, causing fatigue. Due to unpredictable train schedules. As compared to prior of 10 yrs ago.	12/17/2019 3:18 PM
997	They still preach safety but will rush you and will surreptitiously imply to take short cuts in the name of production.	12/17/2019 3:18 PM
998	Furlough	12/17/2019 3:17 PM
999	3 mile long trains. People constantly coming to the lead engine to ask if we can get off their crossing. The answer is always sorry, we cant move!	12/17/2019 3:17 PM
1000	As the previous asked same answer. Average length we run is around 14000 feet and up to 30000 tons. Longer trains I make less trips and money.	12/17/2019 3:17 PM
1001	Now made to the work in shorter periods of time with less people impacting safety.	12/17/2019 3:16 PM
1002	The long, brutal hours, and being left on a train to hog, and not being removed from the train feels like punishment. The lineups are completely bogus, and almost useless, as to there is no rhyme or reason as to what will be called and how, as it seems all pools will work any and everything, even though it is not advertised that way. Tired, wore down, and harassed is how the implentation of Precision Scheduled Railroading has affected ALL JOBS!!	12/17/2019 3:16 PM

PSR Survey

1003	Alot. more than normal	12/17/2019 3:11 PM
1004	We are constantly pressured to bend or flat out break the rules. New systems like DP and PTC are being implemented with little to no training. I remember the first time we were told to set up DP down. No one knew how to do it, not even our supervisor. We were only told it had to be done and to 'figure it out'. How did we learn to set up this complex system that was in control of hazardous materials and thousands of pounds of deadly steel? A youtube video.	12/17/2019 3:11 PM
1005	It has reduced safety by increasing emphasis on moving equipment and lowering inspection frequency and quality.	12/17/2019 3:10 PM
1006	We always feel rushed whenever we do have track time. You can't make an inspection without being pushed.	12/17/2019 3:10 PM
1007	We are told not to order items the budget is cut.	12/17/2019 3:09 PM
1008	Less crews, less rest, more time dealing with crew Mgmt and afht than at home	12/17/2019 3:08 PM
1009	Overworked, understaffed	12/17/2019 3:06 PM
1010	Air tests not being properly performed in order to make the next outbound train. Block illegal block swapping being handed air slips from the inbound train after it was split up and ordering you to go with that information. Being told to bottle the air on tracks instead of dumping it so they can save time by not pumping the track up. In one instance the Trainmaster was under so much strain to get the train out he told me he was going to "attend my equipment" in Buffalo ny So it would alleviate me putting handbrakes on my train to secure it. After I cut away and he was "attending my equipment ". He further tried to speed up my move by putting a air ground line on the train to pump it up so he could get me out of the yard faster. Before the track had time to get pumped up and start rolling away with no brakes on it. I yelled at him before it pumped up and released the brakes. He then realized what he did and pulled the ground line back off the train and let it dump back into emergency.	12/17/2019 3:05 PM
1011	Negative	12/17/2019 3:03 PM
1012	It caused my position to be cut due to less need for work force.	12/17/2019 3:02 PM
1013	Well we have to work more days travel more more days means more risk off getting into accidents	12/17/2019 3:02 PM
1014	Moving a lot more. Getting bumped a lot more. Wanting parts for machines and being told to wait.	12/17/2019 3:02 PM
1015	Safety is fourth according to the railroad. Rules are thrown out the window when it comes to precision railroading. Rules are only enforced when it is convenient for officials to pad their monthly packets for rules checks.	12/17/2019 3:02 PM
1016	Just get train out.	12/17/2019 3:01 PM
1017	Everyone is exhausted and stressed and that's when accidents happen.	12/17/2019 3:01 PM
1018	PSR is making maintnace second priority to train traffic increasing the danger to the public and railroad workers.	12/17/2019 2:59 PM
1019	Always in a hurry to get job done !	12/17/2019 2:58 PM
1020	The stress of the carrier wanting more production in less time and trying to force the employees to spent more time away from home for the same pay !	12/17/2019 2:57 PM
1021	Safety rules are and have been reduced ,removed or are over looked in the persuit of moving trains with less manpower.... Until something goes wrong and someone is injured or worse ...then it becomes fault of the injured person....	12/17/2019 2:56 PM
1022	Almost no track maintenance, car and engine inspections are non-existing. Managers are forcing hard to throw switches and doing minor repairs like break shoes and lubricants.	12/17/2019 2:53 PM
1023	Drastically. Working off rest constantly. Intentionally resetting starts so we have to work every day because they have furloughed so many employees. Taking out vacation days. Sending us back to hotel after performing work coming out of the hotel with no notice.	12/17/2019 2:52 PM
1024	It has made it less safe. Employees are being forced by the fear of possible repercussions. PSR ideologies have removed previously implemented policies that aided to safety and cared	12/17/2019 2:52 PM

## PSR Survey

for individuals work life and home life.

1025	Gone from every day to not plus laying off people due to cutting jobs to make the higher ups richer	12/17/2019 2:51 PM
1026	Bad order cars on every train with multiple hot boxes every trip. Locomotives are worse than they've ever been.	12/17/2019 2:50 PM
1027	They don't care about safety until you get hurt. If you get hurt they fire you!!	12/17/2019 2:48 PM
1028	I've been furloughed...	12/17/2019 2:48 PM
1029	Longer trains , more dispatching miliage given to dispatchers. Forget about good dispatching it's just not there without it fitting your train places you have in the past becomes highly stressful dodging speed sensitive detectors and busy road crossings leaves the crew more vulnerable to explaining them selves . Removal of the wayside signals compounds this .	12/17/2019 2:48 PM
1030	Yes. Being rushed to meet departure schedules ,disciplined if schedules not met	12/17/2019 2:47 PM
1031	To many job cuts leading to over worked employees	12/17/2019 2:46 PM
1032	They no longer care about Saftey all the sudden	12/17/2019 2:45 PM
1033	Because of train frequency we rarely have enough time to repair tracks properly.	12/17/2019 2:43 PM
1034	Feels like the company just wants the work done at the cost of our saftey. Sometimes feels like we're denied the tools we need to do the job safely which also puts more strain on our body's.	12/17/2019 2:43 PM
1035	Safety pretty close to the same probably a little worse	12/17/2019 2:43 PM
1036	None	12/17/2019 2:42 PM
1037	The prioritization of maintenance getting done more raidly or neglected depending on what is most convenient at the time. Quality and safety seem to have taken a back seat.	12/17/2019 2:42 PM
1038	Unpredictable work schedule and over consumed with technology	12/17/2019 2:41 PM
1039	It's more unsafe. we're constantly rushed and that is a recipe for disaster.	12/17/2019 2:36 PM
1040	Making it harder but the human element is still there	12/17/2019 2:34 PM
1041	ive worked a considerable about more since its been implemented, quite a few times ive went over two months on call 24-7 with zero off days. currently, im working every day im available and on the verge of furlough.	12/17/2019 2:33 PM
1042	Safety is out the window	12/17/2019 2:31 PM
1043	Less safe	12/17/2019 2:31 PM
1044	We don't get as much work done even though we're out in the field more	12/17/2019 2:31 PM
1045	They have gotten rid of rules that made the job safe in order to make it more efficient.	12/17/2019 2:29 PM
1046	The bosses do not care about safety and only care about the money they can make!! Safety use to be first but now its 4th on the list while profit is 1st on the list posted in our on duty locations.	12/17/2019 2:29 PM
1047	Never know when to be rested	12/17/2019 2:29 PM
1048	They push us harder, the line ups are worse, they put us in bad situations and unsafe conditions.	12/17/2019 2:29 PM
1049	Higher exposure to injuries. Attitude is a huge factor. Track time is horrible, defered maintenance leads to future incident exposing the railroad and the FRA as irresponsible in their duties, Fra must tighten up their inspections, their review should not lay blame on engineering employees as they can only maintain track with the materials and workforce that's made available.	12/17/2019 2:27 PM
1050	Too much rushing and pushing things forgetting safety when it's convenient	12/17/2019 2:26 PM
1051	No improvement on call times	12/17/2019 2:25 PM
1052	Safety is no longer first getting trains out of the yard is first. The company has the attitude that if	12/17/2019 2:25 PM

## PSR Survey

	someone gets hurt the lawyers will handle it	
1053	We are in a less safe environment due to lack of employees, air testing cars, train inspections non of this happens anymore	12/17/2019 2:25 PM
1054	We have to do unsafe practices with the little track and time that we have	12/17/2019 2:24 PM
1055	Less rest, under staffed which in turn means we work more, at home less and unable to get needed rest	12/17/2019 2:23 PM
1056	Personally I don't think I have been affected by this program on the BNSF	12/17/2019 2:22 PM
1057	safety last period. total disregard for rules.	12/17/2019 2:21 PM
1058	Being rushed to read our bulletins and forced to stand while we do this. Because no chairs allowed in our breakroom. While yard master is constantly telling you to get on your train is a safety risk. We can't study our bulletins and it could cause over speeds and work zone violations.	12/17/2019 2:21 PM
1059	Gravelly worse the job is so much worse	12/17/2019 2:19 PM
1060	Patched up rebuild equipment is the new standard. Work trains are constantly having issues making a schedule seems the locos are turned out broken from their shops. If it didn't get written up for an issue that is discovered don't fix anything more than what was originally found.	12/17/2019 2:13 PM
1061	Safety went from a priority to a secondary discussion if that. Quick response and maintain train speed and maximize planned outages are all listed before safety in there "four key disciplines."	12/17/2019 2:13 PM
1062	Safety left 1st thing when trains weren't moving	12/17/2019 2:13 PM
1063	Harder and more dangerous	12/17/2019 2:11 PM
1064	Everything is rush rush hurry up. Less employees doing more work and being rushed to get it done. Yatd jobs being rushed to finish all work without over time. Crews, yardmasters and trainmaster face punishment up to dismissal if crews make even 1 minute of overtime unless approved be upper management ie...an Network opps manager or higher.	12/17/2019 2:11 PM
1065	The railroad I work for hasn't cared about safety since the harriman award was retired. Safety is now a tool to fire you. That's it.	12/17/2019 2:11 PM
1066	Rushed to do work with less people making it unsafe to work in certain situations.	12/17/2019 2:10 PM
1067	makes us have to rush or work longer with junk because them trying to save money	12/17/2019 2:08 PM
1068	Less men. Same work.	12/17/2019 2:06 PM
1069	I honestly feel like safety is a thing of the past with the railroad. When I first hired versus right after psr was implemented safety has dropped and the company is pushing the rules to further their personal views while risking not only employees but everyday civilians	12/17/2019 2:05 PM
1070	Longer and heavier trains. Have to retrain myself how to run.	12/17/2019 2:04 PM
1071	It affected my job by doing away with it. PSR only helps shareholders. The principle behind PSR is a good idea, but the actions of the companies isn't.	12/17/2019 2:02 PM
1072	It has thrown safety out the window and focused its energy on fooling the shareholders they are actually making money.	12/17/2019 2:01 PM
1073	You only take tge safe course of action if its not going to effect productivity.	12/17/2019 2:01 PM
1074	Negative. I'm tired all the time. Running massive 28k ton trains. Trying to help younger people that have had poor training. All the time fighting with management over rule violations.	12/17/2019 2:00 PM
1075	Has made it more unsafe management constantly pushing employees to rush, rush, rush got to get cars switched out, make origination time. Sometimes told leave yard with no paper work that a TM will bring it out to you. Consist discrepancies because cars missing, have extras, out of order. Had tool to tie handbrakes from the ground and in a effort to cut cost eliminated the brake stick	12/17/2019 1:59 PM
1076	Crews are being rushed out the door without being able to properly go over their paperwork.	12/17/2019 1:57 PM
1077	Constant temptation for shortcuts	12/17/2019 1:57 PM



## PSR Survey

1078	Many rules have changed as well as on the train department side.No one is focused out here because we are all afraid of losing our jobs and starting over somewhere else. We do not know what to expect now.	12/17/2019 1:54 PM
1079	Safety is no longer an issue when the finally give track time. It's go go go at all costs.	12/17/2019 1:54 PM
1080	Worse. Unfortunate incident cutting a fellow employees leg off. Operations over safety.	12/17/2019 1:53 PM
1081	With having to do more with less workers, it is stressful. The extra day away from my family is stressful. Makes me wonder why I even applied at this job, if they are just going to take...take...take.	12/17/2019 1:53 PM
1082	It has made safety secondary in the name of profit and efficiency	12/17/2019 1:49 PM
1083	stress	12/17/2019 1:48 PM
1084	3 mile trains cutting crews more fatigued no proper airtest	12/17/2019 1:45 PM
1085	Out of work due to less man power for profits	12/17/2019 1:45 PM
1086	The focus has went from safety to production with the cuts in other crafts we are being forced to preform work previously preformed by other more specialized and qualified people.	12/17/2019 1:45 PM
1087	Safety has been precisely placed behind numbers and work quotas.	12/17/2019 1:44 PM
1088	Negatively	12/17/2019 1:44 PM
1089	Poorly	12/17/2019 1:44 PM
1090	Most managers dont want to here that what they are asking us to do is unsafe. They want the job done	12/17/2019 1:43 PM
1091	Made it more stressful	12/17/2019 1:43 PM
1092	Get it done !	12/17/2019 1:43 PM
1093	It adds pressure to get the job completed in a small window, which in return diminishes safety	12/17/2019 1:41 PM
1094	Extremely long trains. Railroad seems tk be trying to do more with less and while there has to be a balance for this to be sustainable, I worry that something catastrophic is just around the corner.	12/17/2019 1:40 PM
1095	Very high	12/17/2019 1:39 PM
1096	I don't have a job anymore because of this horrible practice	12/17/2019 1:39 PM
1097	Up hill slow. Down hill fast. Tonnage first and safety last	12/17/2019 1:39 PM
1098	Safety went out window	12/17/2019 1:36 PM
1099	Hasn't affected me personally	12/17/2019 1:34 PM
1100	It hasn't effected me just yet, but I hear it is not helping and only going to hurt us moving forward	12/17/2019 1:33 PM
1101	It's not safer, it's just about her way to get fired and to micro manage	12/17/2019 1:32 PM
1102	No need for 10,000 foot trains	12/17/2019 1:29 PM
1103	Thay dot even care about use or won't use iny more	12/17/2019 1:28 PM
1104	The focus has been taken off of safety altogether. From how cars are inspected to how many cars can be pulled out of the bowl. Power isn't inspected properly and if something is found we have been told it's a failure in route and take it anyway	12/17/2019 1:27 PM
1105	Less people working leads to exhauste crews which are less safe. Again quality of life doesn't matter and the Union allows this to continue... Being represented by a paper tiger with no teeth	12/17/2019 1:27 PM
1106	Negatively , company tries to hold us accountable when Ptc or TO fails	12/17/2019 1:27 PM
1107	Nil	12/17/2019 1:27 PM
1108	Very little rest, being rushed, problems and rules being overlooked to benefit RR. I see a decline in the concern of safety for workers and public.	12/17/2019 1:26 PM

PSR Survey

1109	It has become worse	12/17/2019 1:26 PM
1110	I am more stressed and always expecting the worst. It would seem that Norfolk Southern is more interested in turning a dollar than my safety and well-being. I have an inescapable feeling of guilt while I'm at work or not. Guilty of not spending more time with my family and not moving fast enough while at work, and guilty at home that I'm letting the company down. It causes me to lose focus of what's important during the task at hand and my situational awareness..	12/17/2019 1:26 PM
1111	Safety is on the back burner. Everything revolves around company profits. Most rule violations and discipline is because of PTC.	12/17/2019 1:26 PM
1112	They are setting us up to be unsafe	12/17/2019 1:25 PM
1113	Hurry up get this done same work half men hurry hurry hurry	12/17/2019 1:23 PM
1114	With the inception of do more with less people it is causing what employees that are left to work more with less rest and LESS time for their families....	12/17/2019 1:23 PM
1115	With no hump yards, flat switching is the norm. Officials look away to be sure cars are switched to meet the new requirements.	12/17/2019 1:22 PM
1116	Before I could tell within a few hours when I was going to work. Now who knows. 1 train runs 8 hours ahead. 1 train gets laid down for 12 to 18 hours for "congestion " and other trains working ahead	12/17/2019 1:22 PM
1117	Longer on duty times and less home time. Inability for trains to make it from point A to point B	12/17/2019 1:22 PM
1118	Furloughed so many employees the ones that are still working are working non-stop	12/17/2019 1:20 PM
1119	Everything seems to be more time based and less about the safety procedures in place. Just want the job done In a faster manner.	12/17/2019 1:19 PM
1120	They cut so many people that things are being looked over and trains are being sent out unsafe for the crew and the public	12/17/2019 1:16 PM
1121	No regard for customers needs or employee s	12/17/2019 1:16 PM
1122	Working shorthanded isn't safe!	12/17/2019 1:14 PM
1123	We are always rushed And safety is no longer the focus of up	12/17/2019 1:13 PM
1124	They preach safety but have no regard for it. Move the freight with no delay at all costs.	12/17/2019 1:12 PM
1125	I've been an engineer since 2016 and since psr I've been a conductor since June	12/17/2019 1:10 PM
1126	Yes	12/17/2019 1:09 PM
1127	Precision Schedule Railroads leaves no room for safety. Nor time to thinking about and discussing your next move with the crew.	12/17/2019 1:07 PM
1128	No	12/17/2019 1:01 PM
1129	More dangerous	12/17/2019 1:00 PM
1130	Engines & cars are not properly taken care of. Haven't sat out a bad order in over a year except on main line cause there are no round house or car men to work on them.	12/17/2019 1:00 PM
1131	Younger guys aren't as focused on their jobs because they're too worried about getting bumped or being furloughed.	12/17/2019 1:00 PM
1132	Safety had gone out the window..poor maintenance and power is always breaking down..	12/17/2019 12:57 PM
1133	Not really much on the maintenance side	12/17/2019 12:53 PM
1134	I believe that it's made it worse you're trying to do more with less people	12/17/2019 12:52 PM
1135	I don't know	12/17/2019 12:52 PM
1136	Psr itself hasn't necessarily affected the safety aspect of my job. If anything I would say it has improved safety as far as an ots stand point	12/17/2019 12:50 PM
1137	The Trainman should be worried. They are the ones riding on the tracks	12/17/2019 12:49 PM

PSR Survey

1138	Cutting jobs has affected my ability to sleep well before work.	12/17/2019 12:48 PM
1139	Negatively. We are rushed to finish our work and safety is not a priority.	12/17/2019 12:46 PM
1140	Safety is out the window it is all about making the money, keeping the trains moving and the share holders happy.	12/17/2019 12:46 PM
1141	Yes more work less people	12/17/2019 12:42 PM
1142	In regards to safety, it really hasn't	12/17/2019 12:41 PM
1143	Seems like track time is compressed	12/17/2019 12:37 PM
1144	Safety is only important on paper. When it comes down to it, safety only seems to be mentioned by the company because they think it will protect them from lawsuits.	12/17/2019 12:36 PM
1145	They just cut rules. I was always told the reason for the rule was someone got hurt doing it, or something broke. It is like we are surprised when we cut rules that were for our safety we have more accident.	12/17/2019 12:27 PM
1146	BNSF is in the early stages. I do not believe there is much change yet.	12/17/2019 12:26 PM
1147	Less money allocated for the right safety resources. Little to no mention of safety, like there was 5-10 years ago.	12/17/2019 12:23 PM
1148	Worse	12/17/2019 12:23 PM
1149	Worsened it. The feeling of safety has gone out the window.	12/17/2019 12:21 PM
1150	Fears of losing my job	12/17/2019 12:20 PM
1151	Safety is out the window. Safety meetings are rushed to get workers on the floor quicker, Repairs are being ignored on locomotives. Fewer people to do the work. Making employees perform other craft tasks for which they have no training to do said tasks.	12/17/2019 12:19 PM
1152	My territory has gotten more signal equipment including CTC and PTC as well as all new xing upgrades and not enough help to cover all the work required.	12/17/2019 12:18 PM
1153	It's a lot more dangerous with more switching	12/17/2019 12:16 PM
1154	Lone worker/ reduced workforce now common. Less ability to respond to track safety issues due to reduced staffing.	12/17/2019 12:16 PM
1155	Lost seniority. Lost wages. Walk longer trains	12/17/2019 12:14 PM
1156	My schedule has become 100% unpredictable, and I'm constantly worried about if I have a job.	12/17/2019 12:13 PM
1157	Didn't know we had it	12/17/2019 12:13 PM
1158	More time on the ground repairing these 12,000-16000 ft trains but conductors in the danger zone for longer periods of time and more often. Having to walk a train that's 12,000 -16,000 ft is beyond unsafe, it's insane	12/17/2019 12:06 PM
1159	Safety on my job, a conductor, has become nonexistent. 2 and 3 mile long trains, many with HAZMAT, cars that should be bad ordered leaving the terminals, the list goes on and on.....PSR has without a doubt eliminated safety.	12/17/2019 12:01 PM
1160	I feel that the railroads are more concerned with PSR then safety issues that need to be addressed	12/17/2019 12:01 PM
1161	more rushed	12/17/2019 12:00 PM
1162	With less people working we put ourselves in more danger now.	12/17/2019 11:54 AM
1163	Made ot.much less safe	12/17/2019 11:45 AM
1164	Less safe.	12/17/2019 11:43 AM
1165	Some for the better and some for the worse	12/17/2019 11:42 AM
1166	Took me from riding an looking at my track 7 days a week to maybe 2...it makes it harder to do our jobs an protect the railroad	12/17/2019 11:36 AM

PSR Survey

1167	The safety is the same	12/17/2019 11:36 AM
1168	PSR has cut jobs and boards across the region, so it put alot of people out of work and I am close to having to find another job again.	12/17/2019 11:31 AM
1169	As a logistical engineer i am now expected to operate 10k feet trains with no additional training. I'm expected to run PTC and Fuel Management systems with only online training.	12/17/2019 11:22 AM
1170	It sucks	12/17/2019 11:16 AM
1171	Longer hours and pressured to more than just your job	12/17/2019 11:09 AM
1172	Safety isn't a high priority anymore	12/17/2019 11:04 AM
1173	Reduced focus on safety	12/17/2019 11:01 AM
1174	Nothing precision about only greed	12/17/2019 10:58 AM
1175	There is no safety program. Its just smoke and mirrors. We are pushed to exhaustion then threatened if we take time off or denied layoff. If anything happens there carrier finds a way to blame employees so they are held responsible for lack of maintenance.	12/17/2019 10:55 AM
1176	As of this moment, I, personally, have not been put at risk due to PSR.	12/17/2019 10:53 AM
1177	Locomotive, track and general maintenance are at all all time low.	12/17/2019 10:51 AM
1178	Safety has become the bottom the bottom priority. With less workers and more pressure on management, the environment has become more hostile.	12/17/2019 10:51 AM
1179	We dont get enough time to do our job safely and effectively, we have had more injuries due to running around not taking the time to watch where our feet are	12/17/2019 10:48 AM
1180	More safety oversight. The carriers want to reduce human involvement,safety inspections, increase train lengths,force reduced work force to keep up with volume. Unsafe!	12/17/2019 10:43 AM
1181	Safety is secondary to production.	12/17/2019 10:28 AM
1182	PSR requires smaller work windows that create an unnecessary sense of urgency when performing a task.	12/17/2019 10:10 AM
1183	I don't use the train	12/17/2019 10:06 AM
1184	They seem to care less about safety and more about production.	12/17/2019 10:01 AM
1185	From my perspective as a ground employee, I first hand see that the implementation of PSR has effected safety in the most negative aspect possible. If something is not done, corporate greed will continue to drive safety to record lows and fatal incidents including innocent bystanders to an all time high.	12/17/2019 9:50 AM
1186	safety is number one at my job	12/17/2019 9:36 AM
1187	Made it worse!! Longer trains longer trips terrible lineups!	12/17/2019 9:35 AM
1188	It's a moral killler, and when the moral is down everything else good goes down with it	12/17/2019 9:03 AM
1189	Furloughed	12/17/2019 9:02 AM
1190	They no longer even pretend to care about safety, they used to provide incentives and seemed like they cared. Now it's nothing more than lip service.	12/17/2019 8:53 AM
1191	Get the job done at whatever cost. FRA defects in yard are classified as in route failures.	12/17/2019 8:52 AM
1192	It is not a top priority, unless something happens then it seems to be important again.	12/17/2019 8:52 AM
1193	Threatening	12/17/2019 8:41 AM
1194	It is a much more dangerous place to work now the emphasis on hurry hurry hurry has everyone cutting corners and violating safety rules just to get the work done and trains out in time because of the overwhelming pressure from management. The constant worry and stress about being fired for anything and everything has some trainmen so flustered that they forget what they are doing they go into wrong tracks they run switches because they are trying to look 4 and 5 moves ahead instead of focusing on the task at hand	12/17/2019 8:39 AM

PSR Survey

1195	Less sleep at home and harder to judge call times	12/17/2019 8:31 AM
1196	Yes. made it easier. a lot more down time now.	12/17/2019 8:29 AM
1197	Safety is a joke when you try to do more with less. Pretty simple	12/17/2019 8:27 AM
1198	Less about safety and more about production. let job security	12/17/2019 8:26 AM
1199	We are expected to be able to comply with these schedules working 12 hour on a daily basis due to the company reducing manpower! We are threatened and intimidated by management to make sure that they are on time without delays regardless of the situation.	12/17/2019 8:17 AM
1200	Safety is secondary.	12/17/2019 7:59 AM
1201	No one is worried about safety anymore. The company just wants all the work down with as few people to do it.	12/17/2019 7:58 AM
1202	The company continues to dump the workload of multiple people/crews into one person/crew. Regardless of the impact that has on safety.	12/17/2019 7:56 AM
1203	It has affected my job as a conductor/ locomotive engineer trainee in a very negative way. Everything is now rush, rush, rush. It doesn't matter how inaccurate the paperwork is as long as we are out the door in 30 minutes. The training period for both ACTs and LETs is woefully too short. Nobody has time to learn the hows or the whys of the job and it has become monkey see/monkey do. Safety, as a priority to NS, dropped from number 1 down to number 4. Service metrics and shareholder value rule the day. And the FRA is letting them do whatever the hell they want to, however the hell they want to do it.	12/17/2019 7:55 AM
1204	As the company tells us Safety is our responsibility. But get the job done no matter if you are short on personal .	12/17/2019 7:52 AM
1205	Safety has become low priority and the bottom line is all that matters. It's a haphazard environment that has me constantly anticipating an accident	12/17/2019 7:47 AM
1206	Safety has fallen second to "average train speed". Track procedures that have been in place for decades are being changed and/or overlooked(slow orders), as well as safety and operating rules being changed to accommodate higher train performance. (ie. operating angle cock while reaching across train draw head is now permissible)	12/17/2019 7:47 AM
1207	Not good. Too much pressure creating stress and unsafe conditions	12/17/2019 7:30 AM
1208	Carriers are so worried it has made safety and rules go right out the window. These massive 15,000ft trains are unsafe. Had one the other day without DPUS and the air on the rear of the train never got above 80psi. They are falsifying air slips and making their workers perform illegal brake test so their freight can make it on time with their ridiculous schedule.	12/17/2019 7:27 AM
1209	Less safe. Fewer employees so we are working unfamiliar territories more often and not getting the rest we need. More train breakdowns because of size which means the conductor is on the ground more often walking two mile trains, getting out of radio comms. Unsafe	12/17/2019 7:19 AM
1210	Seems one of the main safety focuses has been slips, trips and falls. However with increased train lengths it seems to be putting conductors more at risk with 5 to 6 mile walking round trips in the wonderfully sloped ballast. Public crossings at grade could be blocked for hours before a conductor is able to get back to the crossing.	12/17/2019 7:13 AM
1211	Not at all	12/17/2019 7:10 AM
1212	We are expected to make safety shortcuts in order to make up for time lost caused by excessive switching. Trains now have to stop and make multiple set outs/pickups because they are cutting the amount of trains being run. More time on the ground allows for more incidents to occur.	12/17/2019 7:10 AM
1213	None that I know of	12/17/2019 7:07 AM
1214	Lot better	12/17/2019 7:05 AM
1215	Everything is a rush, just to move train bending rules wherever they can	12/17/2019 7:05 AM
1216	Working longer trains with less help. Is our trains or tracks really safe with less people inspecting or fixing them? Not to mention with 9 yrs of seniority my job is still unsure if I will be able to hold a job	12/17/2019 6:54 AM

PSR Survey

1217	There is no safety. Just move it	12/17/2019 6:53 AM
1218	This crap doesn't work. I've watched United rail services work on the UPRR right here next to my house. It took them 8 hours to respond to a broken rail. Not to mention the welders failed to use a jumper wire while shooting their Welds. I watched traffic go around the gates on Collins Ave. For 3 hours unprotected. Precision railroading is a joke. You need strategically placed maintenance crews. Especially in areas where the temperature fluctuates over 100° during the course of a calendar year.	12/17/2019 6:53 AM
1219	Longer hours, less communication, poorly maintained power and cars	12/17/2019 6:47 AM
1220	Lol, they passed eachother when psr came thru the door	12/17/2019 6:43 AM
1221	Unpredictable work schedule prevents a healthy sleep schedule. New technologies required without proper training.	12/17/2019 6:41 AM
1222	Made work more stressful not knowing if I'll have a job come next week.	12/17/2019 6:40 AM
1223	Longer trains . More stress. Greater chance for derailment. Unorthodox handling of equipment. Forced on unfamiliar territory due to cutbacks.	12/17/2019 6:36 AM
1224	Less preventative maintenance, working crews fatigued, and no sign of improvement.	12/17/2019 6:35 AM
1225	Walking conditions worse. Appropriate lighting at night is non existent	12/17/2019 6:24 AM
1226	When issues come up with the train such as power or placement issues management either doesn't care or becomes hostile to the point of threatening loss of employment.	12/17/2019 6:15 AM
1227	Rushed to get the job done so trains are not stopped. Even if it means the job was not done to standard.	12/17/2019 6:10 AM
1228	They preach safety, but not when cars have to make connection.	12/17/2019 6:09 AM
1229	FRA boots on the ground greatly conserved. Have been told there upper management doesn't care anymore. Zero concern for safety, 15000 foot 20000 ton trains half of them have hot wheels on the 1st detector. PTC works on 1 third of UP engines.	12/17/2019 6:09 AM
1230	It has fallen.	12/17/2019 6:05 AM
1231	Less people working causing a hardship on the few remaining. They Bring in contract that are not rules or safety qualified they do not wear proper safety gear or know any of the dangers around them.	12/17/2019 6:04 AM
1232	Risk exposure has increased exponentially	12/17/2019 6:01 AM
1233	Furloughed	12/17/2019 6:00 AM
1234	It has caused safety to take a backseat to profits. Union Pacific doesn't care about employees	12/17/2019 5:58 AM
1235	Placing productivity over safety is a dangerous thing. It will be bad in the long run. Not just to employees but the communities we service.	12/17/2019 5:54 AM
1236	my job is the same at this time	12/17/2019 5:52 AM
1237	You're kidding, right? The railroad has taken away 1 out of 7 rest days for the benefit of the railroads profit margin. When you travel on your time you losr an entire day. When you travel hundreds or even 1,000 or miles oneway the railroad in effect is giving the employees that keep the tracks safe a big middle finger. Try to explain to your child why you can only stay home for one or two days and then leave for ten. It's not right and again i guarantee no employee would tolerate that little detail for a second. Why must we be treated so badly. I recall at some point the railroad said they were a family oriented company. REALLY? We have less rest time, more on the road time for what? So the railroad can make more profit. Unbelievable! FYI-IT is literally just a matter of time before the speed rest rdd ictions pile up to a point of no return and then were in real trouble; derailments, property and product loss and loss of life/lives. Hey, what the hell ad long as the railroad is making profit.	12/17/2019 5:47 AM
1238	With less people I'm working longer hours and the work of three people	12/17/2019 5:40 AM
1239	Exhaustion at home terminals and extreme layovers at away from home effect alertness and response time	12/17/2019 5:39 AM



PSR Survey

1240	Safety is preached, but in the bigger picture, exacting more work with less manpower is more dangerous.	12/17/2019 5:32 AM
1241	It makes us worried about losing our jobs. We can not function when worried. PSR is a threat to losing your job and that is not a good feeling when you are trying to work for a company who is trying to rid you.	12/17/2019 5:31 AM
1242	We were told rules were written in blood, yet now we don't have to do this or that any longer, example getting on/off moving equipment.	12/17/2019 5:29 AM
1243	Furloughed .	12/17/2019 5:26 AM
1244	Doubling our work loads, cutting crews, forcing us to work jobs we weren't called for, pressuring us to complete bigger jobs quicker, with half the manpower. Turning and looking the other way to encourage shortcuts to speed up production. Fear of losing a job because our performance isnt making the "psr" grade. We feel used for their corporate greed	12/17/2019 5:23 AM
1245	Bad. Looking over my shoulder everyday n worrying about if I will a job the next day	12/17/2019 5:21 AM
1246	Takes jobs away...less time at home	12/17/2019 5:21 AM
1247	I asked my train master if the issues of safety have been brought up in regards to the growing amounts of accidents happening all over. I was told no. That we should be able to handle the changes and still be safe. That's very hard to do. We are worked as hard as possible for 12 hours and not allowed sufficient breaks. We are threatened with punishment if we aren't able to get the work done in the time that they deem appropriate.	12/17/2019 5:20 AM
1248	Low man count means safety is compromised. Also safety is not No.1 anymore. Tools and trucks are not reliable and not getting repaired as they should which is a safety hazard to employees. Most every job is rushed due to no track time	12/17/2019 5:18 AM
1249	Less safe. Rules that would have got you fired before PSR, are now gone and emphasis is on production above all else.	12/17/2019 5:18 AM
1250	It is not as fail proof as they would like everyone to believe that it is.	12/17/2019 5:18 AM
1251	It hasn't made it any safer or more predictable as for scheduling	12/17/2019 5:15 AM
1252	Made it more rushed.	12/17/2019 5:11 AM
1253	More fatigue poor training and preparation	12/17/2019 5:08 AM
1254	It is much safer but more work to do	12/17/2019 5:07 AM
1255	It's not as safe as it was. Trying to do more with less people. With all the cuts to personnel more climbing up and down alot of retracing foot steps in the yard because when they had a utility to help they could stay at the front and you could switch out the cars when picking up or setting out.	12/17/2019 5:03 AM
1256	i feel less safe i felt safer in a warzone when i was deployed then i do daily out here	12/17/2019 5:03 AM
1257	Being told to continue working on loco when other engines are being moved on the same track. Because they have a schedule to keep	12/17/2019 5:02 AM
1258	Doubled our work while cutting other jobs	12/17/2019 5:00 AM
1259	It is always a rush to get to tie counts	12/17/2019 4:58 AM
1260	Safety has gone out the window	12/17/2019 4:54 AM
1261	The equipment and infrastructure are not maintained to the standards Norfolk Southern had even just five years ago let alone 17 years ago when I hired out. The railroad is more concerned with trains departing on time and fuel savings than maintenance and rule compliance. As a result in the past two years I have had to stop more trains on the line of road because of detector alarms than ever before in my career.	12/17/2019 4:54 AM
1262	Decreased safety	12/17/2019 4:53 AM
1263	They are dismissing most safety issues to get production up.	12/17/2019 4:50 AM
1264	More focus on trying to find you doing something not necessarily wrong but doesn't suit upper supervision	12/17/2019 4:48 AM

PSR Survey

1265	I've been asked to ignore fra defects to run trains	12/17/2019 4:43 AM
1266	Not at all	12/17/2019 4:40 AM
1267	It is becoming the last item on the list, it's becoming overlooked.	12/17/2019 4:26 AM
1268	Only have 6 days off . They still want same production in 10 hr day. With 5 to 6 hrs on track	12/17/2019 4:26 AM
1269	Safety is the lowest priority	12/17/2019 4:23 AM
1270	We have seen more concern over production than safety	12/17/2019 4:20 AM
1271	The only good thing about PSR is you know what siding your gonna sit in, the computers constantly go down, the conductor can't use the screen so the engineer has to scroll through the slow orders while doing everything else with his job. It is just very unreliable!!	12/17/2019 4:16 AM
1272	HA! Safety only matters when something goes wrong	12/17/2019 4:16 AM
1273	Hurry up to do things	12/17/2019 4:13 AM
1274	Unpredictable line ups	12/17/2019 4:10 AM
1275	With all the cuts across the board, including regular maintenance, it's made the job much more dangerous. Highballing rail cars that need repair and as mentioned above, basic maintenance, ultimately leads to unsafe working conditions in rail yards across the nation. These cars go to different carriers and interchanges, trainmen and conductors need to have our heads on a swivel even more so because of the lack of basic maintenance. Combined with working long hours, fatigue sets in sooner than years ago. Especially when your call mark moves up with a simple click of the refresh button.	12/17/2019 4:08 AM
1276	There is no safety and there hasn't been any for some time now	12/17/2019 4:06 AM
1277	company more concerned about moving freight and not about safety and rest cycles.	12/17/2019 4:05 AM
1278	I believe psr has put safety as a secondary concern. Profit is put before safety of not only employees, but the general public as well.	12/17/2019 4:01 AM
1279	Safety is an afterthought. Speed and efficiency are king. Safety supplies are even hard to obtain. Vests , gloves, etc.... These things were once readily available and now, a company official may even chuckle and tell you good luck.	12/17/2019 4:01 AM
1280	I'm running trains so long, I couldn't communicate with my conductor if he had to go to the rest of the train.	12/17/2019 3:56 AM
1281	PSR has increased the number of rule and safety violations on Amarillo terminal. Engineers running past red blocks and conductors derailling and side swiping cars is at an all time high.	12/17/2019 3:54 AM
1282	Not at all	12/17/2019 3:52 AM
1283	Crew fatigue is very high because of all the job cuts causing us to work more with little to no home time	12/17/2019 3:51 AM
1284	less work, more layoffs and upset employees	12/17/2019 3:51 AM
1285	It has not affected my safety at all	12/17/2019 3:50 AM
1286	Less time to do job safely	12/17/2019 3:50 AM
1287	I feel that PSR is affecting the safety in a negative way, the computers are taking away the work that an engineer used to perform which allows them to become distracted easier. Instead of watching the route ahead we are instead focusing on several screens and the possibility of missing something important ahead of the train increases.	12/17/2019 3:48 AM
1288	Goin from midnights to day shift then back to night shift then to evening shift then back to a midnight shift that starts a 3 in the morning is terrible for the safety of works and the health of workers	12/17/2019 3:47 AM
1289	Safety is gone. Manament isn't checked out and only go through the motions. Any concerns are shrugged off.	12/17/2019 3:46 AM
1290	Longer hours	12/17/2019 3:46 AM

## PSR Survey

1291	Less M of W employees and the same amount of work leads to more stress and lower morale.	12/17/2019 3:46 AM
1292	Negatively....it cost money to supply PPE. Csx is constantly not providing basic PPE, respirators. What are respirators?	12/17/2019 3:45 AM
1293	Just get the job done	12/17/2019 3:43 AM
1294	No face to face rules classes any more, even as rules change with no explanation. Dangerous	12/17/2019 3:41 AM
1295	More dangerous	12/17/2019 3:41 AM
1296	Rush rush rush, fudge numbers, no regard to safety.	12/17/2019 3:41 AM
1297	N/a	12/17/2019 3:38 AM
1298	Employees forced to work alone in dangerous tasks, at times without being trained for task.	12/17/2019 3:36 AM
1299	Safety went out the window. Managers threaten and intimidate employees to do more and more because of there Jon's being on the line while big wigs act they are safety oriented	12/17/2019 3:36 AM
1300	Less Carmen and bigger trains to inspect equals a non safe railroad	12/17/2019 3:35 AM
1301	Negative	12/17/2019 3:35 AM
1302	No overtime and less schedule work orders	12/17/2019 3:34 AM
1303	Cuts cuts and more cuts! Everyone is scared for their job	12/17/2019 3:34 AM
1304	We still had bad ties, poor management, low productivity, and ridiculous requirements from the safety stand point that cause tasks to be unsafe.	12/17/2019 3:32 AM
1305	They restructured our TSC process which eliminated around 50 jobs in engineering. The union never really acknowledged these jobs and still don't but when they did this it sent a message to the guys on the ground that the carrier wasn't as focused on safety as they say they are. The guys we have left are doing their best but they are only 24 facilitators in all of engineering so some of those aren't even in our union but the majority are. Management talks safety but when it comes down to it they push production every time.	12/17/2019 3:30 AM
1306	I believe we are starting to see an uptick in incidents and close calls. When managers can't find enough guys to complete a project and the managers are jumping on machines and striking an employee(fact), your asking for trouble.	12/17/2019 3:30 AM
1307	It has devastated the blue collard working class.	12/17/2019 3:29 AM
1308	More and more useless paperwork. The local customers is being overlooked for through trains.	12/17/2019 3:27 AM
1309	Safety is a thing of the past. Since implementing PSR safety isn't cared about. NS now cares more about there customers and equipment than there employees and there safety. They have laid off employees and cut off jobs which ends up putting more work on the employees left while having less rest.	12/17/2019 3:27 AM
1310	Has not affected My position	12/17/2019 3:26 AM
1311	None. Precision railroading does not seem to affect safety conditions at work. Safety is a condition in which each employee must strive to perfect daily.	12/17/2019 3:24 AM
1312	Safety is only important when its convenient to the railroad	12/17/2019 3:23 AM
1313	Less safe	12/17/2019 3:17 AM
1314	There is a sense of the work has to be done regardless of safety issues. If you dont feel comfortable with performing a task, it feels intimidating to state your concerns for fear of being targeted by management.	12/17/2019 3:17 AM
1315	Reduced safety. Brought rules back and tell us we can do it daily... Just a few short months ago, if we did these practices would've gotten us fired	12/17/2019 3:16 AM
1316	The company cares nothing about safety. They want brake test done in vans at 20 mph and are discipline employees for taking too long on safety inspection	12/17/2019 3:14 AM
1317	Time is limited on the track to fix any problem. If you run over time then you have to give an explanation as to why.	12/17/2019 3:14 AM

## PSR Survey

1318	Profits over safety, we are told to sidestep rules I'm the sake of moving trains.	12/17/2019 3:12 AM
1319	Most things are not being maintained and workers ar getting away with more because they want more with less	12/17/2019 3:10 AM
1320	Here again less people more working long hrs and getting exhausted	12/17/2019 3:08 AM
1321	It seems they "talk safety" but when it's time to get the job done it is all thrown out the window. Anything to get it done faster before we delay a train.	12/17/2019 3:04 AM
1322	Job cuts... It's much harder for less men to do the same job...	12/17/2019 3:03 AM
1323	Same amount of work less people, less jobs, and less safety	12/17/2019 3:01 AM
1324	About to loose my job. The union Pacific cut so many people it is unsafe. I had a class 1 air test on an 11,000 ft train by rule should have done it and the dispatcher ordered us not to do it and gave us the corridors initials to take the train. Imagine if something would have happened. That's my life on the line to not including 100 of thousands of people in cities	12/17/2019 2:58 AM
1325	I feel like it is less safe.	12/17/2019 2:56 AM
1326	I believe it has led to the cutting of jobs.	12/17/2019 2:56 AM
1327	3	12/17/2019 2:56 AM
1328	One man trains are going to get someone killed just because the company is trying to save money.	12/17/2019 2:55 AM
1329	It has put added stress on being on spare board and train lineup are not what is stated and not being rested for trains	12/17/2019 2:53 AM
1330	Sucks.	12/17/2019 2:52 AM
1331	Safety is only when they see fit and does not apply to the cowboy contractors they hire, especially during derailments.	12/17/2019 2:50 AM
1332	My railroad hasn't implemented PSR by name but is implementing practices in that are like PSR. Two and three mile trains are a big issue. Rules that were for safety before have been removed to make these trains work. These trains make it more dangerous because the infrastructure is not designed for their length, so now you have to do air tests and other work on a regular basis in areas not designed for it.	12/17/2019 2:50 AM
1333	If you even mention safety in the CSX terminal that I work you better have another job waiting somewhere else cause you will be gone.	12/17/2019 2:50 AM
1334	The company is putting profits over safety with cutting jobs, crews, carman, and people who ensure trains are properly built and tested. The company pushes unsafe train lengths, and unsafe airbrake tests.	12/17/2019 2:49 AM
1335	Always being rushed to get to work. We used to get around 30 minutes job briefing and prep time before starting our shift. Now they want you out the door in less than 20 minutes.	12/17/2019 2:48 AM
1336	fewer carrier employees with extensive knowledge of safe operations as opposed to outside construction companies obtaining short, 1 day classes to perform the repairs that all of North America relies on	12/17/2019 2:47 AM
1337	Worse	12/17/2019 2:47 AM
1338	Safety is not a priority. Railroad implements safety program for show	12/17/2019 2:43 AM
1339	I have 12 years of seniority and have been displaced from the normal direction i have usually worked the last 3 years.	12/17/2019 2:43 AM
1340	I see workers empowering themselves to work safely. I see exempt officers pushing us to do questionable things, bending rules or being out right asked to break them to suit company needs. Workers only course of action is to respond in a manner that forces us to empower ourselves.	12/17/2019 2:43 AM
1341	As most know safety is now our #4 on core principles. I think that says it all .	12/17/2019 2:42 AM
1342	Conditions are less safe , more rushed do more with less	12/17/2019 2:41 AM

PSR Survey

1343	Erratic schedules, insufficient help or tools for tasks, managers leading jobs they dont understand.	12/17/2019 2:39 AM
1344	It seems far more accidents are occurring and I believe everything from reductions in track maintenance to length of on job training play a role	12/17/2019 2:39 AM
1345	Less man power and less sufficient equipment. People don't concentrate on there job and quality work anymore the focus is always how to not get fired and how to not hold up fluidity of train operations	12/17/2019 2:38 AM
1346	Alot now i have to be the truck driver ,welder foreman and be more productive	12/17/2019 2:38 AM
1347	A lot no safety out here	12/17/2019 2:36 AM
1348	To be honest in my opinion you can address a safety concern and nothing will be done about it. So horrible.	12/17/2019 2:36 AM
1349	Push us to get 3 hours of work done in 1 hour of time is put us all at a lot of risk	12/17/2019 2:35 AM
1350	Doing more with less, ya constantly feel rushed to complete tasks. Just get it done, don't care how	12/17/2019 2:33 AM
1351	The theory of working smarter, not harder and doing things correctly and safely means absolutely nothing if we are going to "hold up" a train. Every worker out of every craft whether it be Transportation, Engineering, or Mechanical will all agree that management has taken a dark turn only caring about making money and not the safety or working conditions of the labor force. In addition, the few good managers that actually treat their employees with respect end up losing their jobs. Coincidence?	12/17/2019 2:32 AM
1352	Work a lot of night shift work which is inherently dangerous and the inability of many workers not being able to get proper sleep during daylight hours	12/17/2019 2:29 AM
1353	We are doing more work with less man power	12/17/2019 2:29 AM
1354	I'm not sure just yet. I believe that it will be a safety hazard for sure. Soon enough	12/17/2019 2:28 AM
1355	Very unsafe	12/17/2019 2:28 AM
1356	They have cut crews and now a area that had five jobs two years ago is trying to do it with two jobs. Move, move, move is what they want. No time to think about what your doing. Just get it done now!!!	12/17/2019 2:27 AM
1357	Alot less men so it take a physical and mental toll on us more now.	12/17/2019 2:27 AM
1358	Way less focused on safety and more on moving more fright with less employees to save money	12/17/2019 2:22 AM
1359	Safety has taken a backseat to the all might dollar. Get it done and out of the way no matter what. How many deaths this year as opposed to other years? I know of at least 4.	12/17/2019 2:21 AM
1360	Corners are being cut now	12/17/2019 2:19 AM
1361	We are rushed more to switch out trains more now than I have ever seen it.	12/17/2019 2:19 AM
1362	Expected to rush in fear of loosing my job	12/17/2019 2:19 AM
1363	More focused on prodution over saftey forced to work i adverse conditions at night in the dark without any artifical like except the beam of my hard hat light	12/17/2019 2:17 AM
1364	We still do what we have to do safely. They do get mad if it's not done when they want it done.	12/17/2019 2:17 AM
1365	Less time to do quality control so the schedule can be met. I know we are told quality is numbers one but the next statement is usually hurry up	12/17/2019 2:16 AM
1366	There are times that we are rushed and it's just a matter of time that someone takes a short cut or halfway does something that causes a disaster.	12/17/2019 2:14 AM
1367	Safety is not a concern anymore with workers forced to do the work of two jobs	12/17/2019 2:13 AM
1368	As stated in my first answer. We feel rushed. If and when we do get track time we are under the gun and hurried. Corners are cut not only in safety but in the actual repairs also.	12/17/2019 2:12 AM

PSR Survey

1369	More work & less time at home	12/17/2019 2:12 AM
1370	Harder cause do to jobs cut off it's less men working on the jobs	12/17/2019 2:12 AM
1371	Safety has been compromised for production	12/17/2019 2:11 AM
1372	Union Pacific doesn't care about safety any longer	12/17/2019 2:11 AM
1373	Makes it very un safe . They push to get more and are not worried about safety	12/17/2019 2:11 AM
1374	maintenance of the cars and engines over all seem to be less important than moving more freight.	12/17/2019 2:09 AM
1375	Made it worse	12/17/2019 2:08 AM
1376	Rushed or no train inspections at all. Managers forging double coal bucket air tests for the second half of the train which was split and given a new train symbol. Half the rail workers in every Department means half the maintenance is being done thus much higher derailment and accidents vs previous years.	12/17/2019 2:08 AM
1377	Safety is almost nonexistent due to the fact that they DO NOT want to fix anything because it might slow down production. I say production because they are running it like a factory. We are only aloud a 20 min. lunch break in 8 to 12 hr work day and if we stop just for 5 min, we are being yelled at to get back to work, which is causing GREAT fatigue.	12/17/2019 2:08 AM
1378	Move rail cars without fail	12/17/2019 2:08 AM
1379	My employer doesnt practice PSR on the same lever as other carriers but im sure its coming soon enough. I hope at my age i will be able to retire with a full retirement as im too old to start a new career.	12/17/2019 2:07 AM
1380	Less time to be prepared for my job, I dont feel safe.	12/17/2019 2:06 AM
1381	Trains are operated at lengths that exceed the abilities of the railroad provided equipment. Hand-held radios do not have the capability of working for the length of the entire train. Communication between managers/dispatchers and crews, regarding unscheduled work is nonexistent. This prevents crews from planning their trips to accommodate for the needs of their assignment.	12/17/2019 2:05 AM
1382	What safety? Get hurt and ur gone	12/17/2019 2:04 AM
1383	We have less time to rest and obviously harder to focus at work	12/17/2019 2:02 AM
1384	Stretched everyone to thin. Doing more with less keeps everyone over worked.	12/17/2019 2:01 AM
1385	Less time off with strict availability and implementation of a "low man hours" intimidation and discipline dismissal program that Varys from employee to employee with no published rules or data. Just a "DONT be the one with the least hours" approach to employees.	12/17/2019 2:00 AM
1386	Completely negatively. No emphasis on safety, just move the freight. Job cuts has caused people to be burned completely out.	12/17/2019 1:59 AM
1387	Injuries and even deaths have risen	12/17/2019 1:58 AM
1388	It's seems access to quality tools and safety equipment has stopped.	12/17/2019 1:57 AM
1389	It has not	12/17/2019 1:57 AM
1390	It's not safe at all. I had a friend I grew up with get kill this year while on the job.	12/17/2019 1:56 AM
1391	So much that my job is gone.	12/17/2019 1:55 AM
1392	Safety is second,production is pushed at all times	12/17/2019 1:53 AM
1393	Hasn't	12/17/2019 1:51 AM
1394	Because of PSR I don't have a job!	12/17/2019 1:51 AM
1395	Safety has completely been thrown out the window it is no brainer	12/17/2019 1:50 AM
1396	They calculated how many hours it takes to do a job there way now there's always problems with the job that's when percision railroad doesn't work we're not Perfect railroading out here	12/17/2019 1:50 AM



PSR Survey

1397	Safety is no longer a concern. We used to have a designated safety man and meetings to address any safety issues but all that went out the door when Hunter Harrison took over.	12/17/2019 1:49 AM
1398	Less safety rules, pushed to do unsafe action more and more injuries.	12/17/2019 1:48 AM
1399	Less safe, more with fewer people.	12/17/2019 1:48 AM
1400	Getting the trains moving by any means necessary is the goal of the railroad now, no matter what shortcuts are needed to do so.	12/17/2019 1:47 AM
1401	Production is more important	12/17/2019 1:47 AM
1402	As far as safety goes PSR has affected my job by being rushed	12/17/2019 1:46 AM
1403	As an inspector, with an ever-growing work load, the work hours put in are intensive. The contract I am currently under does not satisfy a schedule. The company changes inspectors hours at will, meaning, compensation for intensive hours is minimal. The expanded territories due to less manpower is overwhelming and the inspector may not be able to inspect as thoroughly as possible to ensure safe operation. Failure to promote inspectors due to the reductions means there is no vacation relief and basically doubles an inspector's workload to cover, inspections, and response to service interruptions and weather related events.	12/17/2019 1:46 AM
1404	Made it more dangerous. Heavier and longer trains. More work with less people and not enough rest in between shifts now.	12/17/2019 1:46 AM
1405	Bust ass safety last	12/17/2019 1:45 AM
1406	Made it more dangerous because we have less time to get jobs completed	12/17/2019 1:40 AM
1407	More work less days off! Longer trains	12/17/2019 1:40 AM
1408	More dangerous. So many rule changes to get production over safety	12/17/2019 1:39 AM
1409	Precision railroading has made my job much worse. Out mechanical personnel and locomotive shops have been reduced to skeleton crews. Inspections are being overlooked and we are operating with dangerous equipment. They have cut many trainmen jobs as well and the pressure is on. We are disciplined for taking time off and getting run into the ground. The railroad has turned its back on safety in my opinion.	12/17/2019 1:39 AM
1410	They claim safety is most important, but I believe that money is more important to them. They have cut the work force and still expect the same amount of work to be done.	12/17/2019 1:39 AM
1411	It has made it more stressful and dangerous and I'm worried that it's only going to get worse. The change in the schedule has affected my home life and my wife is ready for me to find something closer to home. Traveling long distances for work cuts the amount of time at home down also.	12/17/2019 1:39 AM
1412	It basically cut 5 years of my seniority off and now I work in unfamiliar territories with little to no familiarization training	12/17/2019 1:39 AM
1413	Less safe. Management no longer conducts face to face safety meeting relating to new rules or on the job accidents.	12/17/2019 1:38 AM
1414	There is no such thing as safety all the company cares about is production	12/17/2019 1:38 AM
1415	Too much travel. Being away from home so much makes employees distracted and unsafe	12/17/2019 1:37 AM
1416	We as track inspectors are not given enough time to do a quality inspection on mainline and heavily used yard leads there rushing through an inspection then having to sign off on conditions	12/17/2019 1:36 AM
1417	More time away from the family can't plan anything don't know if you will be working nights days 4-10s 5-8s 8-6s	12/17/2019 1:36 AM
1418	As far as my safety I see more cuts in jobs so therefore I go to work wondering when my job will be next.	12/17/2019 1:35 AM
1419	These people leading the money grab do not care about employees one bit. 15 years ago when I hired safety trumped profits. Not anymore	12/17/2019 1:34 AM
1420	If properly educated and trained on its implementation and use, it will help very minimally in normal operation, but would be beneficial in bad situations.	12/17/2019 1:32 AM

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1421	I'm a nervous wreck they got rid of the carman and the round house personnel. So the locomotives are getting no maintenance we keep complaining that the brakes are bad locomotives do t stop we're told to keep using them or were fired.	12/17/2019 1:32 AM
1422	Safety has been affected by trying to get as many task completed as possible because of the lack of man power and extra travel times to get to job site	12/17/2019 1:32 AM
1423	Over worked and under rested. Nothing maintained makes everything unsafe to be around.	12/17/2019 1:32 AM
1424	Some safety measures have been thrown out the window to get things done	12/17/2019 1:31 AM
1425	Dont know that its any safer when the shit hits the fan all the safety goes out the window just like it has for 20 years	12/17/2019 1:30 AM
1426	I'm now forced to do several jobs every single day to try and keep up with expectations. If we can't do the work then we are threatened with being abolished. With how many jobs have already been cut I have no doubt my job could be next just so upper management and investors get bigger bonuses	12/17/2019 1:29 AM
1427	It spreads our employees thinner and makes it dangerous overall.	12/17/2019 1:29 AM
1428	Less people less engines and pushing for us to do more	12/17/2019 1:28 AM
1429	25 years on job, 22 as engineer and 2019 has been the absolute worst by far as total time on duty and workforce moral.	12/17/2019 1:28 AM
1430	We are rushed to complete test in minimal time. rather than completing a thorough test of safety sensitive equipment, we must rush through tests in order to complete them before their due date. Maintenance often takes a back seat, something to try and complete later, if it's completed at all before things completely break.	12/17/2019 1:26 AM
1431	We are required to complete jobs in a shorter timeframe. Windows are smaller and require extra stress to complete tasks. I think a higher stress faster pace has lowered repair integrity.	12/17/2019 1:26 AM
1432	I think that it's made it harder to get work done accordingly because of the scheduling ..no consistency of schedule ..nights to days to nights to days ..	12/17/2019 1:26 AM
1433	A lot more hazardous!! Union Pacific had increased the risk of injury by cutting the manpower down to almost nothing. All our managers have taken on more work. In turn we hardly see them anymore.	12/17/2019 1:24 AM
1434	Certain aspects of the job due to psr is unsafe	12/17/2019 1:24 AM
1435	Feel like you have to walk on eggshells around management	12/17/2019 1:24 AM
1436	I retired in 2016, prior to this new application	12/17/2019 1:23 AM
1437	It makes it so much more safer. Gives that layer of safety you wouldn't have other wise. Can't wait to see what the future has in store for PSR	12/17/2019 1:22 AM
1438	They only care about moving more cars faster and faster so they can close down other facilities. It is much more dangerous.	12/17/2019 1:21 AM
1439	Longer trains are too dangerous. If one derails now its almost always a major derailment.	12/17/2019 1:21 AM
1440	It is huge, with the pressure to get the job done at whatever cost and less people it affects mow employees as well as engineers and conductors, I have seen roadmasters tell track supervisors not to place slow orders to keep traffic moving	12/17/2019 1:21 AM
1441	They've cut out all of our safety awards	12/17/2019 1:20 AM
1442	There are less eyes to watch out for one another.	12/17/2019 1:19 AM
1443	I've lost money, mental health and it's taken a toll on my family. I come to work bitter and leave even worse. They have cut jobs which is what's put more work load and stress on me and it's expected to get done no matter what. They don't even care if it's done right. Just sign your name to it.	12/17/2019 1:16 AM
1444	They preach safety, safety, safety, but I feel they do not care about us they just care that something don't happen to us, because they might lose a dollar! We are treated as if we are robots that do as they are told and can't say anything back. I feel there is no pride left In our	12/17/2019 1:16 AM

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job! Just make the owners as much money as you possibly can. Morale is down, so of coarse safety is too! It's a disaster waiting to happen!

1445	What job. At this point we will be lucky to have a job in three years	12/17/2019 1:16 AM
1446	less people to do the jobs but expect the job to be done in same amount of time when we had double the people.	12/17/2019 1:16 AM
1447	Rushed at doing everything, results in dangerouspractices	12/17/2019 1:16 AM
1448	Track condition are declining making switching operation unsafe because of settling ballast making tripping hazards, also when they do fix track they do not replace the ballast.	12/17/2019 1:15 AM
1449	None	12/17/2019 1:15 AM
1450	Pretty much non existent. Injuries speak for themselves	12/17/2019 1:14 AM
1451	Not enough time allowed for what needs to be done. Always rushed.	12/17/2019 1:14 AM
1452	It's definitely made my job much less safe.	12/17/2019 1:12 AM
1453	Furloughed because of it.	12/17/2019 1:11 AM
1454	The railroad want more work in less time at no cost to the workers safety.	12/17/2019 1:10 AM
1455	To many lay offs but they talk about record profits safety has went out the window	12/17/2019 1:09 AM
1456	Less safety, more production. Safety had taken a back seat the last few years. Maintenance is lacking and we are being pushed to halfass air tests and other safety related items	12/17/2019 1:09 AM
1457	No change at all in regard to safety.	12/17/2019 1:08 AM
1458	Worse. Safety doesn't matter. Not thst it ever has. It's always been do as we say regardless of the rules only difference now much of it has been removed from the rule book.	12/17/2019 1:07 AM
1459	Forces people to break the law to move trains out of fear, when they should not move. Forces ee's to not report injuries due to threat of being fired. This is a fact.	12/17/2019 1:07 AM
1460	Hasn't changed much. Safety always goes out the window when production slows	12/17/2019 1:07 AM
1461	Safety isn't a priority at all. The company only cares about cutting costs and making their stock prices go up. Cutting jobs and horribly neglecting their tracks, bridges and structures are just a couple of ways they are doing this.	12/17/2019 1:05 AM
1462	Obtaining required parts and PPE for safe operating conditions is starting to become difficult without an extensive explanation of why they are needed.	12/17/2019 1:05 AM
1463	Example: we had half the tie gang in the hole to tie down for the night when a call came in from management to back out and keep traveling in the dark and in the rain in an unfamiliar area so we could get some ties put on the next day. Rather than calling it a day when we should have, we had to travel through a very large city at night in the rain ( alot of busy crossings) in equipment that's not easy to see out of in those conditions, but we had to get production the next day.	12/17/2019 1:04 AM
1464	I am currently laid off because of it.	12/17/2019 1:04 AM
1465	Messed up our work schedule and time home with family	12/17/2019 1:04 AM
1466	Safety has clearly taken a huge step backwards.the focus has shifted to profit at all cost.to hell with the employees and the small customers.only thing that seems to matter is share holders and Wall Street.	12/17/2019 1:03 AM
1467	You look over your shoulder more looking for a manager that is going to write you up for a minimal violation.	12/17/2019 1:02 AM
1468	None so far	12/17/2019 1:02 AM
1469	Safety dropped off the list. Employees are pushed into jobs without training on dangerous machinery	12/17/2019 1:02 AM
1470	More work not enough time. More safety items noticed wrong.	12/17/2019 1:02 AM
1471	Safety has went out of the window with PSR, the rules and safety are the last of their wants.	12/17/2019 1:01 AM

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1472	Safety is the expectation, but if it gets in the way of profit, find another way. Safety programs are obsolete because it cost money to run programs and give incentives to employees. For instance, tools meant to help reduce injury climbing on and off rail cars to tie hand brakes and no longer allowed to be used. Bottom line they cost money. Less manpower is another issue, who doesn't want more with less but your pushing the people you have to the brink of exhaustion to pick up the slack, this causes accidents and is not safe at all.	12/17/2019 1:01 AM
1473	Safety is virtually back to how it was 15-20 years ago	12/17/2019 1:01 AM
1474	With all the cuts to manpower and access to proper equipment it's created a rush rush , unsafe environment.	12/17/2019 1:00 AM
1475	None	12/17/2019 1:00 AM
1476	A lot the rules only apply when they want too	12/17/2019 12:59 AM
1477	Safety has become an afterthought. The reintroduction of mounting/dismounting moving equipment and doing away with brake sticks are the two biggest things that come to mind.	12/17/2019 12:59 AM
1478	More rushing	12/17/2019 12:59 AM
1479	They expect you to do more , get the same production with fewer men !!!!!	12/17/2019 12:59 AM
1480	Force to do far more with much less. Stretched far too thin.	12/17/2019 12:58 AM
1481	It has put a price on my safety.	12/17/2019 12:58 AM
1482	In regards to safety, PSR has had a hugely NEGATIVE impact. How? Train schedules have become so tight that work on the core route needs to be done in blocks or windows. Any little problem or difficulty (which happens often on this line of work, by nature) and you will exceed your window. Some dispatchers get downright rude and disrespectful demanding their track back when this happens. Try to do the right thing and do quality work, but shouldn't have to be under the gun all of the time. Precision railroading has everyone strung tighter than a fiddle string.	12/17/2019 12:58 AM
1483	Very little	12/17/2019 12:57 AM
1484	Please refer to the previous response. It sums up the things that have changed in just the last two years. All of the years before PSR we're not nearly as bad as they are now.	12/17/2019 12:57 AM
1485	Management is more demanding regarding production at the expense of safety	12/17/2019 12:57 AM
1486	I believe that due to consistently changing schedules, ie...vast swings in start times and short notices of changes in start times and overall schedule, there is a drop in employees being at optimum rest and focus. I feel this can be directly seen in the amount of machine collision that have been happening on SPG	12/17/2019 12:55 AM
1487	Very little maintenance was done	12/17/2019 12:55 AM
1488	Cut my job.	12/17/2019 12:55 AM
1489	I feel far less safe at work due to labor and materials being in short supply.	12/17/2019 12:54 AM
1490	It has management focus on cars, instead of safety	12/17/2019 12:53 AM
1491	Have to do more tasks over more miles. Elevated risk to injury.	12/17/2019 12:52 AM
1492	All tracks generally speaking have been neglected due to lack of manpower. The company only has their stockholders interests in mind	12/17/2019 12:51 AM
1493	The concern and distraction of losing my job on a daily basis. Profits over people.	12/17/2019 12:50 AM
1494	The reduction of the car men, diesel shop employees and MOW make it less safe for me as a TEY employee. The remaining employees can't keep up with the amount of work that more employees used to do. With less track maintenance and car maintenance, I have more delays and more issues than when than normal.	12/17/2019 12:50 AM
1495	Safety has gone away. They want to get everything done as fast as possible and say do it safely. But they've gotten rid of most of the rules that keep us safe. If we don't do something quick enough we are in trouble.	12/17/2019 12:50 AM

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1496	Tremendously, track time is hard,dispatchers are pressuring you to get track back sooner than they gave it to you for	12/17/2019 12:49 AM
1497	my job is a bus driver so it doesn't affect me personally but I believe the morale the guys is down and this is a huge safety issue	12/17/2019 12:48 AM
1498	More dangerous for the employees and the communities in which they service.	12/17/2019 12:48 AM
1499	I've been in a train wreck due to poorly inspected cars, if that is what you mean. I've spoken to other employees, on my district and another, who have told me about very near misses after the Sherman Hill incident. I was also ordered to take a train out of Green River with no air test done at origination. I've been told (and overheard the conversation with) management still threatens jobs if you try to refuse to move a train because of air problems.	12/17/2019 12:48 AM
1500	It's safer than it was because we get less track time to fix things	12/17/2019 12:47 AM
1501	Layed off.	12/17/2019 12:46 AM
1502	Seem to be more of a rush to get work completed even when short staffed. Bouncing employees from job to job an machine to machine.	12/17/2019 12:46 AM
1503	We don't get the track so it's very good	12/17/2019 12:46 AM
1504	More risked less men no time to do the work properly telling us to cut corners	12/17/2019 12:45 AM
1505	Safety has taken a back seat to shareholder profits. Engines, equipment, rails, etc are not being maintained. We are now constantly been forced to work after were dead. The latest farse is the carrier refusing to order rides unless absolutely necessary which means we are being forced to deadhead on our own trains even after we're dead.	12/17/2019 12:43 AM
1506	Bout the same	12/17/2019 12:43 AM
1507	Everything is a rush job safety is out the door when it comes to PSR.	12/17/2019 12:42 AM
1508	It has become second or maybe third. With the more with less mentality, middle management is under pressure to keep the numbers up and that pressure is exerted down the ladder.	12/17/2019 12:38 AM
1509	Hasnt	12/17/2019 12:38 AM
1510	Alot of pressure to get the job done with less men	12/17/2019 12:38 AM
1511	The numbers speak for themselves. Look at any safety record before PSR and look after, I'm sure it has declined,goes back to question 1 .	12/17/2019 12:38 AM
1512	I feel my brothers and sisters as well as my life have been taken for granted in that we are no longer humans but risks and money makers to the carriers. The carriers should focus more on their workforce rather than their profit centers and share holders.	12/17/2019 12:37 AM
1513	I do not have a job any longer. I do not insurance anymore either. I am worried how I'm going to afford prescriptions for my wife.	12/17/2019 12:36 AM
1514	We are never told by management to go fast. But the implementation of cameras everywhere, and the threat of our yards being closed down because of low production forces many of us to skip on safety. For example, in order to get out the door in 20 minutes and begin work, RCL crews are completing just the light running brake test. Nothing else.	12/17/2019 12:36 AM
1515	Safety has been put on the back burner, no safety meetings and management doors not stress it.	12/17/2019 12:36 AM
1516	Doesn't seem to really be number one any more. Sure we talk about it but in practice management doesn't care just want the job done quickly.	12/17/2019 12:36 AM
1517	Gone from holding an engineer's spots back to a conductor with a few away being furloughed.	12/17/2019 12:36 AM
1518	Constant injuries being reported	12/17/2019 12:34 AM
1519	Made it more stressful and very unsafe.	12/17/2019 12:34 AM
1520	They will over look safety violations as long as it's making work go faster. Even Federal violations are not taken seriously when reported to management or yardmasters.	12/17/2019 12:33 AM
1521	The company won't allow time to make needed repairs. When they do, it isn't enough and we	12/17/2019 12:32 AM

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	are expected to get it done quickly not safely.	
1522	Worse	12/17/2019 12:31 AM
1523	It makes employees afraid to do their jobs. It has also resulted in short staffing and deferred maintenance.	12/17/2019 12:31 AM
1524	Much more unsafe	12/17/2019 12:31 AM
1525	Want more done in less time. To please stockholders	12/17/2019 12:30 AM
1526	We all have to do more with less. More hours at work less rest less safe. Bosses are cut throat trying to hang anyone for anything	12/17/2019 12:30 AM
1527	I've been furloughed	12/17/2019 12:30 AM
1528	Faster pace. Better have your head on a swivel	12/17/2019 12:30 AM
1529	I don't have a job at the moment	12/17/2019 12:28 AM
1530	Alot less workforce, and same amount of work or more expected, much more worried about production than safety.	12/17/2019 12:27 AM
1531	We are going by the same rules as before	12/17/2019 12:27 AM
1532	There are not as many people to do the work. A 4 man team now is expected to do the work of what use to be a 7 man team. In my opinion it has negatively affected safety.	12/17/2019 12:27 AM
1533	I get little to zero time to make sure that we have a proper job briefing on the railroad after psr. We also are being pressed to do our tasks faster and less throughly.	12/17/2019 12:27 AM
1534	What safety???? With PSR "safety" is just another way to say "slow" or "lazy." Trains were not meant to be built like they have been since PSR and it just puts the public and employees in danger.	12/17/2019 12:27 AM
1535	We feel like Safety is second maybe third to the running of trains and production. Quality of life is out the window and stress is high and morale is the lowest I have ever seen in my 10 plus years here with UP.	12/17/2019 12:26 AM
1536	It just hit us recently I am currently furlohed over it in regards to safety it cut welding jobs and added more territory for the welders to cover so if 2 frogs need welded at the same time 1 is getting done and it puts workers in unfamiliar territory	12/17/2019 12:26 AM
1537	More stress myself on others in my craft afraid that the end is near.	12/17/2019 12:25 AM
1538	We are now expected to do more work in a smaller time frame. That leads to rushing, which is unsafe.	12/17/2019 12:25 AM
1539	Once again expecting more and more out of everyone forcing shortcuts	12/17/2019 12:25 AM
1540	Safety seems to take a back seat compared to getting trains moving. They are more concerned on moving these 10000' long trains weather it is rolling them over defected rails or even broken rails it seems that it is more important to keep them rolling than actually getting the work that needs to be done, done!	12/17/2019 12:24 AM
1541	Safety is worse. Pushing people to work harder with less people. They tell you in the morning meeting to take your time warm up in the truck but really they get mad because you not working to take a break.	12/17/2019 12:24 AM
1542	Takes more time away from the rails. When psr errors, it n becomes a distraction.	12/17/2019 12:23 AM
1543	We still work far too many hours without rest many times.	12/17/2019 12:22 AM
1544	Less time to do a job safely and correct	12/17/2019 12:22 AM
1545	It has created yet another layer of distraction and further movement away from the core of safe, efficient railroading. this is coupled with a sense of NO job security.	12/17/2019 12:19 AM
1546	It has lowered the safety standards because rey company has cut jobs so we don't have enough people to do the job safe and efficient	12/17/2019 12:18 AM
1547	Made it not as safe due to working bye yourself and not an extra set of eyes to look out for you.	12/17/2019 12:16 AM



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1548	has not	12/17/2019 12:15 AM
1549	Safety seems to be of little concern to management	12/17/2019 12:14 AM
1550	Hasn't	12/17/2019 12:14 AM
1551	6	12/17/2019 12:13 AM
1552	Real. Bad	12/17/2019 12:12 AM
1553	Directly, it hasn't. Indirectly the confusion and uncertainty has made people feel like they're walking on eggshells.	12/17/2019 12:12 AM
1554	Safety is preached. As soon as it's not convenient to have safety over production it's overlooked.	12/17/2019 12:10 AM
1555	Much more pressure from management and train masters because they get calls for any hold ups. Leads you to doing "favors" just to get it out! We have had lots of safety go away for efficiency	12/17/2019 12:10 AM
1556	We as train men are constantly told we need to be moving more freight faster to get more done in a shorter time period. I have over heard carmen say they are worried that if they bad order cars for legitimate reasons that they will lose there jobs.	12/17/2019 12:10 AM
1557	They putting more stress on the employees	12/17/2019 12:09 AM
1558	Hurry and get the job done. Safety is no longer foremost. Management doesn't want to hear that work isn't capable of being done because it's unsafe for a single person to do.	12/17/2019 12:05 AM
1559	Yes. Furloughed with 6 years experience	12/17/2019 12:05 AM
1560	Safety is preached a lot, but the bottom line is it's all about the money. And if MOW is not recieving enough track time then it's not as safe.	12/17/2019 12:04 AM
1561	Not very comfortable with always changing safety programs	12/17/2019 12:04 AM
1562	Laid off	12/17/2019 12:04 AM
1563	Seems like everything gets hurried up when time starts getting close to going in the clear to the whole. And then there is the night time work again. It's hard to see from one end of a stick of rail that is 1440 feet long in the dark to the other end of it.	12/17/2019 12:04 AM
1564	Turned it upside down	12/17/2019 12:04 AM
1565	We've get told to do more with less. Less time,material and man power	12/17/2019 12:04 AM
1566	I seem to have trains pop up or fall off the train lineup without notice. Planning rest accordingly has become increasingly difficult	12/17/2019 12:03 AM
1567	Overloading us, fewer resources, more anxiety, stress, anger, retaliation	12/17/2019 12:03 AM
1568	Same	12/17/2019 12:02 AM
1569	So sad	12/17/2019 12:02 AM
1570	Turned this job into one of the most un safe jobs I've ever had	12/17/2019 12:01 AM
1571	I have had to go back to extra board and furlough at times with 10 years seniority. I'm currently seeking other employment opportunities because a person should not have to worry about furlough with a decade of service.	12/17/2019 12:00 AM
1572	I'd say adversely, I don't feel very secure in my job after 24 and a half years of service	12/17/2019 12:00 AM
1573	No change just less time off	12/17/2019 12:00 AM
1574	Working more hours with less people	12/16/2019 11:59 PM
1575	More unsafe account not as many employees doing there job, to many shortcuts ie... Track worse shape etc.	12/16/2019 11:59 PM
1576	Not ample time to do job correct and lack of workforce to do job correctly and effective	12/16/2019 11:59 PM
1577	Too much pressure	12/16/2019 11:58 PM

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1578	Running longer trains and fewer trains has furloughed me so I wouldn't know.	12/16/2019 11:58 PM
1579	Working on an SPT has been challenging. Once again you never know where you'll be, days or nights, it's not a healthy life style.	12/16/2019 11:57 PM
1580	I was a facilitator for TSC, when safety was seen as a expendable line item my job was abolished. What's even more troubling is we were under the impression that we would be a part of the management cuts of 30% across the board but in reality the cuts to safety were closer to 75%.	12/16/2019 11:55 PM
1581	Track inspectors on 7 day coverage is stressful	12/16/2019 11:55 PM
1582	A less safe work environment. Less people to do more work. Corners are being cut.	12/16/2019 11:54 PM
1583	Lack of maintenance (rail,Locomotives,cars,etc.)	12/16/2019 11:54 PM
1584	Shorter maintenance windows causing employees to do twice the work in shorter amount of time.	12/16/2019 11:53 PM
1585	PSR basically made safety take a back seat..crew cuts..longer trains..with end of train set outs..pretty much a thumb pressing down on you constantly	12/16/2019 11:53 PM
1586	There has always been a lack of training for my entire career. The focus is more on punishment than training.	12/16/2019 11:51 PM
1587	Negatively with hours of waiting on trains, followed by a all out frantic rush to complete work before the end of a curfew.	12/16/2019 11:51 PM
1588	None	12/16/2019 11:51 PM
1589	I've gone to a split shift working midnights and afternoons after being able to work the day shift for more than 10 years. I now don't see my family most of the week. I get forced on a lot of double shifts. My sleep pattern is messed up and I often can't sleep when I need to making it very hard to concentrate properly at work.	12/16/2019 11:50 PM
1590	I've seen more brothers laid off and we're having to work every 10 hours on longer pools when we used to get 2-3 days off in between	12/16/2019 11:50 PM
1591	Safety is not a priority, keeping cars moving is	12/16/2019 11:50 PM
1592	It's to much to have to do , as a Engineer I am being overloaded . I am only one person . We need the conductor to help	12/16/2019 11:49 PM
1593	Safety only matters when it's their time but as soon as a project starts safety does not matter untill something bad happens or the projects are done.	12/16/2019 11:49 PM
1594	It's not about getting our work done, it's not about being safe, it's all about and only about moving trains. Track inspectors have to defend every single slow order like it's the end of the railroad to have one out there. A 10mph is blasphemy and has to be taken off, but sections are out of hours of service and can't come in, they except you to simply hightail the whole way, as if drivers who are legally too tired to drive are suddenly less tired on the rails, risking their lives and jobs at every crossing, not to mention the public. When a person retires, many positions are being done away with rather than put back up for bid, leaving territories to slowly be peeled aways to nothing with no one to help out. A safety assist in program was pared down 34% strictly due to cost savings when the year before was praised as one of the main contributing causes to the unprecedented safety record. People feel as though the companies don't care about our safety because they continue, again and again, prove the train traffic flow is their 1st, 2nd, and 3rd priority. 1st - track windows are rarely given for greater than 2 hours, even when far advanced notice is given and the needs for them expressed over and over again. 2nd - dispatchers/chief dispatchers only want you out there to fix what is absolutely necessary to keep trains going; maintenance of way doesn't perform maintenance, we simply banded the issues to get off their tracks. 3rd - if you DO get time to do work, you are pressured on all levels to get it done and get off the track as quickly as possible; percieved pressure is real pressure.	12/16/2019 11:48 PM
1595	Csx has taken out siding so we ha e to travel love g distance on the rail to get to safety.	12/16/2019 11:47 PM
1596	Constantly distracted by not knowing if you'll have a job the next day.	12/16/2019 11:47 PM
1597	I comment	12/16/2019 11:46 PM
1598	More added stress	12/16/2019 11:46 PM

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1599	No answer	12/16/2019 11:45 PM
1600	It's hurry and go Shitty hrs And 8-6's suck 15-16 hrs from the house starting 8pm working all night Not much of a life when you have a family	12/16/2019 11:44 PM
1601	Seems all that matters is moving cars	12/16/2019 11:43 PM
1602	Due to layoffs, combining jobs, and job cuts in general I now have more responsibilities, less time off, work longer hours everyday and that is affecting me being able to work safely.	12/16/2019 11:42 PM
1603	Less man power is always a struggle. Safety in numbers has always been a good thing. People there to help share the work load. A lot of the stuff we work with needs to be team lifted.	12/16/2019 11:42 PM
1604	Laid off	12/16/2019 11:39 PM
1605	Mentally exhausting and frustrating. Again the company is destroying the moral and the home life of its employees.	12/16/2019 11:38 PM
1606	Come and spend a day on the ballast line and tell me ... LoL	12/16/2019 11:37 PM
1607	Trains are way to long to communicate with headend of train with the radios that we have. They are ok for 1 mile trains, but 3 mile long trains the conductor cannot communicate with head in. Also three mile long trains are to long for public safety it takes conductor to long to get crossing unblocked.	12/16/2019 11:37 PM
1608	Definitely taken the emphasis off of safety and on to train times being the most important.	12/16/2019 11:37 PM
1609	safety is not a priority anymore, cut corners, less money spent on upkeep of equipment	12/16/2019 11:37 PM
1610	Work is now very unsafe and rushed quality and safety have gone down dramatically	12/16/2019 11:36 PM
1611	Negatively	12/16/2019 11:36 PM
1612	More stress to produce	12/16/2019 11:36 PM
1613	My job is considerably less safe due to PSR. Less rules, less employees, less maintenance, and longer trains have all contributed to this.	12/16/2019 11:35 PM
1614	Precision railroading has caused us to have to do our job in half the time we normally have to do it so causing us to rush and sacrifice safety was less man count to but this is just my opinion of what I've seen of precision railroading	12/16/2019 11:34 PM
1615	I feel it has made it much more unsafe. It's rush, rush rush. Let's work days, let's work nights... Flip everyone's schedule upside down, leaving people short on sleep. Which is dangerous to everyone involved. Passing trains at faster speeds puts people at risk as well.	12/16/2019 11:34 PM
1616	Not really. Harder to get sufficient track time ( both controlled & non-controlled track).	12/16/2019 11:33 PM
1617	I feel like safety has been put second behind productionm	12/16/2019 11:33 PM
1618	Less safety/maintenance more production	12/16/2019 11:33 PM
1619	Budget priority is for track materials, NOT PPE. work force reduction has never been higher. Vacations and other vacancies are routinely left unfilled w no relief provided. This is a planned strategy used by all managers to boost their budget. Production expectations and track times to perform work is unchanged despite significant vacancies/lack of manpower putting MORE pressure on the employees to get the job done. Safety is truly a dog and pony show for my railroad. It is ALL smoke and mirrors with no sincere concern by management for employees safety.	12/16/2019 11:32 PM
1620	Longer trains with more mixed freight have left the trains with uneven weight. At 1 time most loads were towards the front, now with psr, the weight is mostly towards the rear were the setout or pickup is. Trains more than 5500 feet are unsafe, period	12/16/2019 11:32 PM
1621	Constantly picking up derailment because instead of humping they are trimming on switches that arent large enough for their bog trains....way over loaded	12/16/2019 11:32 PM
1622	Bunch, no help, 2 guys doing railchanges, if trains are projected to leave or come into terminal they wont allow work in front of them causing to hurry when time allowed	12/16/2019 11:32 PM
1623	Well, people are now allowed to do pretty much anything they want and they barely get a slap	12/16/2019 11:31 PM

## PSR Survey

on the wrist. I am not saying it needs to be super strict, but many safety rules are being completely ignored. The newer railroaders have no idea what old heads are referring to when we explain why they should be careful when doing certain activities. They just say "well, we can't get in trouble for it, so we aren't worried." I see newer engineers who have no idea how to run a train, and conductors not taking the extra second to check their surroundings. Safety has all but disappeared. This is mostly due to what I explained in question 1.

1624	The railroad doesn't care about safety anymore	12/16/2019 11:31 PM
1625	Doing the same thing.	12/16/2019 11:30 PM
1626	Puts us in risk of our safety and the public safety	12/16/2019 11:30 PM
1627	When I'm severely fatigued I would call in sick for my safety the publics the company's and my coworkers now you are not allowed to mark off as much without fear of being punished.	12/16/2019 11:30 PM
1628	have to walk longer trains on worse track. and there are few if any sidings big enough to fit. we have also moved more and more away from serving local customers. also track maintenance has become an after thought at best. we are dealing with tacks that have been wide gage for 6 months. but the supervisor continues to walk us over it instead of fixing it	12/16/2019 11:29 PM
1629	It seems like safety is more of a CYA for the company. They tend to put unrealistic expectations on projects but only talk about safety when it's an issue....Not a problem, until it's a problem.	12/16/2019 11:29 PM
1630	Its has got worse. We are always in a rush to get a job done to pass trains. Normally it takes a 6 hrs to put a switch in and there pushing us to do it in less the 2 hrs	12/16/2019 11:28 PM
1631	I don't feel like my safety is the number one priority of my employer due to psr:	12/16/2019 11:27 PM
1632	Have not really heard much about it on the railroad I work for.	12/16/2019 11:27 PM
1633	Crews are exhausted. Trains are sitting at the original terminal waiting long periods of time to depart and trains are waiting long periods of time to get into other terminals to do work.	12/16/2019 11:27 PM
1634	Doing more work with fewer eyes and expecting "better" (by better I mean fewer defects) results	12/16/2019 11:26 PM
1635	Do more with less people equals alot more rushing and working unsafe to meet the demands	12/16/2019 11:25 PM
1636	Trains are longer and heavier than ever. The company will violate any rule to keep trains moving. There is no concern for my safety.	12/16/2019 11:25 PM
1637	None	12/16/2019 11:24 PM
1638	The "it will be there tomorrow" mentality has become the norm. Leading to almost emergency mind sets. Hurry up and get this done because it's over due/need a slow order off. With limited track time.	12/16/2019 11:24 PM
1639	We run longer, heavier trains today, so when they do have a problem, finding and fixing it takes longer and is more hazardous to those searching for the problems, ie, Conductors walking trains.	12/16/2019 11:22 PM
1640	The carrier expects the same amount of production with less personel and resources	12/16/2019 11:21 PM
1641	I'm currently having to relocate jobs! Forced reduction	12/16/2019 11:21 PM
1642	We must do more work, faster, with less training and less manpower. If we fail to do so our jobs are threatened. This makes the worl place more dangerous and puts unnecessary stress on the employees.	12/16/2019 11:20 PM
1643	Any time you have time restraints you are rushed to finish your work. This leads to shortcuts and carelessness. PSR has only hindered an already outdated railroad. (Average yard material 80 years)	12/16/2019 11:20 PM
1644	Running on tired. Will be rested 1st our at 6am and get called at 9pm when I'm ready to go to bed. Fatigued majorly.	12/16/2019 11:19 PM
1645	Production first, safety a distant 2nd	12/16/2019 11:19 PM
1646	Way less safety they used to be all about in till this PSR was implemented now all about cutting employees and saving money.	12/16/2019 11:19 PM

## PSR Survey

1647	Less manpower with higher production expectations. Safety expectations doesn't change	12/16/2019 11:19 PM
1648	always looking over your back to see who is watching so much that you cant concentrate on doing your job	12/16/2019 11:19 PM
1649	I am home fewer hours due to fewer engineers. I have lost more seniority than gained in my 16 years experience due to cuts.	12/16/2019 11:18 PM
1650	1. no weekly re-focus call 2. more work with less employees 3.	12/16/2019 11:18 PM
1651	There is no safety all that is cared about is moving cars	12/16/2019 11:18 PM
1652	Its made it much less safe. They are lifting a lot of safety rules in order to make numbers.	12/16/2019 11:17 PM
1653	As stated above workers are pushed around to get more work done in less time. When people are rushing injuries are far more likely as it is more likely to take shortcuts	12/16/2019 11:17 PM
1654	Rushing to complete inspections. 10 years ago we actually had the experience and did the job right now it's a quick fix that will not last	12/16/2019 11:16 PM
1655	Management seems to have stepped back on the rule checking and just want the work done	12/16/2019 11:16 PM
1656	Haha. Production over safety. They preach safety at job briefings, but then as soon as that's over it's production, production, production. They change hours that you're used to working and take away a day off, in order for it to work for them and their precision railroading. It has physical as long as mental health problems. You and your family suffer because you're home less, and your body suffers because of more work. When they change hours it's even worse on you physically. Every employee out here that I know that's not in management would agree that PSR has only hurt all of us employees. Shows the company is only about profit and could care less about it's hard working employees	12/16/2019 11:16 PM
1657	Safety? what safety it's about getting your job done fast before that train gets here!	12/16/2019 11:16 PM
1658	We don't even have a foreman now	12/16/2019 11:16 PM
1659	Less time to do inspections rushed through them threaten 1.13 failure to comply critical rule violation if not rushing through cars	12/16/2019 11:16 PM
1660	Line ups have never been worse ... it's pathetic	12/16/2019 11:15 PM
1661	Safety is not a priority anymore.	12/16/2019 11:14 PM
1662	As far as rules PSR hasn't changed any rules in my opinion but it has hurt employees morale which causes a huge saftey concern. Employees feel like they are just a number now and not a person and they feel like the only thing the company cares about are the stock holders. Yes I understand a company's goal is to make money and grow and employees get a nice paycheck but sometimes a paycheck isn't enough. A thanks award or a bonus day off for saftey or attendance or a turkey or Christmas ham goes a long way. We used to get those things before PSR	12/16/2019 11:14 PM
1663	They don't schedule enough time to do the job traffic is is down and they dictate what should be done,bad planning on there part does not make it an emergency.	12/16/2019 11:14 PM
1664	Don't get hurt, you'll be fired. The carrier's don't care, you're just a man number. You're only as good as your last 15 minutes.	12/16/2019 11:14 PM
1665	I don't think it's affected at all	12/16/2019 11:14 PM
1666	It isn't near as safe due to the fact if we don't meet productivity goals more pe ok people are going home therefore short cuts are being taken .	12/16/2019 11:13 PM
1667	Safety is no longer the main focus	12/16/2019 11:13 PM
1668	Even though I am currently only working part time on what is called the AW board. I see the others that have more seniority than I do. They all seem tired and and exhausted because of the boards cut as short as they can and working right of their rest, in places they are not familiar with due to the fact people laying off because they are tired.	12/16/2019 11:13 PM
1669	I lost my job.....did away with safety stops.....train crews inspected their own.freightcars and not trained....unsafe for public....and America	12/16/2019 11:12 PM
1670	No pilots. Not familiar? Tough. You're "qualified" figure it out.	12/16/2019 11:12 PM

PSR Survey

1671	Terrible manager	12/16/2019 11:12 PM
1672	Yes. Productivity is now being pushed more than safety.	12/16/2019 11:11 PM
1673	Majority of my department laid off.	12/16/2019 11:11 PM
1674	Made it more dangerous.	12/16/2019 11:10 PM
1675	Safety seems to have taken a backseat to speed and production. They more-or-less did away with the safety committee at our shop. All safety prizes and safety meals have been terminated as well.	12/16/2019 11:10 PM
1676	The locomotives are not getting serviced which puts us at risk for sickness and derailments and other accidents, cars are not maintained , air tests are not done properly, track conditions are not being addressed , the safety of myself , crew and general public are I. The back burner. Safety rules have been changed to speed up production and some of those put employees at risk of injury	12/16/2019 11:09 PM
1677	With the shortened windows, everything seems to be much more rushed. We are told to take our time and not take shortcuts, but when it comes down to the wire on the main line, attitudes and tunes from management change real fast.	12/16/2019 11:08 PM
1678	Due to the the constant schedule change and work hours fatigue is a problem and can affect our personal safety	12/16/2019 11:08 PM
1679	Far less safety meetings, safety concerns, safety chats, safety conferences, and safety gear.	12/16/2019 11:08 PM
1680	It has made track time more difficult which in turn has managers pushing harder for production when time is given. Safety no longer seems to be a concern other than on calls but definitely not in the field.	12/16/2019 11:08 PM
1681	Same work load forced to do it faster	12/16/2019 11:06 PM
1682	There are less ppl to do inspection so they don't get done as they should	12/16/2019 11:06 PM
1683	There are less jobs with tracks being sold off.	12/16/2019 11:05 PM
1684	It is so much more unsafe now.	12/16/2019 11:04 PM
1685	More pressure on doing things faster and skip safety	12/16/2019 11:04 PM
1686	Work longer hours with less people. Track and car maintenance have been jeopardized for cad dwell and velocity.	12/16/2019 11:04 PM
1687	They don't give the material to do the job right we still don't have the horse in front of the cart just playing catch up	12/16/2019 11:04 PM
1688	Safety is the lowest priority at this point. Good to preach it but production is all that matters.	12/16/2019 11:04 PM
1689	Less people, less safety, yet somehow they want more work.	12/16/2019 11:03 PM
1690	Safety not spoke of until someone gets hurt	12/16/2019 11:02 PM
1691	Same all they want is the job done. they say don't break the rules, but when you follow them they scream at you for taking to long	12/16/2019 11:02 PM
1692	You get rushed	12/16/2019 11:00 PM
1693	Safety is talked about but not practiced, just a word to throw out there every once and a while. We have cut into our man power so much that trains are delayed. I have never seen this many in route failures before. Our car department is a shell of itself, our maintenance away department is non existent seems like, but we are asked to move freight on tracks that are falling apart.	12/16/2019 11:00 PM
1694	Less jobs means more overtime which means fatigue!	12/16/2019 11:00 PM
1695	Can't see a difference in my every day tasks	12/16/2019 10:59 PM
1696	Depreciated	12/16/2019 10:59 PM
1697	Unsafe not rested more work	12/16/2019 10:59 PM



PSR Survey

1698	The cutting of the carmen scares me seeing all the flat wheels etc going by on the track beside us that's what scares me	12/16/2019 10:58 PM
1699	Refer to one, can't hold a job. PSR is a joke and the need to work on local business	12/16/2019 10:57 PM
1700	Safety is no longer a concern. Trains are instructed to move freight without proper paperwork or brake test. Crews are sent into territory they are not qualified on.	12/16/2019 10:57 PM
1701	Not knowing when your going to work. Due to crews being cut off and furloughed	12/16/2019 10:57 PM
1702	Less overtime	12/16/2019 10:57 PM
1703	It's made my job very tough.	12/16/2019 10:56 PM
1704	I've been with the railroad for over Seventeen years and I have never felt more pressure to get a job done then I do now and I have never felt more like the enemy then I do now	12/16/2019 10:56 PM
1705	PSR is a failure due to reducing the manpower which in turn increases the risk. PSR is no friend of SAFETY, it is a friend of PRODUCTION and lining the pockets of stockholders.	12/16/2019 10:56 PM
1706	Not good. Less workers. Cutting off Carmen and all our mechanical forces means if we have a problem now that cannot be fixed over the radio we are on our own. No road truck to assist with broken down trains. Having to do our own class 1 air tests with no van or Carmen at the originating terminal.	12/16/2019 10:56 PM
1707	Being on the outside precision railroad has not improved the safety of railroading. More derailments have occurred and blocking of intersections through towns	12/16/2019 10:55 PM
1708	Lots of rolling and cut offs. Workers who haven't done a certain job in quite a while need re training and just training on a machine to do a job	12/16/2019 10:55 PM
1709	With running longer trains now when you have a break in two, it is difficult to carry knuckle or if your blocking a town and nobody can get around then it becomes a danger to the public. They should only run trains long enough for what the infrastructure can hold.	12/16/2019 10:55 PM
1710	Makes you wonder if you will have a job next year while the rich and comfortable Management sit in their offices	12/16/2019 10:55 PM
1711	I work more fatigue with more responsibilities. Naps are against the rules even when your stopped, so you have no relief if you're tired.	12/16/2019 10:55 PM
1712	Safety is only important when it's convenient for managers. Other than that they create "gotcha" tools/programs	12/16/2019 10:55 PM
1713	They constantly preach safety, but when asked about break sticks to prevent us from climbing up and down cars at frequent tie down locations cost becomes more of an issue than the slip trip fall human factor incidents. (Our highest employee injury rate)	12/16/2019 10:55 PM
1714	I don't really know how to answer this. Track time is at an all-time premium. The workforce is at an all-time low. Moral is down the tubes. I feel over-worked and under-paid. My wife is tired of me getting called out all the time.	12/16/2019 10:54 PM
1715	Taken away any perk that may have existed.	12/16/2019 10:54 PM
1716	I've changed locations to have a better work life balance. In Galesburg, IL, there is no work life balance.	12/16/2019 10:54 PM
1717	Do more with less people and equipment	12/16/2019 10:54 PM
1718	The bnsf hasnt went all in because they know the business model is corrupt and they are picking up more traffic from the other RR's	12/16/2019 10:52 PM
1719	Lowering man count puts more strain on the remaining workers, more exposer	12/16/2019 10:51 PM
1720	Has made my job harder because we get less time, because moving trains takes priority over safety.	12/16/2019 10:51 PM
1721	It scares me. You can't rely on PTC to work as a safety backup because half the trains can't get the system to initialize.	12/16/2019 10:51 PM
1722	Never heard of it	12/16/2019 10:51 PM

PSR Survey

1723	The push to have times meet or forcing us to lie is putting all in danger to make a quick buck and act like we are always doing something	12/16/2019 10:51 PM
1724	I believe safety has always been of importance to the railroad. I believe 10 years ago it was more closely monitored and preached. After PSR only time safety seems important is after an injury	12/16/2019 10:51 PM
1725	Everything is a rush	12/16/2019 10:51 PM
1726	Made it more difficult to accomplish our jobs and to do them safely	12/16/2019 10:51 PM
1727	Less rest time, more dropped turns, added fatigue to lack of predictable train schedules	12/16/2019 10:50 PM
1728	So far it is still on the horizon, but definitely a looming threat	12/16/2019 10:50 PM
1729	It is absolutely less safe. Remember the old adage that there are "safety in numbers". That is exactly how it should be when working on the railroads. More eyes, more hands, more safety conscious minds to help each of our brothers and sisters out. Not to mention the physical exertion of a 3 man crew trying to complete in a few hours what historically 6-7 guys did in the same time. Some days I feel like I'm literally killing myself out here.	12/16/2019 10:50 PM
1730	Cars in the yard are not being properly inspected because all car inspectors have been cut. Now a single road switcher conductor is expected to do this on top of all his other duties. Things are being overlooked because if he finds something wrong with a car he then has to dig it out and set it over to a RIP track.	12/16/2019 10:50 PM
1731	It's declined in safety. They are running trains so long that failures are guaranteed. One conductor was just hurt having to tie down a 3 mile coal train in Fort Worth	12/16/2019 10:49 PM
1732	Working long hours	12/16/2019 10:48 PM
1733	MORE PRESSURE FOR PRODUCTION	12/16/2019 10:48 PM
1734	Alot. Safety is not a priority to the railroad	12/16/2019 10:47 PM
1735	Safety is not at the forefront of what is driving the upper management in my opinion.	12/16/2019 10:47 PM
1736	Work schedules are more erratic than ever before. No assigned jobs just general pools and extra list. We are running trains sleep deprived and they are longer and heavier.	12/16/2019 10:47 PM
1737	Harder to predict when you'll get called. Interfere with getting proper rest	12/16/2019 10:47 PM
1738	Track is in horrible condition and fellow employees are worried about their job and not concentrating on the task at hand. Less time at home. Less time at home to recover. It's just travel work travel work travel work.	12/16/2019 10:47 PM
1739	There is none, get the work done how and what it takes. Depart trains without proper air test, showing work done when it's not so they can still charge the customer etc!	12/16/2019 10:47 PM
1740	Seem more worried about trains moving on time than anything	12/16/2019 10:47 PM
1741	Can not get track time in areas of the yards because of non stop switching operations.	12/16/2019 10:46 PM
1742	Night shifts are dangerous-try sleeping in a cheap motel room during the day you are always fatigued	12/16/2019 10:46 PM
1743	After 5 years of dedication service I am furloughed.	12/16/2019 10:46 PM
1744	It seems we're always in a hurry we've got to get as much done as we can in very short work outages	12/16/2019 10:45 PM
1745	Luckily BNSF hasn't gone to precision railroad but the people I know that work for UP don't like it	12/16/2019 10:45 PM
1746	Cuts critical jobs and safety standards we used to have derailments are higher than I have ever seen since I hired out	12/16/2019 10:45 PM
1747	Given us maintenance workers less time on the tracks.	12/16/2019 10:44 PM
1748	Building on my last response there is always a heightened sense of urgency, because we are unable to keep up with the work load.	12/16/2019 10:44 PM

PSR Survey

1749	Not enough men	12/16/2019 10:43 PM
1750	Equipment is not being maintained as well as it should be for safety	12/16/2019 10:43 PM
1751	Safety only matters once someone is hurt or when they are trying to find a reason to fire someone.	12/16/2019 10:42 PM
1752	Less safe because we are expected to produce the same quota and goals as before but with less time.	12/16/2019 10:42 PM
1753	It has driven a profit margin over safety attitude from the management	12/16/2019 10:41 PM
1754	Has driven the risk of injury higher due to less manpower	12/16/2019 10:41 PM
1755	I am a safety assistant, so our positions have also been cut back forcing the few of us that remain to travel further distances with more people. Leaving less and less time for us to meet with our coworkers who we are suppose to be helping.	12/16/2019 10:41 PM
1756	Again. A lot worse. More with less forcing poorly performed inspections and forces train crews to violate crossing rules which greatly affects cities and towns safety.	12/16/2019 10:41 PM
1757	Precision railroading has affected my job by jacking my start time around from day to day and week to week. Start Monday at 630 then by Thursday you are starting at 1030. A worker's sleep schedule and rest time are not important.	12/16/2019 10:40 PM
1758	yes	12/16/2019 10:40 PM
1759	Less equipment inspections, and when they astra done they are not as thorough.	12/16/2019 10:40 PM
1760	It feels like safety is still important if it doesn't get in the way of production.	12/16/2019 10:40 PM
1761	Less men means more work for one individual. They don't put up extra track men for summer spike	12/16/2019 10:40 PM
1762	Production is first budget is second and safety is last	12/16/2019 10:39 PM
1763	Officials will tell you to violate rules if the train is close to missing an origination. CSX	12/16/2019 10:39 PM
1764	We are forced to work in unsafe conditions	12/16/2019 10:39 PM
1765	More Max speed trains being sent by working gangs	12/16/2019 10:39 PM
1766	The large cutting of jobs and lack of personnel to do proper jobs like good thorough air tests.	12/16/2019 10:39 PM
1767	Safety is still the number one priority!	12/16/2019 10:39 PM
1768	It has made it less safe in every way you can think of. We don't get the track when we need it instead we get it when they let us have it and for the length of time they want us to have it leading to us gettin in a hurry to get the work done or doing sub par work.	12/16/2019 10:38 PM
1769	It's affected my job in every way possible. All the company cares about is that my butt is in that seat and the train's moving. I've read rules straight out of the rule book or from the fra to them and they told me brake them and move the train or do whatever it is that they wanted or I was up for termination for insubordination. They have no regard for safety at all.	12/16/2019 10:38 PM
1770	By doing more unneeded and unnecessary setouts and pickups the crews are more at risk for possible injury or death. This is not only due to exposure to more work on trains but also due to the fatigue that the long delays cause.	12/16/2019 10:38 PM
1771	my current work group is approaching 1000 days and we are proud of this. We look after each other. With the abolishment of safety captains there does seem to be less participation in safety observations and total safety culture as a whole. PSR has never been shown to be great for safety numbers from what I've seen.	12/16/2019 10:37 PM
1772	Job cuts	12/16/2019 10:35 PM
1773	I'm not sure.	12/16/2019 10:35 PM
1774	It hasn't affected my safety	12/16/2019 10:35 PM
1775	More time away from home working nights less sleep	12/16/2019 10:34 PM
1776	Cheaper ppe, less tools, and harder to get safety equipment.	12/16/2019 10:33 PM

PSR Survey

1777	Defects are being covered up. It isn't until a FRA inspector finds the problem that it is addressed	12/16/2019 10:33 PM
1778	Bad lineups. Rejected vacation requests due to short staffing. Longer hours because they don't care if your tied up at your tie up location within your hours of service. Throttle restrictions and isolation requirements slow down freight drastically, up to three hours longer than needed at times.	12/16/2019 10:33 PM
1779	No future at getting a job at home	12/16/2019 10:32 PM
1780	Yes it has made it harder and more dangerous.	12/16/2019 10:32 PM
1781	Less safe	12/16/2019 10:31 PM
1782	It has decimated employee morale and caused a deep cut in local and yard jobs which others must work harder to make up for	12/16/2019 10:31 PM
1783	Track time is more scarce. Everyone is in a hurry now more than ever. Managers are beat with numbers everyday and that trickles down to the craft employees. Understandably, working safe is for our own good, the good of our families too but a lot of managers want to scrutinize procedures now to cover up for their lack of planning	12/16/2019 10:31 PM
1784	Supervisors will blatantly ask workers to break rules for various reasons. More often than not it's due to short work force.	12/16/2019 10:30 PM
1785	More risk ,	12/16/2019 10:30 PM
1786	Since PSR rail road safety seems to be less important . With reduction in labor boards are now always shot .... you've furloughed I've half the workforce to save a couple of pennies to over work everyone	12/16/2019 10:29 PM
1787	Greatly, i have almost seen some close friends almost killed over productivity	12/16/2019 10:29 PM
1788	Safety is less of a priority.	12/16/2019 10:29 PM
1789	Employees are expected to show up to work on the 10th hour of rest nullifies the the Fra undisturbed rest policy. Employees do not get 10 hours when this is required.	12/16/2019 10:29 PM
1790	Work harder and more to make up for the lost jobs and people, leading to fatigue and injuries	12/16/2019 10:28 PM
1791	My job is the same. We don't train for OTS or MOW rules. It's all CBT.	12/16/2019 10:28 PM
1792	Made it worse if you bring up any type of safety concern you are a trouble maker. There's been lots of new technology implemented and if the carriers shows you 1 video they document that you are trained or qualified . They have no time for proper training anymore	12/16/2019 10:28 PM
1793	Safety has been thrown out the window for profits plain and simple	12/16/2019 10:28 PM
1794	It affects me in the aspect that I dont have any say on how my defects or concern areas get repaired. It use to be the track supervisors would plan and have a hand in how things were done on their territory.	12/16/2019 10:28 PM
1795	Everything is rushed or half finished to get trains running. We are not supposed to cut corners but their expectations make it necessary to complete the task in the small amount of time given. Sometimes in the same sentence they will tell you that you will be held to the rules and then tell you to break one to get the job done.	12/16/2019 10:28 PM
1796	It has taken me away from my home and family more and more. More time from family is more time that I'm not thinking about my job, I'm wondering if everything is ok at home	12/16/2019 10:27 PM
1797	Cut overtime, still working same amount of hours but not allowed to get paid for the overtime. PSR has taken away company vehicles and equipment	12/16/2019 10:27 PM
1798	Less track time , so you have to work faster to try and get job done	12/16/2019 10:26 PM
1799	Cars are no longer safely inspected and there is constant pressure to hurry up which is anything but safe.	12/16/2019 10:26 PM
1800	There is no more safety first. Safety last will fix it if we derail.	12/16/2019 10:26 PM
1801	I am finding more defects in route due to laxer/faster inspections by carmen and trains handle	12/16/2019 10:26 PM

PSR Survey

	worse because of how they are being built	
1802	PSR has affected track outages to accommodate train/crew schedules and the work we do is dependent on available track time. A lot of times darkness comes into play which increases the exposure to hazards.	12/16/2019 10:25 PM
1803	I now enjoy the same seniority I had five years ago. People are second to profit. Our water supply lays on pallets out on the street in the sun because the company no longer wants to pay someone to stock our fridges. We are constantly asked to do more with less. Even when that makes it harder to do my job safely.	12/16/2019 10:25 PM
1804	We are doing more with less. Running longer trains that are prone to more problems. This is not safe.	12/16/2019 10:25 PM
1805	More production less safety	12/16/2019 10:25 PM
1806	More jobs have been cut to improve profits	12/16/2019 10:24 PM
1807	Not enough people to do the jobs... it's hard on everyone	12/16/2019 10:24 PM
1808	Seniority going backwards	12/16/2019 10:23 PM
1809	Hurried constantly. Safety rule changes. Working over a week straight on odd shift while staying in hotels creates lack of sleep situations due to loud disturbances in hotels on weekends	12/16/2019 10:23 PM
1810	Negatively, longer trains mean being held up in a sighting for multiple hours waiting on one long train that cant fit anywhere. Then required to stay awake after sitting on your butt	12/16/2019 10:22 PM
1811	Slower trains and longer trains, longer hours, more hours for guys that are still working, more fatigued, less safe, more willful violations by carrier, more hostile, morale has gone down hill.	12/16/2019 10:21 PM
1812	Nothing has changed other than more rules they can charge you with. Also pressuring management to wright more people up.	12/16/2019 10:20 PM
1813	people are afraid to mention anything in fear of jobs being replaced with contractors	12/16/2019 10:20 PM
1814	They have let safety fall in a level ive never seen before. Myself alone was trained so rapidly to get on and off moving equipment that I was trained wrong, by the "DRO" of englewood yard. They continually want longer; and heavier trains on the rail, at what point does that become a noticeable enough risk? Trains breaking in half seems to be a much more frequent thing due to this.its only a matter of time before one of these breakaparts becomes a full on chemical incident killing someone.	12/16/2019 10:20 PM
1815	It has gotten much worse. Employee head count had gone down do fewer people are taking on more and more jobs. It is extremely unsafe.	12/16/2019 10:20 PM
1816	BNSF hasn't implemented this yet in my area but technology is taking away our abilities to run the trains until it messes up and then we are supposed to take over and do something. The technology they have implemented a not safe and I s making it more dangerous for our safety as well as the publics safety	12/16/2019 10:19 PM
1817	Short cuts are taken. I've been told to skip an air test cause I didn't have any haz-mat on our train. I have been hi-balled by a manager on a roll by when I know he didn't observe all cars.	12/16/2019 10:18 PM
1818	Less safer now than ever	12/16/2019 10:18 PM
1819	Safety is the last thing on the company's mind.	12/16/2019 10:18 PM
1820	Safety is overpreached and under implemented	12/16/2019 10:18 PM
1821	We push to do your inspection, and push to stay ahead of traffic. Dispatchers cut back so much you have a hard time getting authorities or questions answered.	12/16/2019 10:18 PM
1822	working with equipment that is comprised..past due inspections...not properly inspected..	12/16/2019 10:17 PM
1823	Less track time means we are rushed when we get track.	12/16/2019 10:17 PM
1824	No where close to spending the time needed to maintain tracks the right way again taking shortcuts	12/16/2019 10:17 PM
1825	More pressed for track time to make repairs, more hurry up	12/16/2019 10:16 PM

PSR Survey

1826	Seems like they took the safety aspect out completely.	12/16/2019 10:16 PM
1827	Bullshit scheduling. They aren't worried about safety	12/16/2019 10:16 PM
1828	Stress is higher because of not having the track as long.	12/16/2019 10:15 PM
1829	Constantly worried about lay offs. Takes people's minds away from the task on hand.	12/16/2019 10:15 PM
1830	Tremendously, after 5 and 1/2 I no longer have one.	12/16/2019 10:15 PM
1831	Safety has gotten worse because they have cut every paid safety coordinator position off that used to come around and update us on things now they don't have them. Also our safety meetings are complete gone away with, and our town halls went from two days to one on rules training tell me how we are going to do the same amount of federally mandated rules from two days to one?	12/16/2019 10:14 PM
1832	Employees voices are silenced . No more safety meetings or safety men. Rushed to complete work . Never have right materials or equipment to safely do jobs. Easier for them to call in contractors to do are large scale work	12/16/2019 10:14 PM
1833	Everything is based on doing more with less. Jobs have been cut and expected production goals have increased.	12/16/2019 10:14 PM
1834	The motto of "Do more, With less" rings truer everyday	12/16/2019 10:13 PM
1835	The cutbacks some of the managers don't have safety equipment and tools and a lot of us are not working	12/16/2019 10:12 PM
1836	Feel like you have to hurry doing the job as to not delay trains.	12/16/2019 10:12 PM
1837	I don't even know what it is	12/16/2019 10:11 PM
1838	It makes the work more rush and harder to accomplish.	12/16/2019 10:11 PM
1839	It's definitely had a negative affect! I see myself and my co workers more tired and More agitated! It has definitely put a strain on work and more importantly family life!!!	12/16/2019 10:11 PM
1840	Safety went out the window when PSR rolled in.	12/16/2019 10:10 PM
1841	The only time they care about safety is if they have a injury turned in!	12/16/2019 10:10 PM
1842	Negatively! Workers are constantly rushed and threatened if timelines aren't met. Supervisors have been on the radio telling us when we will clear the track and pushing us to work faster and thus unsafe to make sure the track is clear.	12/16/2019 10:09 PM
1843	Haven't felt the effects yet but I'm sure we will	12/16/2019 10:09 PM
1844	It has affected my safety by everyone being pushed to move faster and unsafe to get jobs done.	12/16/2019 10:09 PM
1845	Safety only matters after something happens	12/16/2019 10:09 PM
1846	The lack of manpower in all areas has made for poorly maintained equipment, less predictable work schedules because of vacancies, and an omission of safety rules that used to be in place have now been discarded for more production.	12/16/2019 10:08 PM
1847	No one around to handle any problems. Burned out headlamps, overflowing toilets, engines days past due on inspection.	12/16/2019 10:08 PM
1848	Greatly! Took away yard vehicles and cut vans. Much more walking involved even in inclement weather.	12/16/2019 10:07 PM
1849	Safety is now cared for less. We are not getting the proper safety gear like gloves, prescription safety glasses, or adequate hand warmers to complete our tasks. The carrier now punishes workers for stopping unsafe work. They believe we stop unsafe work to disrupt their operations which is not true. Safety has went down and production up because we are constantly harrassed to work faster.	12/16/2019 10:07 PM
1850	A lot less resources & not enough man power.	12/16/2019 10:06 PM
1851	Didn't know BNSF was using precision railroading	12/16/2019 10:06 PM



PSR Survey

1852	I feel safety is an extremely important job, not just for me, for my coworkers as well. I also feel it shouldn't be something the railroad's hold over your head while your job is at stake.	12/16/2019 10:05 PM
1853	They hurt my feelings	12/16/2019 10:05 PM
1854	Before PSR the employees were cared for and extra steps were taken to ensure the arrive home safe after a days work. Now employees are seen as expendable and if a life is lost in the name of the dollar, then so be it.	12/16/2019 10:05 PM
1855	I work more often, farther from home. I have personally been placed for a derailment that was broken rail. They also have less carman causing the Carmen to drive like mad men in the yard to keep up with demand. I've walked more trains with more air problems this year. I've had cars humped into tracks I was allegedly blocked in. I've rode older locomotives that have caught fire. I've had to pick ticks off from my body due to the lack of maintenance in the foliage along the tracks which was never a problem before. The consideration for my life and my fellow railroaders lives is non existent now. It's all about more with less, and the words non compliance have become all encompassing in regards to claiming unsafe work practices. So if you don't work unsafely then your not complying and if you're not willing to comply then they want to fire you.	12/16/2019 10:04 PM
1856	Lay off of carman has created a problem of equipment not being inspected. Train length has put my life in jeopardy.	12/16/2019 10:04 PM
1857	Negatively	12/16/2019 10:03 PM
1858	Well it messed with my schedule not as home much it gave a lot of people a bad attitude And they use a lot more contractors.	12/16/2019 10:03 PM
1859	It makes us feel rushed and like the only thing that matters is production first safety seems like just words from most of upper management	12/16/2019 10:03 PM
1860	Yes, see #1	12/16/2019 10:03 PM
1861	Safety has always been to look out for yourself.	12/16/2019 10:01 PM
1862	Crews are being rushed to get the job done with disregard to safety	12/16/2019 10:01 PM
1863	I'm fortunate to have some seniority but our gangs have been cut down	12/16/2019 10:01 PM
1864	Safety has remained the same in my opinion. But know it feels like someone is always watching trying to find a reason too fire you	12/16/2019 10:01 PM
1865	My safety is at risk and I have been cut, sent 4 hours away from home, then back because they cut to deep. The carrier is squeezing every cent out of the company by denying claims and putting my fellow brothers and sisters at risk. It is disgusting when hard workers are cut back to line share holders pockets.	12/16/2019 10:01 PM
1866	This has taken a devastating toll on the morale and the overall workplace mentality. Everything has become us against them and will continue to be a distraction until the carriers stop worrying about shareholders and worry about treat the safety and care of its employees first.	12/16/2019 10:01 PM
1867	Not enough of men on job	12/16/2019 10:01 PM
1868	Current conditions are laughable. Everything is neglected and money diverted to drive stock prices up.	12/16/2019 10:00 PM
1869	Hurry hurry, go go get it done	12/16/2019 9:59 PM
1870	Building and handling trains that are extremely unsafe. Trying to make a joint in a yard track while holding onto 8+K feet is extremely problematic.	12/16/2019 9:59 PM
1871	It had affected it tremendously. 15,000 foot train are not safe for anyone. Employees and the public are put at a major risk and if you don't work as a conductor or engineer yes you can say that it's safe but it's not. Walking on ballast when there is a problem with the train for that long is most definitely a huge safety concern. Trains have to stop for meets or for various reasons and it's impossible to stay off crossing when your train is 3 miles long. Many people are considering leaving working at the railroad just because of the safety concerns with PSR. Another factor is they keep the boards so low that dropped turns are inevitable and they force you to live either on a train and at your hotel being home minimal amounts of time with no time of denying or refusing layoffs and threatening you if you try to make any time at home to see your family	12/16/2019 9:58 PM

## PSR Survey

1872	Seems to just care about getting the trains built at any means necessary. Safety rules have definitely decreased.	12/16/2019 9:58 PM
1873	The cuts that coincided with it have made job much more unsafe.	12/16/2019 9:58 PM
1874	Longer trains hurt public safety since we are having to learn where 10,000 ft trains will fit off crossing with no heads up they we are stopping from dispatch	12/16/2019 9:58 PM
1875	I'm constantly worrying when's the next cut off due to PSR. My mind is on that rather than focused on my job and safety. The jobs cut are now being performed by someone different almost to a day to day bases. So now whoever takes on the job that's been cut now has to worry about his own job and the one he's filling in for.	12/16/2019 9:57 PM
1876	Some has made it easier ,but removing the human factor of actually putting eyes on the effected area is the only way in my opinion of determining what is accurately going on at a particular area	12/16/2019 9:56 PM
1877	Safety is a facade. It is nothing more than a cover story to point blame at an employee when something happens. Simply say they broke a rule that had they been complying with and no harm would have come. In the end the company couldn't care less about their employees as long as they show up and don't tear anything up.	12/16/2019 9:55 PM
1878	I believe that working this way we are forced to rush to get our work done, and this is where safety can be overlooked, or injuries can arise due to trying to get work completed.	12/16/2019 9:55 PM
1879	Terribly, the company has been "trying to do more, with less" longer trains, less crews and less critical information about what is on our train.	12/16/2019 9:54 PM
1880	Made it a lot worse. Running trains over 3 miles 40 thousand pounds. No way to know what your train is doing. No way to control it. Added stress. Still never know when you're going to work. Line ups are all over the place	12/16/2019 9:54 PM
1881	Management has been cut, and you can't get them I tested in any safety issues	12/16/2019 9:53 PM
1882	In the matter of safety it has gotten so bad. The engines are not getting repaired, cars are not being repaired	12/16/2019 9:53 PM
1883	They don't care about you all they worry about is there production and how much more they can get out of you tomorrow.	12/16/2019 9:53 PM
1884	Have to do the job much quicker and try to still get done safely. Making a accident to eventually happen.	12/16/2019 9:53 PM
1885	Yes fewer workers longer trains more break downs both locomotive and cars unable to communicate with employees walking or working on trains	12/16/2019 9:53 PM
1886	Safety is out the window. The carrier doesn't care about safety. That's the biggest lie they tell.	12/16/2019 9:53 PM
1887	Jobs must he completed faster with less man power. Work conditions are more dangerous than before.	12/16/2019 9:52 PM
1888	Safety is completely gone out of the window. All CSX cares about is saving money and getting what they need done, and get it done fast. Every aspect of the operation, from conductors being rushed to build the trains in the yards, to car inspectors not having enough time to properly do Class 1 brake tests. Even the Yardmasters are being constantly pressured to keep us moving as fast as possible. Something simple as the tone of their voices, you can tell they are stressed by train masters steadily keeping the pressure on everyone to go fast, go fast!! Forcing us to change crafts from foreman to switchman, or assisting road trains when that has nothing to do with our job(violating our contracts).Crews feel constantly threatened of losing their jobs if they're not getting what the management wants, and it's never enough.	12/16/2019 9:52 PM
1889	Safety? There's no such thing as safety	12/16/2019 9:52 PM
1890	It has made it harder to work safely. Morale affects focus. More work with less people creates more fatigue.	12/16/2019 9:52 PM
1891	1. Safety is all talk, in the field it is always about production and what benefits the company.	12/16/2019 9:51 PM
1892	Employees are expected to hurry and finish job task in less time than required to complete it safely.	12/16/2019 9:51 PM

PSR Survey

1893	I think the safety in my home area hasn't changed much but it does feel like safety is no longer as important as keeping up production	12/16/2019 9:51 PM
1894	I haven't "seen" or "felt" any safer then I was before PSR was implemented.	12/16/2019 9:51 PM
1895	Company needs to just learn how to use its employees where they are the strongest and not just cut ... everyone has a skill	12/16/2019 9:51 PM
1896	Hasn't affected anything. Don't really know what precision railroading is.	12/16/2019 9:50 PM
1897	Trains are to long and are at risk for big problems	12/16/2019 9:50 PM
1898	Precision railroading has threatened my safety and the safety of all those near our operations	12/16/2019 9:50 PM
1899	I can never complete a job to the highest standard that ensures safety.	12/16/2019 9:50 PM
1900	Less people doing more work is not my idea of safety	12/16/2019 9:49 PM
1901	Overwhelmed by work load by being undermanned.	12/16/2019 9:47 PM
1902	It doesn't really change our safety that's up to us as workers to work safely	12/16/2019 9:47 PM
1903	Production has taken place of work place safety threats of cutoffs or discipline for not meeting quotas	12/16/2019 9:46 PM
1904	It has made these mega trains that when I have to set a car out it is very difficult to control that much tonnage. It's also extremely hard and long to walk a train. Very easy to break them in two and derail. Made the job really hard.	12/16/2019 9:44 PM
1905	No	12/16/2019 9:44 PM
1906	More danger, all PSR cars about is getting the cars off dwell time, rules and safety don't matter, fatigue doesn't matter, quality of life doesn't matter!	12/16/2019 9:44 PM
1907	Management doesn't care if a train is properly tested, all they care about is the OS, and if the train is on time! I could bet an FRA official inspecting ANY of these MONSTER 2 - 3 mile trains would find all sorts of badorder cars, and missing placards! Conductors are being yelled at to HURRY UP, and IT DOESN'T TAKE ANYONE ELSE THIS LONG, because management has their favorite crews working that completely disregard proper procedures, so when the newer guy, or someone who's been working in a different area gets on the job, hes bird dogged by managers, and threatened for delaying a train!	12/16/2019 9:43 PM
1908	3	12/16/2019 9:43 PM
1909	Railroads don't care about safety, all they care about is moving trains	12/16/2019 9:42 PM
1910	It makes it harder to put slow orders in and do daily work because we as field personnel have not had the training to know exactly where control points are.	12/16/2019 9:42 PM
1911	Less manpower expectations of the same production not safe	12/16/2019 9:41 PM
1912	Less safe	12/16/2019 9:41 PM
1913	Man power cut in half. Do whatever necessary to keep trains running!!!!	12/16/2019 9:40 PM
1914	We keep getting tasked to do more with less. Less employees to share the work load on the section is taking it's toll.	12/16/2019 9:40 PM
1915	Less Carmen to safety inspect, less mow to maintain rails and now no vans, that means almost 12-15 miles everyday just to switch and spot cars.	12/16/2019 9:39 PM
1916	Rushed now more than pre-recession even thou car loadings are low	12/16/2019 9:37 PM
1917	Seems like safety is only an issue at the top level. The want to implement and focus on safety but when it comes down to the work it's more like get the job done and don't get hurt. More about production than safety.	12/16/2019 9:36 PM
1918	Poorly	12/16/2019 9:36 PM
1919	There is no safety anymore. Do what you gotta do to get done. Even if it's doing it without any track safety	12/16/2019 9:36 PM
1920	Less time off. Less sleep. Less time at home more drive time	12/16/2019 9:36 PM

PSR Survey

1921	I feel the carriers are increasingly reliant on computer overlay in place of experienced individuals.	12/16/2019 9:36 PM
1922	Every move is a rush. Take less and do more with it in every aspect imaginable.	12/16/2019 9:36 PM
1923	I can get hurt much more easier. Incomplete and not fully applied safety checks have been seen by myself	12/16/2019 9:35 PM
1924	Doing more with less men is compromising our inspection of cars and trains,moving cars with less men means taking shortcuts that the new rules allow,hauling longer trains up to 20 thousand feet make it difficult to monitor and control	12/16/2019 9:35 PM
1925	Its affected me to the point where ive been cut off for the time being.	12/16/2019 9:35 PM
1926	Safety has certainly taken a backseat. Night work is the biggest indicator of this shift as studies have proven that night work is detrimental to employee health.	12/16/2019 9:34 PM
1927	It hasn't really other than we are a little more pressured because of the smaller Windows	12/16/2019 9:33 PM
1928	Made it 10 times worse. And no family life	12/16/2019 9:33 PM
1929	Immensely. Before we could follow rules and take the correct time to build trains or do work, now its all about getting things moving without regard to safety. Things dont get worked by proper mechanical forces	12/16/2019 9:33 PM
1930	Everything is a rush	12/16/2019 9:33 PM
1931	The Railroads dont even talk Safety anymore, all about keeping the cars moving!!	12/16/2019 9:32 PM
1932	Safety seems to no longer be a factor now that PSR has been implemented. All that matters is how fast you can get it done	12/16/2019 9:32 PM
1933	Job cuts	12/16/2019 9:30 PM
1934	It's always about the operating Dept Hrs and Maintenance schedules don't matter to them	12/16/2019 9:29 PM
1935	No security in my job if I walked in tomorrow and they closed the doors I wouldn't be surprised!	12/16/2019 9:27 PM
1936	Made it much worse. Safety is just a word they use- they only worry about it when officials are around or there is an accident	12/16/2019 9:27 PM
1937	PSR-run less trains longer with less power and less employees to fill the invested pockets with gold. Turn away business now, then we beg for it later except we furloughed all the manpower. Get rich quick scheme only works for so long.	12/16/2019 9:27 PM
1938	Fair	12/16/2019 9:27 PM
1939	A lot more people get hurt. A lot goes unreported because they do not want to be targeted.	12/16/2019 9:27 PM
1940	Implemented business decisions vs the way we use to do it	12/16/2019 9:27 PM
1941	It has caused undue stress working unfamiliar territories and the uncertainty of my job. I am told to do certain tasks even though I feel that some are unsafe just to get the train out of the yard and meet departure times. Slips trips and falls are a major concern for injury, and now we have to walk longer trains and more walking in the yard putting the train together due to getting rid of vans to assist in making your train	12/16/2019 9:25 PM
1942	Safety has definitely taken a back seat after psr was implemented. There seems to be no time for safety issues because getting the train out on time is much more important.	12/16/2019 9:25 PM
1943	Not helped. Longer days with more FRA violation due in large part of the company forcing the worker to go against the rulebook to better their profits	12/16/2019 9:25 PM
1944	Working very short handed	12/16/2019 9:25 PM
1945	Made it worse	12/16/2019 9:24 PM
1946	I'm not working now been furloughed again for about 3 months now. They have cut several utility jobs across the division that greatly helped crews with train work.	12/16/2019 9:24 PM
1947	Safety Rules have went out the window	12/16/2019 9:24 PM

## PSR Survey

1948	It's put more stress and work on fewer employees. It's getting to the point each employee is having to do different tasks they don't normally do.	12/16/2019 9:24 PM
1949	To an extent, we had to do a little more night work because of daytime traffic levels. Although we were a little more tired and a little less rested for work, we never saw a large influx of injuries on the job at night.	12/16/2019 9:24 PM
1950	This is the first time I've heard the term precision scheduled railroad. So I'd have to say it has zero affect so far.	12/16/2019 9:23 PM
1951	Not as safe	12/16/2019 9:23 PM
1952	More stressful. Forced to rush	12/16/2019 9:23 PM
1953	Crews are having their numbers slashed, leaving us more tired and less concentrated on the task/safety	12/16/2019 9:23 PM
1954	Everything is a rush. Safety is just a number.	12/16/2019 9:23 PM
1955	Safety? Move trains #1 safety #2	12/16/2019 9:23 PM
1956	Unsafe, rushed, only want us to rush around and hurry hurry hurry	12/16/2019 9:21 PM
1957	Less track and time, more parked trains	12/16/2019 9:20 PM
1958	Supervisors will do what ever it takes to get job done and run trains	12/16/2019 9:20 PM
1959	The job I worked was cutoff because they felt like they didn't need replace switch ties.	12/16/2019 9:20 PM
1960	Handling bigger and longer trains. Safety is an afterthought behind production/train departures/etc..	12/16/2019 9:19 PM
1961	Safety hasn't gotten any better they have us doing a lot of different tasks that are not our craft and working us longer hours and that's when accidents happen is doing things that people are not familiar with when they are 10 hours on duty or more	12/16/2019 9:19 PM
1962	Csx claims safety is the number one concern but it has went out the window with PSR.numbers and production is at top of list now due to the way they treat employees. They want more production but keep cutting manpower	12/16/2019 9:19 PM
1963	We sometimes have trains come into the yard that are so long that they block many crossings. Vans sometimes cannot get around because of said blocked crossings.	12/16/2019 9:19 PM
1964	When company backhauls most freight instead of switching at an initial terminal and putting on trains northward or southward to its destination. Wasting resources to backhaul freight. All because the company doesn't want a switching crew at an initial terminal	12/16/2019 9:18 PM
1965	Not much	12/16/2019 9:18 PM
1966	Read answer from question 1. Much much longer hours because everything breaks now. Much longer trains which in turn break more often which then adds to the physical stress on your body and exposes you to lots of unsafe conditions more frequently.	12/16/2019 9:17 PM
1967	Yes, its definately a work environment just waiting for a accident. When management times different jobs and gets the fastest times for certain jobs and expects everyone to go by that ,it's a unsafe and stressful work environment because they are constantly standing close by and writing down times and comparing us to the fastest times to see how we compare or are doing. It's all about how fast can we get 15 different things done with less people.	12/16/2019 9:17 PM
1968	Made it mkre difficult with new PTC equipment in our crossing cabins, control points, and switches, lost a position as well	12/16/2019 9:17 PM
1969	In addition to always being exhausted, the Carrier has backed off on general maintenance in all aspects. Employees are constantly rushed and threatened if they don't work fast enough. There has been more injuries and fatalities since PSR has taken over than the entire rest of my career.	12/16/2019 9:17 PM
1970	has caused job layoffs, less men, more of a chance of getting injured on the job	12/16/2019 9:16 PM
1971	What safety!	12/16/2019 9:15 PM
1972	Union Pacific are rushing crews out the door without proper job briefings. You can not be safe if	12/16/2019 9:15 PM

## PSR Survey

you don't start safe. Also, they've cut boards and jobs so deep that men and women are getting called off their assigned boards to protect other boards. This is not allowing employees to get properly rested. Train lineups have always been an issue, due to PSR that issue has been exasperated.

1973	Safety does not seem to fit the PSR model. Trains have grown to three miles in length.	12/16/2019 9:14 PM
1974	It hasn't.	12/16/2019 9:13 PM
1975	Longer trains more setting out and picking up on line.	12/16/2019 9:13 PM
1976	We are being forced to overlook safety rules to speed up train building and departures of trains not having proper air test performed.	12/16/2019 9:13 PM
1977	Fewer people equals more workload on remaining crews. More responsibility, more stress, more mistakes.	12/16/2019 9:13 PM
1978	Hasnt hit me yet	12/16/2019 9:12 PM
1979	Hurried and rushed with no support from management	12/16/2019 9:12 PM
1980	Less people working creates the hazard of fatigue. Also we are losing a person because he must provide our protection by flagging, whereas before we had a dedicated flag man.	12/16/2019 9:12 PM
1981	Safety has taken a back seat to profit!	12/16/2019 9:11 PM
1982	Short staffed and exhausting	12/16/2019 9:11 PM
1983	Safety is no longer a concern only how quickly you can get the job done and they encourage corners to be cut to get that job done	12/16/2019 9:10 PM
1984	it hasn't	12/16/2019 9:09 PM
1985	It hasnt affected my job	12/16/2019 9:09 PM
1986	Fewer employees less rest	12/16/2019 9:09 PM
1987	Force us to do things like move cars to be placed in trains and I never think they receive brake test	12/16/2019 9:07 PM
1988	Safety is only an issue until a job needs to be done. Then safety is an afterthought	12/16/2019 9:06 PM
1989	They preach safety and have many safety related meetings but still expect us to go out and do more with less under pressure.	12/16/2019 9:06 PM
1990	We are having more break downs. Having longer trains with less power is making trains have more air problems in route. They make the car department do faster car inspection in yard so having more problems in route.	12/16/2019 9:06 PM
1991	Longer trains, more switching, cut off yard vans, having to wait for a ride up to an hour or walk to the yard office to tie up.	12/16/2019 9:06 PM
1992	We work more because of so many furloughed we have to work almost every day	12/16/2019 9:04 PM
1993	About the same	12/16/2019 9:03 PM
1994	Production is put ahead of safety.	12/16/2019 9:03 PM
1995	Well I got laid off so I'm assuming the safety has gone down trying to keep production with half the workers	12/16/2019 9:03 PM
1996	It has created choas to be honest. The windows of track time keep getting smaller and more strict, which is leading to rushed solutions when issues arise. A lot of workers will "rig" up equipment to just get the job done because we cant afford to fix an issue on track. Working in low light situations has become a normal fixture of the job. This year alone I have spent multiple hours working by headlamp and headlights at 4am and after dark. It all comes down to scheduled outages that benefit train crews and dispatchers and put our men at risk. Honestly it seems like a lazy and unimaginative way to just give us track time to satisfy the department heads without having to actually work out a proper solution.	12/16/2019 9:03 PM
1997	They cut my adjoining inspector/signal tech off. Now I have double the job i had before and I cannot keep up with my safety related engineering safety bulletins. No one seems to care.	12/16/2019 9:02 PM



## PSR Survey

1998	Safety is out the window as long as the carrier gets their freight moved.	12/16/2019 9:02 PM
1999	Awake all day work all night	12/16/2019 9:01 PM
2000	Longer trains means more derailments and train causes problems	12/16/2019 9:01 PM
2001	Rush rush hurry hurry like I said safety is not important anymore they could care less about you and your family	12/16/2019 9:00 PM
2002	Safety is out the window. Managers just want to the trains out the yard so they don't have to answer why the train didn't make it origination.	12/16/2019 9:00 PM
2003	I feel safety isnt as much of a concern as it was before PSR. It's almost as if the railroads will put you in harm's way to run trains	12/16/2019 9:00 PM
2004	There is no safety unless something happens and it's a chargeable offense	12/16/2019 9:00 PM
2005	Safety has taken a backseat to profits.	12/16/2019 8:59 PM
2006	It has not	12/16/2019 8:59 PM
2007	Go go go How many ties did you get in today? We need more.	12/16/2019 8:59 PM
2008	The company is more worried about volume and car counts then moving freight that we as engineers can actually handle safely with the abilities that we are accustomed to.	12/16/2019 8:59 PM
2009	No	12/16/2019 8:57 PM
2010	None	12/16/2019 8:57 PM
2011	RR is so concerned with departure times they have trains pull out of yards to appear to depart before addressing problems	12/16/2019 8:56 PM
2012	Making gangs work Sunday-Wednesday Work on days close to holidays when we're supposed to be off	12/16/2019 8:55 PM
2013	Safety only matters as long as production doesn't decrease. Then safety is out the window.	12/16/2019 8:54 PM
2014	No different	12/16/2019 8:53 PM
2015	Doing more with less, I understand the business side, however in some instances safety is being compromised for the betterment of the company. Not only in man power but also track maintenance and repairs. Time constraints are the nature of the business, but not when it comes to production .	12/16/2019 8:53 PM
2016	Yes manpower and material cuts to meet unrealistic operating ratios has us working more hours every year and with less of what's needed to safely preform our jobs.	12/16/2019 8:51 PM
2017	Has downsized our work force to where it is unsafe. It is unsafe to have 2 men go work on bridge in fall protection. If one falls there is now way one guy can retrieve another guy in a good amount of time especially if he is hurt.	12/16/2019 8:51 PM
2018	Expecting more production with less man power causing more fatigue	12/16/2019 8:50 PM
2019	I haven't really seen a change in our operations in maintenance except shorter work windows.	12/16/2019 8:50 PM
2020	Less time to do more work. We work shorter days with less rest days and no overtime. = rushed	12/16/2019 8:50 PM
2021	Significantly more dangerous	12/16/2019 8:50 PM
2022	Trying work safe under more pressure causes mistakes in judgement and opens the door to accidents . Which now the company just don't care about that just to point out the person or decision that cause it and remove it. They talk risk assessment but don't listen	12/16/2019 8:50 PM
2023	The company is worried more about band aiding the tracks and not actually fixing them correctly.	12/16/2019 8:49 PM
2024	Production first.	12/16/2019 8:49 PM
2025	No visible affect.	12/16/2019 8:49 PM
2026	Fewer employees means fewer eyes and more responsibility per employee. PSR is about maximizing profit. Safety is not prioritized in any way. Everyone is terrified to speak up because	12/16/2019 8:49 PM

## PSR Survey

of retaliation. Managers know their jobs depend on being able to squeeze one more drop of blood out of the railroad rock. Dissent (even safety related) will not be tolerated.

2027	Its reduced the amount of time in a given day to accomplish tasks given. When you don't get your work done it's hard on all, not just because you didn't accomplish what was given to you but the fact that you're being seen as unneeded. Or, being setup for failure	12/16/2019 8:49 PM
2028	PSR seems to throw up unknown work events. A crew goes to work, gets train information and makes decisions on who what where when and how. With PSR it is all out the window as you never know what might happen with any given train.	12/16/2019 8:48 PM
2029	Safety is still a priority but is going away due to not enough men to do some jobs safely	12/16/2019 8:47 PM
2030	Not truly aware of it as of yet. But the direction it is going is tough.	12/16/2019 8:47 PM
2031	Things seemed to be rushed today. Steps have been removed to get repairs done faster which equals less quality	12/16/2019 8:47 PM
2032	Working more and longer hours	12/16/2019 8:47 PM
2033	They speak on safety , but us working out there can tell you otherwise. They care about production first. Hurry hurry all the time. That right there throws safety out	12/16/2019 8:46 PM
2034	Safety has taken the back seat to the bottom dollar.	12/16/2019 8:45 PM
2035	Few employees have been kept on for inspections and repairs. We now haul longer trains on rail that is not inspected or repaired as well.	12/16/2019 8:45 PM
2036	Longer hours, more stressful	12/16/2019 8:44 PM
2037	Consider 1st answer	12/16/2019 8:43 PM
2038	Wondering when will I get sent home	12/16/2019 8:43 PM
2039	They're making us double empty coal trains at least two or three times a day. They expose crews unnecessarily every day to build three mile long trains. They block crossings folding them over, then when the trains don't link up correctly, they act like it's a malicious attempt to try and prove a point.	12/16/2019 8:43 PM
2040	Job cuts	12/16/2019 8:43 PM
2041	I have not noticed any difference	12/16/2019 8:43 PM
2042	Nothing	12/16/2019 8:42 PM
2043	Not sure what it is...	12/16/2019 8:42 PM
2044	The railroads don't and never will care about safety.	12/16/2019 8:42 PM
2045	A good example is we have to work in between trains as to when we would get curfews to do our work safely. Working in between trains is more pressure and accidents waiting to happen.	12/16/2019 8:41 PM
2046	It seems like all they want is to run trains so when we do get track and time we only get small shots so it's like were in a hurry to get the work done	12/16/2019 8:40 PM
2047	We are in a hurry to complete task as time is hard to get with the rush of trains.	12/16/2019 8:40 PM
2048	There is no regards to safety anymore. Too many hours a. No help.	12/16/2019 8:40 PM
2049	The safety standards as applies to me have remained consistent	12/16/2019 8:40 PM
2050	It has turned safety instilled practices into an after thought. A get the job done at all cost attitude	12/16/2019 8:39 PM
2051	lots of winks and nudges when safety procedure is brought up	12/16/2019 8:39 PM
2052	Trains are longer and we have had a lot more issues. I have been stopped for hours trying to find a Solution only to be told to take faulty equipment to town.	12/16/2019 8:39 PM
2053	Less people on the job to do the job	12/16/2019 8:38 PM
2054	I've seen safety take a back seat to production. All they want is for us to get more work done with fewer people and resources.	12/16/2019 8:38 PM

## PSR Survey

2055	Absolutely everything is govern by budgetary expectations. Staffing, relief, even ordering vital PPE by mgmnt dictates at times that they cannot order safety required PPE this month (as common example) w no replacements available because of budget shortfalls. Positions are often eliminated w budget as reason puting more work on less people, also forcing people unfamiliar w territory to bump into new , unfamiliar workgroups. Elimination of division mobile jobs that provide hotel & expenses puts employees far from home w no hotel or expenses. Expenses are disputed and slow to pay by mgmt to employees using expense sheets all due to budgetary demands.	12/16/2019 8:38 PM
2056	Greatly	12/16/2019 8:37 PM
2057	Im not really aware of what "precision railroading" is.	12/16/2019 8:36 PM
2058	Made it more stressful and unsafe due to the lack of manpower	12/16/2019 8:36 PM
2059	Moving more work to be done at odd hours of the day and night with alot of hurry up and poor planning	12/16/2019 8:35 PM
2060	We are short handed and they are afraid to spend any money to fix the railroad	12/16/2019 8:35 PM
2061	Safety is absolutely on the bottom of the list now, heck just look at the trigger sheet and see for yourself it's literally at the bottom.	12/16/2019 8:35 PM
2062	Limited work windows create high stress among gangs to get work done without the thought of safety	12/16/2019 8:35 PM
2063	Plainly put: negatively. Expected to work more productive than ever and curtail every minute of overtime possible.	12/16/2019 8:34 PM
2064	Safety is usually brought up and then out the door when the work begins.	12/16/2019 8:34 PM
2065	Less man power to do more work, more work piled on top of already busy employees.	12/16/2019 8:34 PM
2066	Do more with less	12/16/2019 8:33 PM
2067	personally safety is on me, they do not care, its all lip service when the right person is listening. overnight change the rules and testing..... WOW	12/16/2019 8:32 PM
2068	Theres no precision to it,its just cuts to make the operating to cost ratio get to their 58 percent	12/16/2019 8:32 PM
2069	Im Not Sure,First Ive Heard Of It!	12/16/2019 8:32 PM
2070	A lot of pressure. Senior employees showing me short cuts that the rules do not allow for in order to meet nimburs such as dwell time.	12/16/2019 8:32 PM
2071	we've learned to work safe before PSR...I feel it's not as important	12/16/2019 8:31 PM
2072	It's very stressful witch effects safety	12/16/2019 8:31 PM
2073	Push... push push! With less Manpower.	12/16/2019 8:31 PM
2074	When they keep cutting people off and expecting the same or more work with less people the safety goes down hill. You are rushed all the time to do stuff and always under stress and it allows more of a chance for someone to get hurt	12/16/2019 8:31 PM
2075	I think it hinders a job. Larger work load for fewer people. To hurry and get job done to proceed to next with little to no time at home	12/16/2019 8:30 PM
2076	Always tired and sleepy. Never know when going to work. No home life.	12/16/2019 8:30 PM
2077	I was told to hurry up today while going restricted speed	12/16/2019 8:30 PM
2078	Lost it	12/16/2019 8:29 PM
2079	Well I started with 9 people on the gang. Now we are 5 so heck yeah it was safer with more people.	12/16/2019 8:29 PM
2080	Trains are extremely less safe. Cars are not being identified for repair. Trains are too long and reaching the breaking point. Eots do not work half the time at extreme distances. Engineers are stressed and tired. If a problem occurs the conductor's exposure is elevated by the extreme length of these trains. You walk 2 miles billy goat style thru ballast and then 2 miles return trip.	12/16/2019 8:28 PM

## PSR Survey

2081	We move locations from job to job way to often. Then we return to the same spot a few weeks later.	12/16/2019 8:28 PM
2082	More fatigue, less downtime to recharge	12/16/2019 8:28 PM
2083	Yes. More stress. Low overall morale.	12/16/2019 8:27 PM
2084	More defects are getting repaired with less quality and production seems much more important than safety	12/16/2019 8:27 PM
2085	Not me but a lot of guys got their job on their mind don't know if they will have one..	12/16/2019 8:27 PM
2086	Worse, less people means we work harder to try and produce same amount of work, increasing risk of injury	12/16/2019 8:26 PM
2087	Field forces are the ones making things safe or bringing up safety, management doesn't care about safety until they look bad	12/16/2019 8:26 PM
2088	Things are worse..... lighting.....ect	12/16/2019 8:26 PM
2089	We are doing more work with half the of the workforce. Working more hours, fatigue, little to no time off.	12/16/2019 8:26 PM
2090	Less time to perform work, less people. Machine operators are providing protection and communicating with dispatchers, management, and other work group while also being expected to operate a machine safely.	12/16/2019 8:25 PM
2091	It's effectively made it impossible to do any work, particularly in the winter. The carrier expects grand things for "Winter Action Plans," but due to the furlough and cuts of our brothers and sisters, there's little we can do to meet those goals.	12/16/2019 8:23 PM
2092	They cut off 3 of are gangs now have more area to cover and can not keep up	12/16/2019 8:23 PM
2093	Seems to be less important now we are rushed with these short work windows trying to do 8 hrs work in 4 or less people are so rushed mistakes are bound to happen.	12/16/2019 8:23 PM
2094	It's horrible now with less people they expect you to all jobs and not just the job you was awarded on bid even if your not qualified to do so , and will not spend any money on items as tools or people to make the job safer with longer hours and less people	12/16/2019 8:23 PM
2095	I have almost no care for my job anymore	12/16/2019 8:23 PM
2096	Forced me out of a job.	12/16/2019 8:23 PM
2097	Many jobs we have to skip our lunch, and we are forced to work almost right up to the last minute regardless of us outlawing on the line of road.	12/16/2019 8:22 PM
2098	Safety is out the window and it is all about Production	12/16/2019 8:22 PM
2099	Safety should always first	12/16/2019 8:21 PM
2100	Can only work on track in the window	12/16/2019 8:20 PM
2101	Very unsafe practices have been introduced in order to save time and money . The latest one being , not having hazmat info in our paperwork in order to save on ( ink and paper) . We are told to use our emergency response book in case of an emergency which still makes me scratch my head , we can put ourselves in great danger trying to find the chemical that's possibly being leaked .	12/16/2019 8:20 PM
2102	Wait for hours to get the work only to be told to rush through it . No time for quality work when they will fire anyone bold enough to delay a train .	12/16/2019 8:20 PM
2103	less maintenance leading to a more hazardous environment	12/16/2019 8:18 PM
2104	Don't work because of PSR	12/16/2019 8:17 PM
2105	There has been a lot more derailments in our hump yard since psr, working a lot of late nights repairing track on top of maintaining the defects in the yard with fewer people has been very stressful. Its only a matter of time before someone is injured.	12/16/2019 8:17 PM
2106	Lee's track and time means narrow work windows. Company is in a rush rush rush to get production and safety lags.	12/16/2019 8:17 PM

PSR Survey

2107	I feel like I am a walking zombie because it is work. Minimum rest work minimum rest until I decide to mark off to keep my family and sanity	12/16/2019 8:16 PM
2108	Don't see no difference	12/16/2019 8:16 PM
2109	Well currently I am furloughed right now, but since this implementation if you have an issue on a monster train, radio communication only goes to about 7,500 ft. If you have an issue passed that certain length radio communication with the head end engineer is very difficult. Plus now that they're trying to do more with less you really have to look at fatigue with train crews. There is a lot of safety hazards involved.	12/16/2019 8:15 PM
2110	Safety is just a word thrown around when it benefits the carrier. When it costs, wether that be time or money, all avenues are taken to shame, berate, or dismiss whats needed.	12/16/2019 8:15 PM
2111	They want to preach safety but when it comes down to it it's not on the top of the list, longer trains mean longer walks on uneven terrain with the possibility of injuring yourself, longer trains having to "stage" and block crossings, which in turn prevents first responders from doing their jobs, the safety of our communities are of no concern.	12/16/2019 8:15 PM
2112	Psr has made my job on the maintenance department a lot more difficult do to the fact that the transportation department crews are on all different hrs and schedule. So there is noone to communicate when and where we are out working at.	12/16/2019 8:15 PM
2113	My direct assignment has not been affected. I do see that other positions and work groups we assist suffer from being undermanned. Also, concerning moving forward as experienced managers and senior craft workers have been driven from the industry by the changes implemented.	12/16/2019 8:15 PM
2114	It has definitely been pushed towards the bottom of the priority list. Lack of people and maintenance greatly effects our safety.	12/16/2019 8:14 PM
2115	Saftey is on the back burner	12/16/2019 8:14 PM
2116	Seeing more coworkers injured	12/16/2019 8:14 PM
2117	Dont understand	12/16/2019 8:14 PM
2118	Cut jobs lots of people furloughed or working very far from home living out of their car.	12/16/2019 8:14 PM
2119	Yea when our boss tells us to work under a watchman look out and there clearly not enough clear time to watch under watchman look out! And he has a shirt attitude about saying I'll have to enforce it.	12/16/2019 8:13 PM
2120	Safety went from first priority to fourth. Literally.	12/16/2019 8:13 PM
2121	Want more with less people, jobs being cut off	12/16/2019 8:12 PM
2122	We have less people to help making it more taxing physically I.	12/16/2019 8:12 PM
2123	Fatigue, more stressful less home time. Causing a more dangerous work environment...	12/16/2019 8:11 PM
2124	Way more unsafe. Working under fear takes away from safety	12/16/2019 8:11 PM
2125	We are often forced to rely on equipment that does not function as intended and are forced to go to our own means to complete the trip OR report issues to U.P instead of during FRA tie up to prevent FRA from seeing issue with in route issues	12/16/2019 8:11 PM
2126	We are required to do more with less, man power is down, not aloud a minute of overtime with out repercussions.	12/16/2019 8:10 PM
2127	I am currently furloughed for the 9th time in less than a year along with fellow brothers and sisters that have been working for over 5 years. So it has affected jobs severely	12/16/2019 8:10 PM
2128	I have way more job responsibility , including jobs that were other crafts.	12/16/2019 8:10 PM
2129	Safety has taken a back seat to production and profit. Neglected yards, lack of maintenance, and the overhaul lack of caring for safety have turned going to work on a daily basis into a game of chance. Not knowing if today will be the day that you're hurt due to the railroad neglect makes it challenging to continue working in these conditions.	12/16/2019 8:09 PM
2130	Safety has gone from being the most important to 4th behind maintaining train speed,	12/16/2019 8:09 PM

## PSR Survey

responding quickly and maximizing planned outages.

2131	It's gone down seems more like less maintenance on the tracks which in turn leads to danger of trainmen tracking on unsafe track. More trains, more weight, should equal more maintenance to maintain safe railroad. Ultimately it's gonna be more dangerous after time.	12/16/2019 8:09 PM
2132	Moving around a lot more. Seems to. Each aimlessly at times. More miles on the road than staying somewhere and working.	12/16/2019 8:09 PM
2133	With PSR in affect things have become production,quality, and safety coming in last	12/16/2019 8:09 PM
2134	Less safe	12/16/2019 8:09 PM
2135	Worse	12/16/2019 8:08 PM
2136	Stressful	12/16/2019 8:08 PM
2137	It has hindered safety because the company expects us to do the same work with less people. That puts a strain on every working person out here.	12/16/2019 8:08 PM
2138	Now it's run and gun mentality. As fast as you can no matter the cost. And now if you turn in an injury you get punished by working 5x8s or nights.	12/16/2019 8:08 PM
2139	It's a lot worse. They won't acknowledge safety concerns I bring up.	12/16/2019 8:08 PM
2140	Hours wise my days have become way longer. Money wise I make less and it's become harder and harder for the employees they've hired to keep working because of PSR.	12/16/2019 8:08 PM
2141	They don't care about the workers	12/16/2019 8:08 PM
2142	Safety is talked about and the focus ...until the work needs to be done. Mangers are out trying to coach every one for everything	12/16/2019 8:08 PM
2143	It has killed the moral of employees in which they no longer care about their job as much. This attitude has made employees work unsafe. Also with all the cuts of employees management is wanting more production with less people causing employees to be physically and mentally drained.	12/16/2019 8:08 PM
2144	No time on the tracks. They don't consider trains break down or rails break and that screws up their schedule.	12/16/2019 8:08 PM
2145	Job has become unstable	12/16/2019 8:07 PM
2146	It's terrible. Half the time it doesn't even work then you're evaluated off of it when it doesn't work.	12/16/2019 8:07 PM
2147	Made it worse.	12/16/2019 8:07 PM
2148	It's still a safe place excluding the night work but the pressure from management to get more with less time is a challenge.	12/16/2019 8:07 PM
2149	We still do the safe thing.	12/16/2019 8:06 PM
2150	A lot more stressful, with the constant fear of being reprimanded for minor minor infractions	12/16/2019 8:06 PM
2151	Safety is worse	12/16/2019 8:06 PM
2152	Safety is bring overlooked to make more money for the investors. But we are only one bad derailment away from bringing down UP. Longer Unsafer trains and tracks. And if its not that then its longer hours and bad moral that will play a key affect in making that happen.	12/16/2019 8:05 PM
2153	Safety has been thrown out! The company would rather force us to do jobs with less people as opposed to before	12/16/2019 8:05 PM
2154	I feel less safe and am generally worried that I will make it home uninjured every day I work.	12/16/2019 8:05 PM
2155	See previous statement	12/16/2019 8:05 PM
2156	I haven't noticed anything different as far as safety is concerned.	12/16/2019 8:05 PM
2157	I believe quality railroads are a thing of the past now. In turn I think that affects the overall safety of anyone traveling on the railroad and also anyone working near one. Things that would have been deemed immediate repairs are now been seen as allowable deferred repairs	12/16/2019 8:04 PM



PSR Survey

2158	Production over safety. I got told we move cars so people tend to turn a blind eye if your friends with them	12/16/2019 8:04 PM
2159	Tremendously! We no longer have safety captains or facilitators and it gets harder and harder to even get basic safety equipment due to "budget cuts".	12/16/2019 8:03 PM
2160	Myself nor my coworkers feel secure if we may have a lasting job on the railroad. Turning into a prison, can not even have our cell phones in our lunch boxes.	12/16/2019 8:03 PM
2161	Yes get it especially on derailments safety doesnt matter	12/16/2019 8:02 PM
2162	Safety has taken a back seat to getting the work done as fast as possible.	12/16/2019 8:02 PM
2163	It has not affected the job I perform as much as others, but the scheduling of the work to specific areas of "importance" has left other areas that we used to work on regularly without the attention it needs.	12/16/2019 8:02 PM
2164	Since PSR I seldom do my job. We are short handed so everyone had to switch jobs as needed.	12/16/2019 8:02 PM
2165	It has caused the work force numbers to dwindle so now the workers that remain have to pick up the slack causing injury and stress. Plus that tracks are not being repaired the way they should be because we have limited resources due to low budgets.	12/16/2019 8:01 PM
2166	It's worse now there are trains that handle horrible the actual railroading has gone out the window with it train handling is horrible and before long their will be more accidents and derailments because of it	12/16/2019 8:01 PM
2167	Switching blocks of cars with several other crews doing same. Increased radio traffic. Bigger trains engineers are struggling to be able to hear his/her conductor.	12/16/2019 8:01 PM
2168	Do more with less	12/16/2019 8:01 PM
2169	Derailments are up, injures are up, people are getting killed.	12/16/2019 8:00 PM
2170	I love that they got rid of a bunch of stupid rules bud	12/16/2019 8:00 PM
2171	In regards to safety, PSR has placed too much pressure and workload on the front line employees. Management expects frontline employees to do far more with far less while hamstringing employees with fuel and speed restrictions that make accomplishing their goals nearly impossible.	12/16/2019 8:00 PM
2172	Trains are now longer and heavier, and they often are ran with distributed power (DP). This causes a lot more distractions for the engineer.	12/16/2019 8:00 PM
2173	To much pushing to get done.	12/16/2019 7:59 PM
2174	Time limits on everything you do or you will get reprimanded. Have so much time to switch a car, air test a car, and be ready to go. I was told by management several time I don't have time to do an air test and it's not 'that important'. The company only wants results they don't care how safe it is for employees. I was told by a company official "if you don't follow the program then there isn't room for you here"	12/16/2019 7:58 PM
2175	Less track time	12/16/2019 7:57 PM
2176	Scheduales have gotten worse and equipment is not maintained	12/16/2019 7:57 PM
2177	What safety??	12/16/2019 7:57 PM
2178	Its caused workers to double work there is no consistency on when you will get called	12/16/2019 7:56 PM
2179	Seems as safety has taken a second to moving cars. We have 20000 ton trains with set outs that are two thirds to the rear or at the rear and shoving on grades.	12/16/2019 7:56 PM
2180	Longer trains no regards to the safety of public or staff. Unstable train line-ups,	12/16/2019 7:56 PM
2181	It has made it horrible. They want as much or more accomplished with half the help. Them laying all these people off is putting a stress on everyone not only physical but emotional as well. Hard to stay focused and do your job with all this on our minds. Track maintenance is not the spot to make cuts and cut safety.	12/16/2019 7:56 PM

PSR Survey

2182	It doesn't seem to work	12/16/2019 7:56 PM
2183	Unsure as of now	12/16/2019 7:56 PM
2184	Saftey and time issues have suffered	12/16/2019 7:56 PM
2185	I inspect track and there are a lot of trains that are having issues w/stuck brakes and other car dept issues and we are having to help out trains all the time taking focus off off my job!	12/16/2019 7:55 PM
2186	I lost my job. They shut down my yard. I had to place myself into a lower paying position. I've lost around \$35,000 dollars annually.	12/16/2019 7:54 PM
2187	Our safety has dropped tremendously since the company has cut off yardmaster jobs and implemented psr by creating a lot of flat switching in the railyard with nobody to oversee all the jobs working inside the terminal. There's been many occasions of trains meeting head on in tracks while traveling through the yard, I know of one incident recently where a train was shoving into a track and couldn't see a set of engines sitting in the middle of the track and they almost had a collision.	12/16/2019 7:54 PM
2188	More dangerous, requiring more done with less people leads to long days and weeks	12/16/2019 7:54 PM
2189	I don't understand the scheduling part. Nothing works on a schedule other than harassment from management. If crews were left to do their jobs and not be constantly surveilled, stress level would decrease and production would increase. Morale is at an unprecedented low industry wide.	12/16/2019 7:54 PM
2190	Hard to keep up with production with less people on the fang and less machines to do the job. More tiring and harder on the body	12/16/2019 7:54 PM
2191	None	12/16/2019 7:54 PM
2192	Well more trains with less people to maintain the maintenance and less track and time to work with but they want that PSR to work	12/16/2019 7:54 PM
2193	Less safe with unproven DP power	12/16/2019 7:53 PM
2194	I am now retired, but a life member of the BMWED-T. I hear some good feedback at the Lodge mtgs.	12/16/2019 7:53 PM
2195	Our safety has decreased in the sense that we are expected to do the same work in less time. So that trains can run as planned for psr. The infrastructure is and will continue to suffer due to this as well as trying to do more with less employees/material to aid in padding pockets of high officials throughout the railroad.	12/16/2019 7:53 PM
2196	It hasn't been implemented on the BNSF yet!	12/16/2019 7:52 PM
2197	With the implementation of PSR the duties of my job hasn't changed. What has changed is the mentality that we need to get this work done or else we are going to get written up. Despite having less people to assist with railroad work the workload is still expected to be complete on time. This in turn Causes our mentality to work faster making it stressful.	12/16/2019 7:52 PM
2198	The railroads put profits before safety	12/16/2019 7:52 PM
2199	I am asked to expedite inspections to no more than 40 seconds per car (s) or I will be reprimanded. Work stress to meet carriers demand while working exhausted.	12/16/2019 7:52 PM
2200	Went south, having to work more hours having to do twice as much work at terminals where they cut off yard jobs.	12/16/2019 7:52 PM
2201	With the implementation of PSR safety has gone by the wayside. It is clear in our everyday work that it is to do as we are told and not to question anything that may be a safety issue. If not done as told the members of the organization will be held accountable and at times removed from service at the carriers request.	12/16/2019 7:52 PM
2202	UPRR stopped testing and letting us do whatever we want. They just care about numbers.	12/16/2019 7:51 PM
2203	Stressing	12/16/2019 7:51 PM
2204	According to BNSF management we aren't PSR	12/16/2019 7:51 PM
2205	Big time affected, safety only is spoken , management don't give ah damn about safety , once job briefing ends , safety is out the door , fuck safety production first , you speak out , you're	12/16/2019 7:51 PM

PSR Survey

	trouble maker instigator	
2206	Not better not worse	12/16/2019 7:51 PM
2207	Again with less people and less time and material it becomes a matter of time for injuries and catastrophic events to occur.	12/16/2019 7:50 PM
2208	The way it is now as far as engineer... I cant tell when I'm gonna get called for work. We use to could see what we would catch or who we will work with. Not now	12/16/2019 7:50 PM
2209	Everything now is about how fast and cheap can the railroads do it and with the least amount of manpower.	12/16/2019 7:50 PM
2210	Na	12/16/2019 7:50 PM
2211	It's less safe as whole because our track infrastructure is deteriorating, continuing of just "bandaiding" problems to save a quick buck puts everyone at risk, including the public	12/16/2019 7:49 PM
2212	Affected it greatly. Not a fan of the different times we are required to do now. Hard to have a family and a life.	12/16/2019 7:48 PM
2213	It has cut our jobs and getting cut off earlier and earlier. Railroad dont care about Maintenance side of things	12/16/2019 7:48 PM
2214	More push to get the same amount of work done with fewer people than needed	12/16/2019 7:48 PM
2215	More dangerous! Bigger longer trains more difficult to stop less power available to run	12/16/2019 7:48 PM
2216	Safety is secondary to velocity.	12/16/2019 7:48 PM
2217	Everyone comes to work tired. Management is always rushing us to do more with less.	12/16/2019 7:48 PM
2218	Safety is of less importance it seems. Since psr was implemented every one seems to rush you to get all you can without taking pride in your work	12/16/2019 7:47 PM
2219	Safety is no longer an issue. it's all about running longer trains with less crews. carman craft and electric craft are getting cut off to save money and trains are running without proper inspections and proper air test bc management just wants to move trains.	12/16/2019 7:47 PM
2220	Safety is not even an option anymore.	12/16/2019 7:47 PM
2221	Safety is only talked about and applied correctly in classroom. Everything changes once your out on the field	12/16/2019 7:46 PM
2222	No difference	12/16/2019 7:46 PM
2223	it is all about getting the job done and expecting us to do the SAME OR MORE WITH LESS PEOPLE	12/16/2019 7:46 PM
2224	It has gone as far as taking away 2 of my off days. UP essentially said we wont be giving these guys all the time we use to give them to fix the track in one day. Since they're receiving the track for less time, let's just bring them in for more days but less time on the track. This just puts me more at risk since I am on the road more exposing myself to the road travel hazards.	12/16/2019 7:45 PM
2225	BNSF hasn't gone into it like other railroads have. From what I've seen and heard the railroads that are doing it are having huge issues. So much so that they are loosing customers and money. Not to mention closing yards and laying off maintenance personel. Seems that these companies have had issues with derailments and whatnot.	12/16/2019 7:45 PM
2226	Its not as safe every job task is done alone.	12/16/2019 7:45 PM
2227	Just reduction of workforce. Over worked. Welders running backhoes, putting in rail and wielding it. Having to do section work and weld.	12/16/2019 7:45 PM
2228	There's no regard for my safety Union Pacific is doing everything they can to make sure I come home in a Body bag after each shift	12/16/2019 7:44 PM
2229	Yes men are getting run into the ground causing short cuts with fatigued employees which in turn is going to lead to injuries and possibly deaths. Equipment is getting run down without proper or timely repairs. All of which is can and is putting the public at risk of a catastrophic accident.	12/16/2019 7:44 PM

PSR Survey

2230	Personal safety is not a concern of railroads unless it affects their "numbers" as in their beloved ratios	12/16/2019 7:44 PM
2231	As spoken on the last question, Management puts all of the responsibility on the workers, the gets upset when someone brings up equipment safety or workplace hazards.	12/16/2019 7:44 PM
2232	Most times when we climb onto a locomotive there is usually a mechanic/electrition still on board. When you ask what if anything needed fixed the answer is always the same. I fixed a couple things but was told by management to not do most of the stuff that needed checked/fixd. So you really don't know what hazards to expect every single trip. It's the game of will this locomotive blow up/ catch on fire this trip or not	12/16/2019 7:44 PM
2233	Not near as safe. Always a push to get more done with less and less. Fatigue is getting to be a bigger and bigger factor.	12/16/2019 7:44 PM
2234	Projects are scheduled in shorter windows of time, resulting in a more rushed and hectic work atmoshere	12/16/2019 7:43 PM
2235	The perceived sense of urgency makes it difficult to remember to take the time to work safely	12/16/2019 7:43 PM
2236	It has hurt the crews. Machines and computers can't do what humans can; analyze and evaluate a situation	12/16/2019 7:43 PM
2237	Precision Railroadng has inhibited us from doing our job effectively and safely. Track conditions which need immediate attention are not fixed due to keeping trains moving thus putting our jobs at risk by not fixing defects when they are found.	12/16/2019 7:43 PM
2238	Longer trains, less maintenance	12/16/2019 7:43 PM
2239	Cutting man power has affected us. The company wants more with less.	12/16/2019 7:43 PM
2240	Made me feel very uneasy when requesting time to perform maintenance, almost to the point of feeling threatened	12/16/2019 7:42 PM
2241	Pushed to get more work done in less time and less safely.	12/16/2019 7:42 PM
2242	They will preach safety to you but they will be the ones to break the rule or change it to fit the company	12/16/2019 7:42 PM
2243	It's made time way less efficient but overall more safe i suppose.	12/16/2019 7:42 PM
2244	Alot. Less maintenance on equipment, less people to perform tasks in a timely manner. Very poor upkeep and maintenance on locomotives. Terrible working conditions in locomotive cabs. Leaking toilets, bad seats	12/16/2019 7:42 PM
2245	Less man power due to corporate greed . There is no since of accomplishment due to lack of jobs . Over all morale is at an all time low.	12/16/2019 7:41 PM
2246	Every thing is a rush if u do not rush you could loose your job	12/16/2019 7:41 PM
2247	It's definitely made it more stressful!	12/16/2019 7:41 PM
2248	They put the product movement of pick ups and set outs over safety. To push harder to get freight across the road and lowering manpower in the yards.	12/16/2019 7:41 PM
2249	Made safety a back burner issue.	12/16/2019 7:41 PM
2250	Fewer workers more work on my shoulders less time to do it .	12/16/2019 7:40 PM
2251	My home time has become next to none and now if we take off holidays which are not paid we are facing termination	12/16/2019 7:40 PM
2252	There again, the new emphasis of the company is profit and production with the fewest number of employees involved. Everywhere I've worked the last few years has been short handed. We are to we need to do more with less.	12/16/2019 7:40 PM
2253	Dangerous train lengths more fatigue and increased danger to the public and blocking road crossings	12/16/2019 7:40 PM
2254	Transportation is solely running the work schedule of MOW. Hedge Fund controlled all aspects. Corners cut to insure Hedge got its money when time came. Employee work schedule and safety was disregarded	12/16/2019 7:40 PM

PSR Survey

2255	I feel rushed, that sometimes safety guidelines are overlooked so my work can be done sooner. I feel less safe and more stressed.	12/16/2019 7:39 PM
2256	Coworkers are having to take shortcuts to get the same amount of work done because we don't have the tools for the job.	12/16/2019 7:39 PM
2257	Have been ordered out of the yard before with no one to watch the train leaving, having brakes put on cars in random places where utility brakemen were able to handle that.	12/16/2019 7:39 PM
2258	More dangerous	12/16/2019 7:39 PM
2259	Every "accident" that occurs brings out a new set of rules or ppe that makes job more difficult	12/16/2019 7:39 PM
2260	There is no regard whatsoever is all a theater just to have the fra at arm length they don't give two hells what could happen to us is always our fault.	12/16/2019 7:39 PM
2261	Yes. Safety is a afterthought. It's all about production.	12/16/2019 7:39 PM
2262	Safety seems to be a distant second to production.	12/16/2019 7:39 PM
2263	Having more contractors on site, and job turmoil causing experienced employees to seek greener pastures has reduced safety.	12/16/2019 7:39 PM
2264	Everything is rushed, gotta hurry everyday, as trains are on a very tight schedule....carrier does care about safety...they care about making alot of money	12/16/2019 7:39 PM
2265	Safety does not seem to be the priority over get off the track and out of the way for a train	12/16/2019 7:38 PM
2266	It has had no influence on safety at all in matter of fact it has got worse	12/16/2019 7:38 PM
2267	A lot more. They focus less on safety and workplace hazards and try to rush you for everything.	12/16/2019 7:38 PM
2268	It's made it worst with the shortage on man power. Less people doing the same jobs they required before all lay offs. Makes for everyone else work harder and faster to do the job that requires more men	12/16/2019 7:38 PM
2269	Safety has gotten worse in my opinion due to the longer hours and lack of material and tools trying to do a lot with a little and our direct supervisor just told us this morning that "sleep is over rated wash your face and get back to work"	12/16/2019 7:37 PM
2270	Production production production and less safety	12/16/2019 7:37 PM
2271	A 12 hour day without any consideration to fatigue, is hard. When working fatigue and maintaining safety causes slower work, first line management adopts a mindset that the fatigued worker is slowing down in protest to the work. That is not true with all workers.	12/16/2019 7:37 PM
2272	Precision railroading is the number one distraction among the groups. The employees know the company "truly" does not care for quality of home life. The men (and women) were painted a very clear picture. Either work what we want or find another place to work. So with that president set, knowing how little the company actually cares for the well being of it's people, that is the single largest safety issue presented to us today.	12/16/2019 7:37 PM
2273	They cut jobs off and now people have to so several jobs that are not theres.	12/16/2019 7:37 PM
2274	Harder working conditions. If something happens on a 2 plus mile long train I as a conductor have to walk the train to figure out the problem regardless of the conditions outside. Be it weather, nighttime, or terrain.	12/16/2019 7:36 PM
2275	We can now get on and off moving equipment. Which was taken away due to safety. Now told to run as fast as possible. 10-15k foot trains that have to be walked. Creating more dangerous conditions for conductors and the public alike	12/16/2019 7:36 PM
2276	The lack of man power is a safety issue. Workers are pushing there bodies to the max . This creates unsafe conditions.	12/16/2019 7:36 PM
2277	Always asking how much longer or expect you to get a job done faster than normal so people end up cutting corners	12/16/2019 7:35 PM
2278	Profits first safety second	12/16/2019 7:35 PM
2279	It has taken my job	12/16/2019 7:35 PM

PSR Survey

2280	Greatly , the get it done with less is jeopardizing safety every day since psr began	12/16/2019 7:35 PM
2281	Safety is Disregarded and less people to do more work. We are threatened with contractors if we don't work overtime calls after working a full week and need the two days off to rest.	12/16/2019 7:35 PM
2282	When working it has given us an extra tool for safe operation of trains...have had several issues with system not working and failure enroute	12/16/2019 7:34 PM
2283	Less track time. Long trains blocking roads and sitting in working limits. Causing people to feel more pressure and make mistakes	12/16/2019 7:34 PM
2284	Less knowledge of when you are working so harder to get rested for.	12/16/2019 7:34 PM
2285	None	12/16/2019 7:34 PM
2286	Speeds everything up " have to rush to get it done	12/16/2019 7:34 PM
2287	A lot! They cut jobs and Force guys to do extra work with less guys.. It's no longer a Safe Atmosphere	12/16/2019 7:33 PM
2288	It has taken away from hands on inspections to rail defect cars	12/16/2019 7:33 PM
2289	More work less employees	12/16/2019 7:33 PM
2290	Unsafe	12/16/2019 7:33 PM
2291	New rules are put in place to go around the safe thing to do. Psr efficiencies quarterly shareholder profits. Has nothing to do with safety	12/16/2019 7:32 PM
2292	Feel rushed and the focus level has diminished.	12/16/2019 7:32 PM
2293	Every day is a rush now railroad wants more done faster with less time	12/16/2019 7:32 PM
2294	I see talk the talk without anyone doing the walk. There is a big silence on safety where it benefits the railroad especially money wise.	12/16/2019 7:32 PM
2295	Everything is a big rush , defects are stacking up workforce cut to nothing ,the stress on our minds and body are taking a toll on the actual hands on workers	12/16/2019 7:31 PM
2296	Highest concern is running trains and meeting deadlines, safety is secondary	12/16/2019 7:31 PM
2297	Lack of safety and safety awareness	12/16/2019 7:31 PM
2298	Less work	12/16/2019 7:31 PM
2299	Less time to complete the job and working a lot more overnight shifts.	12/16/2019 7:31 PM
2300	Working with old worn out tools. Upper management is not buying new tools due to loss of funding in their budget.	12/16/2019 7:30 PM
2301	What safety? Union Pacific looks past safety on a constant basis. Profits and work scheduling come 1st. If there's an injury its blamed immediately on the employee.	12/16/2019 7:30 PM
2302	Been tired a few times since working nights one week and back to day shift the next week. Can't get in a routine because you're work hours change constantly	12/16/2019 7:29 PM
2303	Managers push to get more done with less people. They turn a blind eye to safety as long as the job is getting done. Safety rules are only used against poor performing employees.	12/16/2019 7:29 PM
2304	It's rushed. There is no 'safety' concerns anymore. It's all about numbers and how many trains can be pushed out in a day	12/16/2019 7:29 PM
2305	Because of the above we are exhausted which has proven to be the same as operating drunk. We are hauling dangerous communities while ty oo tired to function properly	12/16/2019 7:28 PM
2306	My job is much more rushed due to smaller windows and understaffing	12/16/2019 7:28 PM
2307	They constantly preach safety. But I don't think it's because they care about their employees well being. They are more worried about how much is going to cost them if you get injured on the job. With less and less people to do the same amount of work it is just a matter of time before they start getting more injuries. If you do get injured you have to be fearful for your job. They will try and find a way to blame the incident on you saying you did something wrong and then reprimand you.	12/16/2019 7:28 PM



PSR Survey

2308	I don't feel I work any less safe	12/16/2019 7:27 PM
2309	Absolutely, more stress on employees to do more, with less. Work faster, continuous relaxation of safety rules on the job, locomotives leaving the shop with repairs not done, cars not being repaired as the should be because Of the lack of Car men	12/16/2019 7:27 PM
2310	Well they laid off all the extra employee's and expect two guys one on day shift one on second shift to work overtime everyday to get it done I work till 4am every day and I am tired Everytime I go to work	12/16/2019 7:27 PM
2311	Refer to the first answer. We are doing more work more responsibilities with less people. It affects safety in a negative way. I'm a bid in welder, who also operates and runs a dump truck when the boss needs it. I don't operate equipment everyday so I'm not as good as others. That's unsafe.	12/16/2019 7:27 PM
2312	Less people. Less concern about safety	12/16/2019 7:27 PM
2313	It's created scheduling chaos. On the other hand I get overtime now waiting on trains	12/16/2019 7:27 PM
2314	Safety is no longer the priority	12/16/2019 7:26 PM
2315	It has made safety secondary to numbers and production	12/16/2019 7:26 PM
2316	It has put more of a rush on jobs when we do them. If it would be more preventative maintenance it wouldn't be this bad instead of run till it breaks.	12/16/2019 7:26 PM
2317	Reduced the number of people working and the number of jobs available	12/16/2019 7:25 PM
2318	BNSF hasn't gone to the same lengths as other railroads, but with all the new, young management they put production in front of safety.	12/16/2019 7:25 PM
2319	Defects are being purposefully overlooked because they don't have enough people to make the repairs. They refuse to put out slow orders.	12/16/2019 7:24 PM
2320	Get it done or be layed off	12/16/2019 7:24 PM
2321	As a track inspector I was instructed to call off heat runs even when rail temps were well in excess of the required limits for track buckling prevention. It was stated that the reason was that no one was to work overtime on numerous occasions.This is a continued issue as we can not get over all of our territory within a normal work day at times due to the reduced forces causing us to fill other positions such as taking the sperry car or getting track time for any other reason that comes up. It is being refused by our Director of Track Rex Carter here at CSX to order fire snake because of the price and instead we are being forced to use cellulose mixture with diesel fuel which puts off a heavy black smoke that's not only harmful to the environment but also the workers health as we are forced to breathe it and the cancer causing agents it produces in without any form of respiratory protection. Fire snake is a much safer alternative for both the user and the environment since it does not produce smoke the way cellulose mixture does.	12/16/2019 7:24 PM
2322	Production over safety	12/16/2019 7:24 PM
2323	It has made me more fatigued with getting less sleep and poor eating habits.	12/16/2019 7:24 PM
2324	The railroad will ask employees to, and do some themselves, cut corners and speed through training in order to make profit	12/16/2019 7:23 PM
2325	It has made the job more frustrating. More derailments, more problems with trains breaking down. Budgets are tighter, so tools are cheaper and break, you are expected to do more with less time. Breaking tools can cause injuries	12/16/2019 7:23 PM
2326	I work in a yard and track speeds have increased since PSR,given less time for track maintenance	12/16/2019 7:23 PM
2327	More work and less time to fix's the tracks. The dispatchers are not giving much time front of these trains.	12/16/2019 7:23 PM
2328	Work more home less. UPRR doesn't care about balance of life.	12/16/2019 7:23 PM
2329	Increased workload with less man power and always being rushed	12/16/2019 7:23 PM
2330	I feel less safe due to the dispatchers being rushed to move trains, I feel the likelihood of mistakes being made greatly increases	12/16/2019 7:23 PM

PSR Survey

2331	Screw r payroll sometimes we travel three times on one paycheck it bad. I good	12/16/2019 7:22 PM
2332	The company is trying to their best of there ability's to throw safety out the window for higher profits for share holders.	12/16/2019 7:22 PM
2333	So far I'm not sure that there has been a direct impact locally. With work force reductions that it seems to lead to, our railway is going to have to choose between honoring the union contract or renegeing and creating an unsafe environment.	12/16/2019 7:22 PM
2334	Less people working, more emphasis on efficiency and profit	12/16/2019 7:22 PM
2335	Less men more work. They rush us to get it laid rush us to the hole.	12/16/2019 7:22 PM
2336	We dont get to maintain the tracks as well as we used too. Dispatch and yard masters wont give us the time.	12/16/2019 7:21 PM
2337	Me personally I don't believe it's affected me	12/16/2019 7:21 PM
2338	Safety was no longer a top priority for Union Pacific after PSR was implemented. I am currently furloughed. Only Railroaders hired in 2013 or prior are able to hold a position. Not by personal skill level or even near perfect attendance.	12/16/2019 7:21 PM
2339	Less men more work	12/16/2019 7:21 PM
2340	It puts the gangs in a rush. They have cut jobs and expect the same work. Dispatchers also wont give you enough time	12/16/2019 7:21 PM
2341	Less home time	12/16/2019 7:21 PM
2342	I haven't really but more delays for train	12/16/2019 7:21 PM
2343	Not as many trained people	12/16/2019 7:21 PM
2344	Getting less done and getting blamed for getting less done	12/16/2019 7:20 PM
2345	It's actually made me more money but I'm never home.	12/16/2019 7:20 PM
2346	Something to watch break or miss a critical point	12/16/2019 7:20 PM
2347	People are doing unsafe work just to keep a job so they won't cut jobs	12/16/2019 7:20 PM
2348	We are now expected to do the same tasks but with less manpower and time, making working faster and under stressful circumstances a necessity if we want to retain our jobs.	12/16/2019 7:20 PM
2349	It feels about the same in terms of safety. The only thing I've noticed is a significant delay in train traffic and a decrease in track time availability.	12/16/2019 7:20 PM
2350	Again, lack of manpower tends to ask more of each man to complete a task, exhaustion leads to injury. Men are asked to do jobs they're unfamiliar with because of the lack or manpower	12/16/2019 7:19 PM
2351	We are expected to do more work with less workers in a smaller time frame. It is not safe it is not precision. It is dangerous and detrimental to mental and physical health.	12/16/2019 7:19 PM
2352	It's made it more dangerous, always trying to find ways to speed up the process and get track work done so they can run trains.	12/16/2019 7:19 PM
2353	Again, you are constantly rushed, so safety is not a priority and almost always force to cut corners.	12/16/2019 7:19 PM
2354	Budget cuts have not only reduced the manpower that used to share the work load on large jobs ,but also eliminated extra vehicles and equipment forcing people to do almost everything the hard way ...for example boom trucks with inoperable cranes lead to changing rail with backhoes when operators may not be skilled at that	12/16/2019 7:19 PM
2355	Push push push... take shortcuts when their backs are turned for productivity but don't let them catch you.	12/16/2019 7:19 PM
2356	Train might not stop when working on track	12/16/2019 7:18 PM
2357	Having less people to perform a task leads to several things. First, in order to get the job done corners are cut that can result in injuries. In addition to corners being cut, the stress placed on the employee to get the job done despite being down one or two people can be substantial.	12/16/2019 7:18 PM

## PSR Survey

Three, the physical toll of doing the work of three or four people with only two employees leads to exhaustion.

2358	Longer hours. Less understanding of new regulations, less training. Less in general for the men and women on the ground making it work.	12/16/2019 7:18 PM
2359	It's gotten worse since they got rid of the tsc facilitators and put all of they're work onto the safety captains	12/16/2019 7:18 PM
2360	The railroad promotes safety in every aspect until safety interferes with production.	12/16/2019 7:18 PM
2361	Seems like there are a lot more "knee jerk" rules in response to situations	12/16/2019 7:18 PM
2362	I havent noticed an affect for BNSF side of things.	12/16/2019 7:18 PM
2363	Night shift on spg. It is Ridiculous It's not safe u are tired is dark u can't see anything. Try and sleep at a hotel were they are cleaning rooms and remodeling. It's bull!	12/16/2019 7:17 PM
2364	Yes, it means less time on the track for our large production gangs. The job is the same but there is a push to do the same or more with less time. This leads to rushing or taking short cuts.	12/16/2019 7:17 PM
2365	Safety is now fourth on the list of objectives, behind moving trains.	12/16/2019 7:17 PM
2366	No manpower	12/16/2019 7:16 PM
2367	Yard carman working by their self, pressured to hurry up and get trains out,	12/16/2019 7:16 PM
2368	The way it's going you don't no if you will have a job you hear every day more and more cuts coming.	12/16/2019 7:15 PM
2369	Psr has been a major distraction due to uncertainty of employment. Understaffing has resulted in work groups and individuals being stretched too thin leaving gang operations without the needed support to work efficiently and safely.	12/16/2019 7:15 PM
2370	Saftey is absolutely not a concern. There isn't time for it.	12/16/2019 7:15 PM
2371	Safety went out the window and the programs	12/16/2019 7:15 PM
2372	yes, the constant fear of not having a job, has made this a mad house. Not only that , but the employees run around like a chicken with head cut off trying to keep up. Track authority violations have nearly doubled	12/16/2019 7:15 PM
2373	Safety? It is all in the name of the shareholders, not safety.	12/16/2019 7:15 PM
2374	Causes concerns about safety.	12/16/2019 7:15 PM
2375	Safety is less important than speed and productivity.	12/16/2019 7:15 PM
2376	None	12/16/2019 7:15 PM
2377	It has put in a sense that the "human" factor is not nedded as much	12/16/2019 7:15 PM
2378	sometimes It works, sometimes it does not, a lot of things come Into a daily work schedule, although It is a good thing to have work and projects schedueled sometimes emergencies do come up and depending on the crews available to do these things out there, there needs to be flexibility from everyone to accomplish as much as possible and stll have safety as prioriety one out there at all times.	12/16/2019 7:15 PM
2379	More work and more hours with less employees makes it more likely to get injured on the job, therefore making the job more unsafe.	12/16/2019 7:15 PM
2380	They rush us a lot of the time to get off the track and in the clear, even though we have not passed the time limit we asked for	12/16/2019 7:14 PM
2381	Lower level management is doing all they can with what little they havevto keep their territories operating. Our safety has taken a step backwards since the implementation of precision railroading. Upper management in completely to blame. All they care about is saving the company money.	12/16/2019 7:14 PM
2382	Safety is only a concern in non emergency situations	12/16/2019 7:14 PM
2383	Safety seems to have been put on the back burner	12/16/2019 7:14 PM

## PSR Survey

2384	they are pushing to get work done at a very unsafe pace. if a job could take overtime they would rather not do it to save money.	12/16/2019 7:14 PM
2385	Speed in rail yards increased making working in yards dangerous everything rushed	12/16/2019 7:13 PM
2386	Horrible	12/16/2019 7:13 PM
2387	It's taking away workers whis is putting more work and stress on the ones still working.	12/16/2019 7:13 PM
2388	Safety is done	12/16/2019 7:13 PM
2389	ldk yet.	12/16/2019 7:13 PM
2390	More derailments, much longer trains.	12/16/2019 7:13 PM
2391	Psr has put production over safety and has raised goals to unachievable levels. It has made the railroad belligerent in its decision making.	12/16/2019 7:12 PM
2392	They're too slow to implement on stuff I feel the company is putting money over the safety of their employees like spending money on equipment ppe giving overtime to get the work done properly and safely	12/16/2019 7:12 PM
2393	Smaller work windows.	12/16/2019 7:12 PM
2394	They preach safety, but don't want us to worry about it if it slows production.	12/16/2019 7:12 PM
2395	The railroad is skimping necessary repairs every chance they get. This not only affects workers but the general public also	12/16/2019 7:12 PM
2396	Safety has gone out the window and they have put production first.	12/16/2019 7:12 PM
2397	Made it worse everything is much more of a rush now getting any type of time on the main line to fix defects is like an act of God when you do get time it's half the time you should get and it's rush rush rush	12/16/2019 7:12 PM
2398	Longer days further travel because less jobs around home	12/16/2019 7:11 PM
2399	Safety isn't a priority, unless they can charge you for a violation , they preach it in their recorded calls. , but then your local manager will push u to do anything it takes to make a job get finished faster	12/16/2019 7:11 PM
2400	It helps out alot	12/16/2019 7:11 PM
2401	Haven't noticed a change as far as my safety.	12/16/2019 7:11 PM
2402	It hasn't	12/16/2019 7:10 PM
2403	N/A	12/16/2019 7:10 PM
2404	They have cut safety facilitators and increased territory for the ones that are left.	12/16/2019 7:10 PM
2405	Safety is a joke now	12/16/2019 7:10 PM
2406	Limited time to make quality repairs. It's a hurry up and get the trains moving	12/16/2019 7:10 PM
2407	If it has I haven't noticed because I wont do the work unless it's safe to do so	12/16/2019 7:10 PM
2408	Safety has taken a back seat to completion of work and is really just used as synonym for liability. Real safety is not carried out or treated with importance, instead the company has deferred all liability to its employees and they call it safety.	12/16/2019 7:10 PM
2409	Again increased pressure for speed of work	12/16/2019 7:10 PM
2410	More stress as to not knowing if your job is "secure" as it once was. And also having to do more with less due to budget restrictions. Mental and physical safety has worsened.	12/16/2019 7:09 PM
2411	It has made us all scared for our jobs. Cut throat now. If you get hurt or in a wreck you will be fired. That is what is relayed to us.	12/16/2019 7:09 PM
2412	Safety ? It's all about numbers	12/16/2019 7:09 PM
2413	People worried about losing job	12/16/2019 7:09 PM
2414	It's a lot more dangerous have been a lot more accidents	12/16/2019 7:09 PM

PSR Survey

2415	More of a pain	12/16/2019 7:08 PM
2416	Not one bit	12/16/2019 7:08 PM
2417	Never heard of it	12/16/2019 7:07 PM
2418	It has created alot more chance of injury with the work crews going down to 3 or even 2 man crews. Always being rushed to get stuff done so we dont get paid overtime always leads to more injuries also or even mistakes within your repair that could lead to train crew mishaps	12/16/2019 7:06 PM
2419	Schedules are unorganized, hours are more sporadic, the amount of furloughed employees in relation to work that needs done is staggering I'm expected to stop my locomotive go inside eat my lunch and be back out to locomotives within 20 minutes, not taking into account time to travel to the shack to clean up and eat.	12/16/2019 7:06 PM
2420	Saftey has taken a huge step backwards. It seems as if we are just concerned about numbers and profit.	12/16/2019 7:04 PM
2421	It has affected my job negatively. They change our work time and schedule all the time to accommodate.	12/16/2019 7:04 PM
2422	Safety is just something that must be said and preached... but they don't really mean it	12/16/2019 7:04 PM
2423	Safety isn't the highest priority anymore	12/16/2019 7:04 PM
2424	You don't hear about safety anymore unless something happens. We get rushed now more than ever to get the signal system back up if we get called out for trouble.	12/16/2019 7:03 PM
2425	A lot! I want my old schedule back they took 24 days per year away from me being with my family	12/16/2019 7:03 PM
2426	U don't know if u have a job everyday u come in, so hard to focus on job when u don't know if they are cutting to make shareholders more money	12/16/2019 7:03 PM
2427	Saglfety has gone down. We are working exhausted. The tracks aren't getting the repairs they need and more likely to derail	12/16/2019 7:02 PM
2428	Your forced not to do only your job but to do the work of the people who they have cut off which can cause some very un safe conditions.	12/16/2019 7:02 PM
2429	Equipment and material budgets are nearly non-existent until a major issue arises such as a derailment or a possibility of the track being taken out of service on account of defects.	12/16/2019 7:01 PM
2430	There are so few of us left to work, everyone is tired and overworked. The main focus has shifted from performing quality work to working slow enough to ensure you make it through the day without injury.	12/16/2019 7:01 PM
2431	The railroad is much more unsafe! Rules are bent and broken anywhere they see fit, safety programs gutted, track inspections deprioritized, with ever moving goal posts to accomplish a lower head count	12/16/2019 6:59 PM
2432	It is less safe..pushing more production with less time and cutting corners to get it done	12/16/2019 6:58 PM
2433	Less certainty of employment definitely!	12/16/2019 6:57 PM
2434	Again, safety is on the back burner, its only a what can you do for me today attitude.	12/16/2019 6:56 PM
2435	I feel safety has taken a back seat	12/16/2019 6:56 PM
2436	Less work groups, more for the foreman and track inspectors to think about because they're are so many tasks to be taken care of at one time	12/16/2019 6:56 PM
2437	More work load on fewer workers at headquartered workers. Call outs all the time less home time.	12/16/2019 6:55 PM
2438	More bumping from untrained employees	12/16/2019 6:55 PM
2439	Short work windows make it a struggle to meet goals	12/16/2019 6:52 PM

Q3 Are there benefits to working on a PSR railroad? If so, what are they?

Answered: 2,425 Skipped: 41



PSR Survey

#	RESPONSES	DATE
1	NA	1/6/2020 3:33 AM
2	I have yet to see any benefits of working for a PSR railroad. What I do see is the effects of the railroad trying to save money by cutting on safety in several forms from cars to personal protective equipment for employees. Expectations are high to move freight at all cost even if it means sacrificing safety.	1/6/2020 1:15 AM
3	The only people it benefits are shareholders and executives running the company . No one else will.	1/5/2020 4:42 PM
4	None that I have heard of.	1/5/2020 2:43 AM
5	None whatsoever	1/4/2020 12:18 PM
6	Na	1/4/2020 1:15 AM
7	None	1/4/2020 1:10 AM
8	I can see where it could work with less engines sitting idle and less yards but we don't have open areas for trains breaking down and we don't have the manpower to fix these cars to get the trains on the go again and then how many crossings we block because of the size of the trains ?	1/3/2020 11:56 PM
9	I've yet to see any.	1/2/2020 9:42 AM
10	None	1/2/2020 6:18 AM
11	Only if you are a majority shareholder. You can watch your profits increase exponentially until no more can be squeezed out. You can then dump your shares for a huge profit and wipe your hands and conscious clean of the lives you ruined in the process.	1/1/2020 10:38 PM
12	None that I can see	1/1/2020 10:17 PM
13	None	1/1/2020 7:43 PM
14	The only benefits I've seen thus far are for the stock holders. The crews literally being worked to death to build longer unsafe trains, that are being manned by crews that are exhausted.	1/1/2020 5:01 AM
15	not any that I noticed	12/31/2019 7:33 PM
16	More profits for the carrier though the profits are shared with shareholders. While threatening to cut employees wages.	12/31/2019 7:33 AM
17	Track hrs decreased	12/30/2019 8:19 PM
18	The work schedule they have use on makes time at home less and that puts a strain on employees there for less productive people/work for the company. We have families with other issues besides railroad and if we neglect home and families then maybe something better is out there for employment. I've seen some fellow employees leave after a few years to do better.	12/30/2019 6:36 PM
19	Unsafe track conditions because we can't get out on the tracks for proper maintenance	12/29/2019 1:04 PM
20	No because their planned schedule doesn't account for issues and delays. They want us to make up for other departments delays	12/29/2019 5:37 AM
21	None	12/29/2019 4:42 AM
22	none for labor,all for shareholders	12/29/2019 2:42 AM
23	None. It is just a sham to get rid of workers to maximize profits after the huge tax cuts the Trump administration gave to corporate America. Lance Fritz and every other railroad executive should be ashamed of themselves for putting profits over safety and peoples' livelihoods!	12/29/2019 1:34 AM
24	There are no benefits to workers. PSR is a short term corporate raid of assets. It is a monetary windfall for majority shareholders at the expense of long term safety and economic sustainability. Also, PSR railroads have mercilessly driven off or laid off the trained and experienced workforce. The few remaining employees are the most senior. What will happen in the next few years when they die or retire ?	12/28/2019 11:40 PM
25	no	12/28/2019 11:31 PM

PSR Survey

26	I am not aware of any.	12/28/2019 5:49 PM
27	Nope (only if you are a shareholder, then it's only monetary)	12/28/2019 4:41 AM
28	If you're a stockholder, ABSOLUTELY. If not, no	12/28/2019 1:54 AM
29	Not that I have seen	12/27/2019 4:29 PM
30	None that I can see. We have less time at home, working with less employees on the gangs means more work for everyone else.	12/27/2019 3:36 PM
31	An early death ,so my toucher is over,30 year sentence with no parole	12/27/2019 2:56 PM
32	not that I see	12/27/2019 1:27 PM
33	N/A	12/26/2019 5:55 PM
34	None that I've seen	12/26/2019 8:53 AM
35	no benefits, I spend less time at home with my family. also we spend less time on track. we work 5 hours on track a day. the other schedule we worked, we worked 6 to 8 hours a day on track	12/26/2019 2:39 AM
36	No	12/26/2019 12:32 AM
37	None I can see.	12/25/2019 5:11 PM
38	At this time my railroad does not implement it but they seem to be under the pressure to do something similar to be "efficient" by cutting costs. However, I have heard from workers from other railroads that implement it that it has drastically brought down morale and job security.	12/25/2019 4:49 PM
39	Not really. Other than the threat of being fired for safety violations is far less.	12/25/2019 2:14 PM
40	I don't know yet.	12/25/2019 12:17 PM
41	I don't know.	12/25/2019 7:44 AM
42	You never get anything done in the time allotted... No overtime. Price gouging has reduced traffic. Stocks are going up.	12/25/2019 7:14 AM
43	No benefits for the front line worker	12/25/2019 5:52 AM
44	No, the increased work is not producing any additional pay or benefits for workers, detracts from safety. And currently companies are entering bargaining with the stance that workers need less pay and benefits despite record profits and record numbers of layoffs	12/25/2019 5:12 AM
45	None for the RR worker unless you like stress and unsafe working conditions.	12/25/2019 5:09 AM
46	None whatsoever.	12/25/2019 4:17 AM
47	None that I'm aware of, so far.	12/25/2019 2:50 AM
48	There are none that I have seen.	12/24/2019 10:45 PM
49	No	12/24/2019 6:33 PM
50	None	12/24/2019 6:00 PM
51	Benefits are for the stockholders. Do more with less doesn't help the crews out.	12/24/2019 5:04 PM
52	If a truck sets on the wrong track PSR can save someone life	12/24/2019 4:00 PM
53	No none at all just take a look at the number of derailments that have happen since PSR has taken place ! Get out here to the field and walk around and talk to our employees I'm sure they would be more than happy to tell you how psr is failing we are losing business Period !	12/24/2019 3:57 PM
54	No. We've been doing this PSR for over a year, I haven't seen a benefit yet. I've seen the opposite.	12/24/2019 3:11 AM
55	Yea, we sit around more, doing less work, because we have to wait for the "sacred" intermodal trains to go through our work areas (Form B's, Track and Time) before we can get to work!	12/24/2019 3:00 AM
56	None	12/24/2019 1:44 AM

PSR Survey

57	The only benefit I can honestly tell is in my 401K.	12/24/2019 12:06 AM
58	No	12/23/2019 10:54 PM
59	Nothing that I have seen. Seems entirely the opposite.	12/23/2019 8:48 PM
60	None to the union worker Managers getting 30-40 percent bonuses	12/23/2019 8:43 PM
61	If you own stock in the railroads.	12/23/2019 7:49 PM
62	Not one benefit I have seen yet. Unless a hostile work environment is one.	12/23/2019 7:27 PM
63	I have seen no benefit to PSR.	12/23/2019 7:23 PM
64	Have not seen any yet. It is only designed to increase bottom line for the stock holders.	12/23/2019 5:57 PM
65	None. I'm watching guys I've worked with for years getting cut and going jobless while the company makes record profits EVERY. YEAR. It only weighs on the workers having to be scared if they'll have a job the next day. They also are firing ppl for anything!	12/23/2019 5:51 PM
66	I haven't seen any. But I'm sure the shareholders love it. That's all it's about is money to the shareholders.	12/23/2019 4:21 PM
67	No.	12/23/2019 4:00 PM
68	No	12/23/2019 3:23 PM
69	Investors make more money	12/23/2019 2:58 PM
70	Same answer as question 2	12/23/2019 2:33 PM
71	Better track time during day hours but pushing employees beyond a safe boundry.	12/23/2019 2:25 PM
72	None that I came see	12/23/2019 2:15 PM
73	Not sure they are any for the union man.	12/23/2019 2:05 PM
74	None	12/23/2019 1:59 PM
75	None from my experience.	12/23/2019 1:31 PM
76	I don't think there are any benefits to it..	12/23/2019 1:20 PM
77	None	12/23/2019 1:04 PM
78	None	12/23/2019 1:02 PM
79	Only for management, bigger bonuses for not spending money, low over time , keep the guys from reporting issues an injuries.	12/23/2019 12:33 PM
80	I don't see any.	12/23/2019 12:20 PM
81	No, except maybe to make these share holders richer.	12/23/2019 10:58 AM
82	No	12/23/2019 10:51 AM
83	No benefits	12/23/2019 10:50 AM
84	I dont see any benefits to the working man on the ground with PSR in effect. It seems to help the management though because trains on time equals bigger bonuses.	12/23/2019 8:57 AM
85	None I have seen. If it lowers the operating ratio enough that layoffs in our department wont be so bad and I keep my job then PSR all the way	12/23/2019 6:22 AM
86	I can't see the advantages other then pay less and squeeze more profits	12/23/2019 6:05 AM
87	Not for the people actually doing the work.	12/23/2019 5:30 AM
88	I haven't seen any benefits to it yet	12/23/2019 3:55 AM
89	Stock price. Less red tape because of less employees. No long term plan of capital expenditures or safety committees. There is no long term or anything, other than pump up the stock price. Our local cars used to be switched once and delivered locally for customer. Now goes 100 miles out of way and switched 3 times to save a train crew.	12/23/2019 3:40 AM

PSR Survey

90	No	12/23/2019 3:39 AM
91	N/a	12/23/2019 3:20 AM
92	No. Realistically no.	12/23/2019 3:16 AM
93	Nope	12/23/2019 2:53 AM
94	None for the worker. We are told to follow the rules at all times and will be punished for not doing so... unless breaking the rules in a certain situation benefits the company and then we are urged to do so.	12/23/2019 2:53 AM
95	The benefits occur if you own the company stock and can take advantage of the stock gains due to the lower operating ratio.	12/23/2019 2:36 AM
96	Nope.	12/23/2019 2:35 AM
97	NO	12/23/2019 2:22 AM
98	No.....nothing is perfect	12/23/2019 2:18 AM
99	None	12/23/2019 2:12 AM
100	None that I know of.	12/23/2019 2:05 AM
101	None that I have noticed.	12/23/2019 2:04 AM
102	I hope so. It should mean a safer place to work if done correctly.	12/23/2019 2:01 AM
103	NO!	12/23/2019 1:50 AM
104	None	12/23/2019 1:46 AM
105	None that I know of..except the money the stock holders get doe the lack of maintenance and man power to make them look good..	12/23/2019 1:43 AM
106	None that i have seen as of yet	12/23/2019 1:40 AM
107	In haven't seen any.	12/23/2019 1:39 AM
108	None I'm aware of	12/23/2019 1:36 AM
109	Probably but too soon to tell	12/23/2019 1:32 AM
110	No.	12/23/2019 1:20 AM
111	None that I can see. They discipline for the smallest and most ridiculous things	12/23/2019 1:19 AM
112	Benefits to share holders. That's about it. The "head hunting" and constantly worrying about having a job is very stressful and counterproductive. If your mind is focused on that, mistakes are inevitable.	12/23/2019 1:10 AM
113	I don't know if any	12/23/2019 12:58 AM
114	I see no benefit to working on a PSR railroad. Not only are the conditions much more unsafe, but now we have less employees to do the work. Ground level employees do not benefit at all from PSR. The only people who benefit are the stockholders, plain and simple.	12/23/2019 12:54 AM
115	None for the workers because it's doing away with a lot of jobs.	12/23/2019 12:49 AM
116	No, haven't seen any benefits for employees	12/23/2019 12:47 AM
117	It makes you really like your time away from work.	12/23/2019 12:46 AM
118	I will say, getting track authority does seem easier. However, that could be attributed to the loss in business from demurrage and other charges to past customers.	12/23/2019 12:34 AM
119	Unknown yet	12/23/2019 12:24 AM
120	Yeah, if you are a Stockholder.	12/23/2019 12:15 AM
121	None that I can determine compared to pre PSR work conditions	12/23/2019 12:13 AM
122	None that I can think of	12/23/2019 12:08 AM

PSR Survey

123	None at all.	12/22/2019 11:57 PM
124	No benefits	12/22/2019 11:45 PM
125	None.. line ups are no better and there are fewer crew to run trains	12/22/2019 11:21 PM
126	not sure on the benefits of it as it may not be fully implemented on my railroad.	12/22/2019 11:05 PM
127	Not for the employees, just major stock holders	12/22/2019 10:53 PM
128	Absolutely none	12/22/2019 10:49 PM
129	Only thing it has helped is scheduled outages we seem to get the track time we need.	12/22/2019 10:07 PM
130	There isn't any	12/22/2019 9:09 PM
131	Modern technology will make certain tasks fail safe but not when we a given tools (tablets, laptops, GPS etc) of the lowest quality to use.	12/22/2019 7:21 PM
132	Not at Norfolk southern at least. My shop location has lost 250 craft employees this year alone	12/22/2019 6:37 PM
133	Trains run shipments on time	12/22/2019 6:24 PM
134	None that I'm aware of as of yet	12/22/2019 6:23 PM
135	No we don't get the track time we use to. So it's hard to perform our duties because they put trains first	12/22/2019 6:21 PM
136	No	12/22/2019 6:18 PM
137	☐☐♂	12/22/2019 6:16 PM
138	No benefits at all	12/22/2019 5:40 PM
139	Not trying to be negative but I can't think of 1 single benefit.	12/22/2019 5:35 PM
140	Can't get time to do as much work as we need to.	12/22/2019 5:22 PM
141	No	12/22/2019 5:21 PM
142	No benefits as to the employees and their safety and safe working environment.	12/22/2019 5:13 PM
143	None	12/22/2019 5:12 PM
144	No	12/22/2019 5:02 PM
145	Increased profits if you are one of the carriers or stock holders!	12/22/2019 4:54 PM
146	None	12/22/2019 4:43 PM
147	The only benefit it to the shareholders. They make more money.	12/22/2019 3:41 PM
148	No	12/22/2019 2:49 PM
149	None, longer trains is having a negative effect in cities	12/22/2019 2:31 PM
150	None if you think less people more work is good something is wrong	12/22/2019 2:29 PM
151	Not that I can see other than the money savings that goes straight to investors. At what cost though? Other people's livelihoods and lives?	12/22/2019 2:06 PM
152	Benfirs? Seriously? Our work force has been cut in half. Our fleet has been cut. We don't have enough power to to pull trains and everyone is full of anxiety waiting to see if we're going to lose our jobs. We are working in a fear based company now	12/22/2019 1:57 PM
153	Two hurt or killed	12/22/2019 1:50 PM
154	The benefits go directly to the majority shareholders.	12/22/2019 1:23 PM
155	I haven't seen any benefits.	12/22/2019 12:59 PM
156	None	12/22/2019 10:54 AM
157	All we work on is evolution units now.	12/22/2019 10:49 AM

PSR Survey

158	No benefits from mechanical side. Less people and given less time to do the job.	12/22/2019 10:38 AM
159	Less stopping during trips, hardly any trains to meet	12/22/2019 7:53 AM
160	Why would there be? Laying off man power. Forcing people to quit. Cause that's awesome	12/22/2019 7:36 AM
161	There are none.	12/22/2019 7:22 AM
162	NO	12/22/2019 7:10 AM
163	I have worked for the railroad for 14 years and this is the most stressful and the worst functioning I have ever seen it on the mechanical side of things. To much firing of employees. Not a safe work environment physically or mentally..I don't know PSR meant lay off half the work force and expect 3 Times more work in half the time. Dont make sense.	12/22/2019 7:02 AM
164	None	12/22/2019 5:41 AM
165	I agree with being more efficient and if things need to be reworked to make that happen then so be it, but I don't think that the safety of ourselves should be jeopardized just so that happens.	12/22/2019 4:57 AM
166	Only the company and major stock holders are happy.	12/22/2019 4:54 AM
167	I haven't found any yet. Don't get me wrong. Everything is better at its most efficient state but when safety of employees and public are being sacrificed for that efficiency it's not worth it.	12/22/2019 4:47 AM
168	None	12/22/2019 4:46 AM
169	No the theory of 1 man train crews is a serious safety hazzard	12/22/2019 4:44 AM
170	No schedules have been met, no freight has left on time, and no goals have been met but if they had been, they would just lower the goals. The whole system is setup for failure.	12/22/2019 4:44 AM
171	None	12/22/2019 4:37 AM
172	None , if there are any benefits , I have not seen or been witness to any . Loss of business.	12/22/2019 4:22 AM
173	No	12/22/2019 2:49 AM
174	None	12/22/2019 2:48 AM
175	I do not see any.	12/22/2019 2:38 AM
176	There arent any.	12/22/2019 2:37 AM
177	I think knowing how to utilize your assets is a good thing. That being said PSR focuses too much on making shareholders money at any cost at any cost to your most important assets, your employees	12/22/2019 2:22 AM
178	There are none	12/22/2019 2:18 AM
179	In my opinion, no	12/22/2019 2:14 AM
180	None that I have seen as a railroad worker	12/22/2019 2:14 AM
181	I have seen no benefit to anyone but the stockholder	12/22/2019 2:10 AM
182	Fewer people to work with, injury on the job, less hourly rate and paying more for insurance.	12/22/2019 2:07 AM
183	Rotating dead wait supervisors that's it.	12/22/2019 2:05 AM
184	Stockholders get rich	12/22/2019 1:53 AM
185	So far the only benefit is almost a guarantee that you will Be furloughed in the name of shareholder profit.	12/22/2019 1:43 AM
186	Move trains quicker but at what cost.	12/22/2019 1:40 AM
187	None that I'm aware of. Only benefits seem to be for the hedge funds, shareholders and the upper management that get paid in stocks as part of their pay.	12/22/2019 1:39 AM
188	More down time I guess if that's a benefit. If they don't want you to write it up and fix defects then you get to loaf off.	12/22/2019 1:35 AM
189	None that I have seen. Only if you want to work in an environment that's uncertain if you'll have	12/22/2019 1:34 AM



PSR Survey

	a job in a week.	
190	None.	12/22/2019 1:31 AM
191	No	12/22/2019 1:17 AM
192	None	12/22/2019 1:07 AM
193	Yes. Better customer service, more profitable, more overtime.	12/22/2019 1:05 AM
194	None whatsoever	12/22/2019 1:03 AM
195	We have zero benefits of PSR it's all about the money	12/22/2019 12:55 AM
196	We have only lost benefits and work.	12/22/2019 12:52 AM
197	Not sure... I think it could if I still had my job.	12/22/2019 12:41 AM
198	None that I have seen as of yet.	12/22/2019 12:26 AM
199	Poor morale, poor safety, unhappy employees, zero incentives, a lot of petty rules. Those are not benefits.	12/21/2019 11:05 PM
200	None that I've seen yet	12/21/2019 10:53 PM
201	You still get a good paycheck for those that are still around. A lot of good workers and people in general lost their jobs bc of greed. It was uncalled for	12/21/2019 10:52 PM
202	None that I have personally noticed.	12/21/2019 10:37 PM
203	Nope	12/21/2019 9:18 PM
204	No	12/21/2019 7:33 PM
205	No	12/21/2019 6:56 PM
206	I havent seen one worth noting. All the made up statistics. We fun bigger trains but takes 2 crews to get across the road bc wr cant move. Where is the improvement? I guess stock holders are happy.	12/21/2019 3:21 PM
207	Zero benefits	12/21/2019 3:00 PM
208	I have not seen the benefits yet.	12/21/2019 2:01 PM
209	Not unless you are a shareholder!!!	12/21/2019 9:24 AM
210	I sure dont know of any benefits	12/21/2019 8:56 AM
211	None	12/21/2019 4:26 AM
212	We will still have a job during the next recession, while every one will be getting laid off	12/21/2019 3:21 AM
213	It helps my stock go up. If I had any. Haha.	12/21/2019 2:24 AM
214	Sence I have seen no evidence of performance based values , I can only say what I've seen is more machine failures and trackman having to work much harder then they should have to for the quotas being placed on us.	12/21/2019 1:14 AM
215	there is no trains so they try to work employees all day long.	12/20/2019 11:28 PM
216	None.	12/20/2019 11:11 PM
217	No	12/20/2019 11:06 PM
218	No absolutely none!!!	12/20/2019 10:27 PM
219	More reliable scheduled curfews for MOW.	12/20/2019 10:26 PM
220	Not that I have seen.. it creates higher unemployment rates	12/20/2019 9:50 PM
221	No answer	12/20/2019 5:16 PM
222	No	12/20/2019 5:07 PM
223	Job security!	12/20/2019 4:57 PM

PSR Survey

224	I don't think there is. The only people that it benefits is the stockholders. Customers and workers are left behind.	12/20/2019 4:10 PM
225	Perhaps increased switch and backtrack inspection time on foot.	12/20/2019 4:09 PM
226	I haven't seen any benefits. Less people, harder to get time to do maintenance.	12/20/2019 4:01 PM
227	For the shareholders i suppose	12/20/2019 3:39 PM
228	No	12/20/2019 3:32 PM
229	I see no benefits to the workers at all. The uprr is making money hand over fist. While the new Psr is sucking the workers pride from them. We use to be a proud work force, I was excited to say I work for Upr, no longer the case it's just a job now.	12/20/2019 3:14 PM
230	The only benefits I see for working for a PSR railroad (at this time) is being a stock holder. This of course could easily change if the Railroads continue to cut spending on its infrastructure.	12/20/2019 2:53 PM
231	Not currently. Sacrifice maintenance to run trains.	12/20/2019 2:26 PM
232	None that I know of	12/20/2019 12:49 PM
233	No!! It cost me my job, Furloughed!!	12/20/2019 12:32 PM
234	None that I have seen so far.	12/20/2019 12:29 PM
235	No	12/20/2019 11:47 AM
236	None for us	12/20/2019 11:19 AM
237	If you're at the top getting multi million dollar bonuses and have no conscious or concern for the employees on the front lines then yes PSR is great!!	12/20/2019 10:59 AM
238	No there arent.	12/20/2019 10:56 AM
239	Yes more wait time with my feet kicked up sleeping because things can't move from point A to point B because train don't fit into sidings anymore.	12/20/2019 10:36 AM
240	As of now id say no everyones career is disappearing as they cut jobs and lose business to pad the pockets of the ones who sit back and watch us the ones who do the work suffer	12/20/2019 9:48 AM
241	None that I can see	12/20/2019 6:07 AM
242	None	12/20/2019 5:34 AM
243	have no clue. What is PSR?	12/20/2019 3:57 AM
244	Share price increase	12/20/2019 3:47 AM
245	No benefits at all	12/20/2019 3:39 AM
246	None unless unemployment is a benefit	12/20/2019 3:37 AM
247	Maybe for the stockholders but not for the company's future or it's employees.	12/20/2019 3:08 AM
248	No. Before PSR, dispatchers could actually do their job. They didnt have 3 supervisors telling them how to do it. They knew the territory, knew the guys working on the tracks, knew the bottleneck areas and knew how to keep the flow of trains going without totally shutting off the maintenance and production.	12/20/2019 2:37 AM
249	I have not seen any, less time on track means more days added. less time with families	12/20/2019 2:31 AM
250	In time it will save the carrier money and would be more likely that they would turn around and put more money in the capital budget	12/20/2019 2:19 AM
251	Not sure	12/20/2019 2:01 AM
252	There is no benefit to the employees that I saw. The only ones that benefit with the psr is the people who own stock in the railroad.	12/20/2019 1:33 AM
253	none i know of	12/20/2019 12:42 AM
254	Initial terminal delay is mostly down.	12/20/2019 12:37 AM

## PSR Survey

255	It has increased our track time. However not enough people.	12/19/2019 11:44 PM
256	None! Tonnage over safety	12/19/2019 11:40 PM
257	I haven't seen any current benefits as of yet..	12/19/2019 11:19 PM
258	Just more work less people. More derailments because just can't keep up with the demands	12/19/2019 11:11 PM
259	none	12/19/2019 10:53 PM
260	No the benefits are not working. The only people benefiting from PSR is Executives and shareholders.	12/19/2019 10:30 PM
261	I don't think so, I haven't seen it	12/19/2019 10:15 PM
262	No. Unless you like giving 100% and they want 150%	12/19/2019 10:07 PM
263	Only for the shareholders. The stakeholders are taking losses.	12/19/2019 10:00 PM
264	No no no no no no no no no no no no!!!	12/19/2019 9:53 PM
265	NO ITS NOT	12/19/2019 9:52 PM
266	More OT money	12/19/2019 9:40 PM
267	I see no benefits.	12/19/2019 9:09 PM
268	Only for the shareholders and CEO's	12/19/2019 8:15 PM
269	There are none	12/19/2019 8:11 PM
270	No	12/19/2019 8:04 PM
271	NA	12/19/2019 7:43 PM
272	Not sure	12/19/2019 7:40 PM
273	Sorry in my eyes I don't see it..	12/19/2019 7:30 PM
274	No	12/19/2019 7:16 PM
275	None	12/19/2019 7:16 PM
276	None that I see. We are having alot more broke down trains. Causing delay.	12/19/2019 6:59 PM
277	Yeah more pressure to get the job done faster, so you'll more than likely chain smoke or get high blood pressure from stress. So you won't live as long. If you consider that living less is a benefit	12/19/2019 6:40 PM
278	From the standpoint of getting track time to do maintenance and / or repair in a terminal setting...there does NOT seem to be any benefit to PSR. Because cars are scheduled to arrive or depart at a certain time, and the overall reduction of active tracks in our multiple yard location, the concentration of train traffic on the remaining in-service tracks and the unwillingness of any Transportation official or Yardmaster (union job) to be charged with train delay has made it nearly impossible to work on more than 1 or 2 segments of track for any extended periods of time. I would guess we are adjusting to doing as much as we can in the short bursts of time we are given, and nothing more.	12/19/2019 6:32 PM
279	No, not unless you are a major stockholder.	12/19/2019 6:12 PM
280	Their isnt	12/19/2019 6:06 PM
281	It seems to make no difference to me at my level of responsibilities. I am only impacted by train length and quantity of them.	12/19/2019 5:57 PM
282	Have not seen them yet	12/19/2019 5:37 PM
283	No	12/19/2019 5:00 PM
284	Haven't seen any	12/19/2019 4:59 PM
285	For shareholders and corporate superiors yes. For the men and women on the ground doing the jobs to keep trains moving. No benefit whatsoever.	12/19/2019 4:56 PM

PSR Survey

286	N/A	12/19/2019 4:47 PM
287	Yes. The share holders profit, the CEO's profit, the RR Co. makes more money due to lack of maintenance. There is more money in the pot for Company bonuses. Smaller workforce gets to pick up the slack. Workforce gets a warm feeling when we see the "huge profits" the "Company" makes. Told no OT in order to increase profits but again there is always money for management bonuses.	12/19/2019 4:37 PM
288	I haven't noticed any yet. We, track workers, were told we would start to see a schedule that each train would run daily. This would allow us to know the best times for us to get track time and some work done. There is no set work windows no different than twelve years ago. The scheduled work windows is what I thought the biggest advantage would be but haven't seen it yet. So no, I do not see any advantages for PSR. It's just a term used so stock holders can make big money	12/19/2019 4:34 PM
289	If there are any benefits from PSR it's strictly for the railroad and it's shareholders.	12/19/2019 4:21 PM
290	IDK	12/19/2019 4:16 PM
291	None to use.	12/19/2019 4:10 PM
292	No none	12/19/2019 4:08 PM
293	Nope	12/19/2019 4:01 PM
294	None	12/19/2019 3:57 PM
295	Dealing with less train traffic can certainly improve safety.	12/19/2019 3:26 PM
296	No, less people to help and to much pressure on workers	12/19/2019 3:23 PM
297	Nothing is beneficial about psr	12/19/2019 3:22 PM
298	The only thing I like is having a weekend off	12/19/2019 3:03 PM
299	Unsure	12/19/2019 3:00 PM
300	I see none now or in the past. It's a mess,to be honest.	12/19/2019 2:56 PM
301	No	12/19/2019 2:55 PM
302	I have no idea	12/19/2019 2:53 PM
303	We have an idea of what trains to expect and when to expect them during our shifts	12/19/2019 2:50 PM
304	I don't know but there is a lot of contractors out here	12/19/2019 2:37 PM
305	No	12/19/2019 2:27 PM
306	None.	12/19/2019 2:27 PM
307	Only if you're a greedy shareholder that cares nothing about the company and it's workforce but simply your profits	12/19/2019 2:16 PM
308	none that I can think of	12/19/2019 1:50 PM
309	Good question	12/19/2019 1:44 PM
310	Sorry not a shear holder	12/19/2019 1:34 PM
311	No.	12/19/2019 1:10 PM
312	Really never noticed any difference	12/19/2019 12:53 PM
313	On my end, no...it has made it almost impossible to get track time to get anything done...and when you do get the track, you feel rushed to do your work.	12/19/2019 12:46 PM
314	Hasn't effected my job thus far.	12/19/2019 12:33 PM
315	I see no benefits to the employees ....precision railroading only exists to make money for the investors	12/19/2019 12:31 PM
316	Rich get richer i suppose	12/19/2019 11:50 AM

PSR Survey

317	Nope.	12/19/2019 11:37 AM
318	None that I see	12/19/2019 11:27 AM
319	None PSR made our jobs way worse	12/19/2019 11:12 AM
320	None	12/19/2019 7:31 AM
321	Only if your a stockholder and work there	12/19/2019 6:36 AM
322	If the stock holders and the company prospers the rules are obvious as long as the mission objectives remain the same . Move freight with the upmost efficiency and safety and provide a quality platform in regard to the track to ensure the success of our company's goals.	12/19/2019 5:09 AM
323	None that I know of	12/19/2019 4:34 AM
324	Nope	12/19/2019 4:32 AM
325	I dont have the full picture to answer this question	12/19/2019 4:18 AM
326	I haven't seen one, unless your a share holder and are reaping the benefits of stock prices	12/19/2019 4:15 AM
327	I still don't understand it	12/19/2019 4:12 AM
328	No scheduled time off multiple work days with no time off	12/19/2019 4:08 AM
329	There maybe positive benefits but I don't really see or feel the effects on my piece of the railroad.	12/19/2019 3:49 AM
330	Don't know	12/19/2019 3:46 AM
331	No not on the MOW side maybe for the company	12/19/2019 3:42 AM
332	I would imagine there is but I'm not sure what. One huge disadvantage is less people to do more work which equals greater burnout and an increased risk of incidents and injuries.	12/19/2019 3:21 AM
333	Short term benefits for stock prices with long term consequences such as losing customers.	12/19/2019 3:18 AM
334	No	12/19/2019 3:18 AM
335	I haven't seen any benefits yet	12/19/2019 3:17 AM
336	I do not see the benefit of putting the company's agenda ahead of the customers needs	12/19/2019 3:13 AM
337	No the trains are longer and they do more damage to the track	12/19/2019 3:13 AM
338	What is considered precision RR or high tech??	12/19/2019 3:11 AM
339	No	12/19/2019 3:10 AM
340	Don't know enough of it to say. Just all here say	12/19/2019 3:03 AM
341	Absolutely no benefits to this management style	12/19/2019 3:02 AM
342	None at all	12/19/2019 3:00 AM
343	None	12/19/2019 2:49 AM
344	More money to be made due to smaller workforce.	12/19/2019 2:45 AM
345	no	12/19/2019 2:36 AM
346	Not unless you are a shareholder .	12/19/2019 2:36 AM
347	No different	12/19/2019 2:36 AM
348	No	12/19/2019 2:35 AM
349	I doubt it	12/19/2019 2:34 AM
350	None	12/19/2019 2:20 AM
351	If you are a major stock holder you can fudge numbers or buy back shares to goose the stock price. Other than that no.	12/19/2019 2:14 AM

PSR Survey

352	No idea	12/19/2019 2:05 AM
353	The benefits are for the companies to make more money with less people. They have also changed some of our rules that are safety sensitive to run trains faster after work has been done.	12/19/2019 1:59 AM
354	Not for the rank and file employees that I have seen.	12/19/2019 1:57 AM
355	I don't feel like there are any more benefits than before we were a "PSR".	12/19/2019 1:56 AM
356	none !!!	12/19/2019 1:49 AM
357	No,	12/19/2019 1:46 AM
358	Nope.	12/19/2019 1:36 AM
359	No	12/19/2019 1:34 AM
360	The only benefit is to the major stock holders!	12/19/2019 1:34 AM
361	None as I know of	12/19/2019 1:25 AM
362	Unsure	12/19/2019 1:23 AM
363	No.	12/19/2019 1:22 AM
364	No.	12/19/2019 1:21 AM
365	Not that i know of	12/19/2019 1:17 AM
366	Micro management	12/19/2019 1:16 AM
367	Yes, it all depends on what territory you're working on, some territories has more time to work on track than other busy territories.	12/19/2019 1:10 AM
368	I dont believe there are any benefits to working for a railroad pushing PSR.	12/19/2019 1:05 AM
369	I have yet to find anything good. I still think of the crew that lost their lives on Sherman hill 3 or 4 years ago. That was the beginning	12/19/2019 12:56 AM
370	No	12/19/2019 12:50 AM
371	I haven't seen a successful model of PSR that is truly customer and employee centric. All PSR does is cut everything down to the Bone and run on fumes until it quits. Make money from capital gains and call it a success, sure. But PSR is a long way from succeeding if vulture capitalism is involved.	12/19/2019 12:49 AM
372	No	12/19/2019 12:47 AM
373	I'd like know as well.	12/19/2019 12:45 AM
374	None	12/19/2019 12:44 AM
375	Not really any benefits to the worker.	12/19/2019 12:38 AM
376	About the same	12/19/2019 12:26 AM
377	Not sure.	12/19/2019 12:26 AM
378	??	12/19/2019 12:25 AM
379	None	12/19/2019 12:25 AM
380	Yes if I am a major share hold but not for the employees on the ground	12/19/2019 12:23 AM
381	No	12/19/2019 12:21 AM
382	It's business as usual, I don't see any difference at all	12/19/2019 12:20 AM
383	N/a	12/19/2019 12:19 AM
384	No	12/19/2019 12:14 AM
385	No	12/19/2019 12:13 AM



PSR Survey

386	No	12/19/2019 12:12 AM
387	Absolutely not	12/19/2019 12:11 AM
388	No	12/19/2019 12:11 AM
389	I have not seen evidence of increased efficiency. I have seen poor morale and working conditions.	12/19/2019 12:10 AM
390	Some what sefe	12/19/2019 12:06 AM
391	I get a lot of time to sleep in the truck	12/19/2019 12:05 AM
392	More many for the company I guess. Doesn't help the maintenance side. Makes it harder.	12/19/2019 12:05 AM
393	None that I can think of. Matter of fact morale and man power are at an all time low!!	12/19/2019 12:02 AM
394	No	12/18/2019 11:59 PM
395	Maintenance can take advantage of bigger track time windows so less rush to complete jobs	12/18/2019 11:59 PM
396	Being an investor in stocks it should help the company in regards better service to customers and in turn better stock increases. But in my opinion we are not getting the increases in stock either.	12/18/2019 11:56 PM
397	None that I'm aware of	12/18/2019 11:51 PM
398	1	12/18/2019 11:49 PM
399	There are no benifits. I work harder and as a machine operator have been burdened with tasks at the foreman level.	12/18/2019 11:47 PM
400	No benefits to my job	12/18/2019 11:47 PM
401	Nope !	12/18/2019 11:43 PM
402	No	12/18/2019 11:41 PM
403	Less jobs worker have to do more with less ,worry about if they are working or Sitting at home	12/18/2019 11:39 PM
404	I think so if you're a shareholder	12/18/2019 11:35 PM
405	No	12/18/2019 11:35 PM
406	For any mantence of way worrier, there is no benefit to psn	12/18/2019 11:34 PM
407	I don't see any	12/18/2019 11:34 PM
408	Not that I can discern.	12/18/2019 11:34 PM
409	Job security because rarely are problem areas fixed permanently	12/18/2019 11:33 PM
410	Don't notice any difference	12/18/2019 11:33 PM
411	If your thinking having your job cut is a benefit then Mabie	12/18/2019 11:30 PM
412	NO	12/18/2019 11:30 PM
413	Not that I have seen	12/18/2019 11:29 PM
414	Not from a MOW position	12/18/2019 11:29 PM
415	I cant think of any.	12/18/2019 11:29 PM
416	Not sure. Maybe production is up. But safety and morale are down	12/18/2019 11:27 PM
417	None	12/18/2019 11:27 PM
418	I believe yes, getting the product or commodity to the consumer or business on time is Key to healthy business! But there are rules and regulations on train sizes, speeds, and track requirements for a reason and when you start to overlook that just to save a few dollars, you are going to fail, hard!	12/18/2019 11:25 PM
419	Don't think so	12/18/2019 11:24 PM

PSR Survey

420	None that I can honestly say	12/18/2019 11:22 PM
421	Don't do much work so your safe	12/18/2019 11:21 PM
422	Nothing consistent with trains that i have seen. I would love to know what the benefits of PSR are.	12/18/2019 11:19 PM
423	FUCK NO!! It's costing people their livelihood.	12/18/2019 11:19 PM
424	Not from a craftsman perspective.	12/18/2019 11:19 PM
425	No	12/18/2019 11:18 PM
426	Higher standard makes a better and safer railroad	12/18/2019 11:18 PM
427	Yes. Cost efficient, and better opportunities for planning work.	12/18/2019 11:17 PM
428	Yes there benefits to PSR railroad it's more money for the carrier and shareholders, and the same short end of the stick with the employees	12/18/2019 11:16 PM
429	None	12/18/2019 11:14 PM
430	None what so ever	12/18/2019 11:13 PM
431	None, it just guts the railroads for profit	12/18/2019 11:11 PM
432	No	12/18/2019 11:11 PM
433	None	12/18/2019 11:11 PM
434	I suppose our corporate leaders and share holders are enjoying there new found income	12/18/2019 11:11 PM
435	None	12/18/2019 11:10 PM
436	There are no benefits	12/18/2019 11:09 PM
437	If there is we don't see them. We feel that we still can not get enough time to do our jobs	12/18/2019 11:09 PM
438	They haven't fired me yet	12/18/2019 11:09 PM
439	Un sure	12/18/2019 11:09 PM
440	None that I can see	12/18/2019 11:08 PM
441	Nothing	12/18/2019 11:08 PM
442	None that I have seen no benefit to the worker only longer harder hrs because when we do get time to work it's faster less quality repairs.	12/18/2019 11:08 PM
443	Not that I know of	12/18/2019 11:08 PM
444	haven't seen any yet	12/18/2019 11:07 PM
445	I haven't seen it. No	12/18/2019 11:07 PM
446	None	12/18/2019 11:06 PM
447	Benefit would be is in my area it seems to have better track time Windows	12/18/2019 11:06 PM
448	At this time BNSF has not adopted PSR	12/18/2019 11:06 PM
449	None from a trackworker prospective no money less people company has no problem youseing contractors to do our work	12/18/2019 11:04 PM
450	No theres not	12/18/2019 11:04 PM
451	The only ones that seem to be benefiting are the shareholders. We do more with less at the same rate of pay with less overtime unless it's emergencies which is commonly referred to as blood money.	12/18/2019 11:02 PM
452	None that I can think of	12/18/2019 11:02 PM
453	No, the company has decided that making employees work so many different schedules, i.e. one week days , then the next nights, then change work times by several hrs, and causing	12/18/2019 11:01 PM

## PSR Survey

people not to be able to rest properly. In my 12 years out here, these last 4 years have started wearing employees down like I have never seen.

454	Not that I can see. To the BMWED it means job cuts and do more with less men and equipment	12/18/2019 11:01 PM
455	No	12/18/2019 11:00 PM
456	None	12/18/2019 11:00 PM
457	I make more money	12/18/2019 10:59 PM
458	Nope	12/18/2019 10:58 PM
459	Not sure	12/18/2019 10:58 PM
460	No	12/18/2019 10:57 PM
461	None that I have seen, other than the adverse schedule that we receive because of it	12/18/2019 10:56 PM
462	No	12/18/2019 10:55 PM
463	No benefits.	12/18/2019 10:54 PM
464	None	12/18/2019 10:54 PM
465	Can't think of any . More money on the pockets of the stockholders	12/18/2019 10:54 PM
466	I see the benefits of less waste for train movements, no benefits for maintenance workers thus far	12/18/2019 10:53 PM
467	No	12/18/2019 10:52 PM
468	Supposedly freight on time to business. Which means less maintenance time for us cause they won't let us work.	12/18/2019 10:52 PM
469	It would not be bad if they would not expect 12 hours work in 4	12/18/2019 10:49 PM
470	No. If there are we ain't seen nothing	12/18/2019 10:47 PM
471	Train crew getting to the depot faster, track side none.	12/18/2019 10:47 PM
472	More traffic could be run but still need to improve on process	12/18/2019 10:47 PM
473	Higher profits which hopefully reflect in our raises.	12/18/2019 10:46 PM
474	None that I can see.	12/18/2019 10:45 PM
475	I'm not sure	12/18/2019 10:45 PM
476	No	12/18/2019 10:45 PM
477	Only if you are in 401 programs or a stockholder.	12/18/2019 10:45 PM
478	No.	12/18/2019 10:45 PM
479	No	12/18/2019 10:45 PM
480	None	12/18/2019 10:44 PM
481	Having a better idea of when certain trains will be called. But only a few, and there are no benefits otherwise.	12/18/2019 10:44 PM
482	None that I have seen from the engineering dept	12/18/2019 10:44 PM
483	Havent seen any	12/18/2019 10:43 PM
484	Unsure	12/18/2019 10:43 PM
485	No	12/18/2019 10:43 PM
486	No. It's frustrating	12/18/2019 10:42 PM
487	No	12/18/2019 10:42 PM
488	Bigger checks due to derailments	12/18/2019 10:41 PM

PSR Survey

489	An abundance of overtime	12/18/2019 10:40 PM
490	No it's the reason I'm home I was suspended for making a video about the scheduling and how PSR and the schedule to supplement that type of Railroadng has affected time from our families and we didnt have a say in it	12/18/2019 10:40 PM
491	None	12/18/2019 10:40 PM
492	Only if your a share holder	12/18/2019 10:39 PM
493	Just need more communication and planning.	12/18/2019 10:34 PM
494	Nothing I can see.	12/18/2019 10:26 PM
495	None.	12/18/2019 10:15 PM
496	No	12/18/2019 10:02 PM
497	If their are. I've yet to see them	12/18/2019 9:41 PM
498	Short term money. But tomorrow they try to take it away	12/18/2019 9:34 PM
499	I have seen NONE!!!	12/18/2019 9:19 PM
500	Not a lot has changed from my stand point.	12/18/2019 8:45 PM
501	Not really. You have to live in constant fear of getting furloughed on top of the lack of rest. It's become much more stressful as well as more dangerous than before.	12/18/2019 8:35 PM
502	None	12/18/2019 8:23 PM
503	No	12/18/2019 8:20 PM
504	Absolutely not, unhappy management, unhappy workforce, unhappy customers. It's a joke.	12/18/2019 8:03 PM
505	I can't see any	12/18/2019 7:50 PM
506	There are none.	12/18/2019 7:48 PM
507	No. They're running off the few customers we have left.	12/18/2019 7:47 PM
508	No comments	12/18/2019 7:27 PM
509	None that ive seen in 23 years	12/18/2019 7:18 PM
510	None that I can tell	12/18/2019 7:11 PM
511	Maybe	12/18/2019 7:10 PM
512	There are none that I have witnessed this far.	12/18/2019 6:49 PM
513	None...More stress on families with the uncertainty of job status, more stress on families requiring employes to travel further to perform their work and make up for the shortcomings as a result of continual staff reductions	12/18/2019 6:31 PM
514	None	12/18/2019 6:23 PM
515	No.	12/18/2019 6:21 PM
516	Plenty of Benefits for the corporate men..None for the working man..Railroads don't care about us..	12/18/2019 6:19 PM
517	None	12/18/2019 6:12 PM
518	Shareholder and Company Officers make more money.	12/18/2019 6:08 PM
519	None that I have seen. Feel like I'm being watched more and pressured to complete tasks unsafely.	12/18/2019 6:08 PM
520	NO! None what so ever	12/18/2019 5:48 PM
521	No. The only benefit is profit for the company because PSR isn't common sense railroadng, it's a profit driven model to maximize productivity with the minimum cost possible.	12/18/2019 5:16 PM
522	No benefits	12/18/2019 5:09 PM

PSR Survey

523	Absolutley NOT	12/18/2019 4:47 PM
524	I don't see any	12/18/2019 4:44 PM
525	don't see any	12/18/2019 3:55 PM
526	Have not seen any Benefits as of yet	12/18/2019 3:46 PM
527	Trains are longer	12/18/2019 3:22 PM
528	None that I can see.	12/18/2019 3:17 PM
529	I guess it's better for shareholders	12/18/2019 3:17 PM
530	No	12/18/2019 3:12 PM
531	Yeah plenty of benefits if you're a major stockholder. This whole system is designed to mothball motive power, furlough in every department and discontinue customer service. The only people who are benefiting are the stockholders and the trucking industry.	12/18/2019 2:49 PM
532	I have not noticed any benefits except cut expenses for the carrier.	12/18/2019 2:43 PM
533	Na	12/18/2019 2:28 PM
534	You get to work alongside scabs everyday.	12/18/2019 2:25 PM
535	Yes there are benefits Longer blocks of time If you can get the supervision to schedule work	12/18/2019 2:13 PM
536	Not from my experience	12/18/2019 2:13 PM
537	I see no benefit for either party, both sides will eventually pay a steep price from all the cost cutting	12/18/2019 2:05 PM
538	The only benefit is for the stockholders and company.	12/18/2019 2:04 PM
539	No benefit I see	12/18/2019 1:49 PM
540	No.	12/18/2019 1:46 PM
541	No I can think of none	12/18/2019 1:44 PM
542	None	12/18/2019 1:44 PM
543	If there are benefits only shareholders see them and they are smoke and mirror numbers. Customers and employees do not see any benefits.	12/18/2019 1:38 PM
544	No benefits for the worker that I'm aware of	12/18/2019 1:09 PM
545	None, it's all at the expense of the customers and the employees. Only the board of directors reap the benefits	12/18/2019 1:07 PM
546	The shift to PSR may mean some customers who operated unit trains will now shift to manifest service. But that shift yields an important advantage:	12/18/2019 12:13 PM
547	Yes Bigger bonuses for remaining management Higher profit margins for stock holders	12/18/2019 11:51 AM
548	i think yes there is. i think in certain areas we are a safer railroad, we just haven't got it all fine tuned yet.	12/18/2019 11:50 AM
549	No	12/18/2019 11:45 AM
550	The stock holders make more money. The executives get to run a railroad into the dirt so the government can bail them out (too big to fail) and our CEO gets a golden parachute when he is fired. Other than that, the results of PSR have already been shown at another railroad... more derailments, more injuries and less happy customers.	12/18/2019 11:39 AM
551	I certainly don't see any because I'm not a shareholder.	12/18/2019 11:13 AM
552	No	12/18/2019 11:12 AM
553	No workers are working harder,faster. Taken Shortcuts In efforts to get work completed	12/18/2019 10:50 AM
554	Not sure	12/18/2019 10:42 AM

PSR Survey

555	No unless you are in management	12/18/2019 10:30 AM
556	No,,zip,zero !	12/18/2019 10:17 AM
557	I dont know	12/18/2019 10:07 AM
558	There could be if they established regular assigned jobs, but at this time no.	12/18/2019 9:37 AM
559	I see none for the employees.	12/18/2019 9:34 AM
560	Not really	12/18/2019 9:24 AM
561	No, moral is low, there are a lot of employees either laid off from the company, or had to choose new careers, losing all their invested work hours	12/18/2019 9:10 AM
562	I get tow-in, lots of tow-in	12/18/2019 9:09 AM
563	Mo	12/18/2019 8:46 AM
564	None	12/18/2019 8:45 AM
565	No, none. Its killing the customer service. You can't run trins when there are no customers.	12/18/2019 8:36 AM
566	I do not know.	12/18/2019 8:36 AM
567	Some trains run at around the same time everyday. So you know they are going to try to run them.	12/18/2019 8:31 AM
568	Technology is inevitable and a good thing, PSR as run by CSX is smoke and mirrors to increase stock price short term. Customers are getting worse service than ever, rail cars go by industries multiple times before spotted all just to keep cars moving so they look productive. I want my company to be profitable and grow, not sold off to pump up stock prices then cash out and run when nothing left to sell and stocks tank	12/18/2019 7:49 AM
569	No	12/18/2019 7:33 AM
570	No change	12/18/2019 7:28 AM
571	Absolutely not.	12/18/2019 7:21 AM
572	Sitting at home for 50 hours	12/18/2019 7:18 AM
573	Stock increases for share holders, but only for a short term period. This business plan cannot sustain. Have watched the entire fleet degrade in reliability as well as maintenance and safe operation in a very short time.	12/18/2019 7:06 AM
574	No, shutting down American production	12/18/2019 6:31 AM
575	Stretching the gangs to thin, don't know where you're going to be working from week to week, buying plane tickets is impossible. Stock price up, morale is low. No benefits to a PSR RR	12/18/2019 6:30 AM
576	Sure! If you're a shareholder or have a significant amount of stock invested and want to cash out on a high note, then surely that's a benefit!	12/18/2019 6:26 AM
577	There are but the cons far out weight the pros	12/18/2019 6:08 AM
578	The extra computer screen helps to identify crossing locations and speed restrictions in advance. This particularly helpful in dense fog. Otherwise another computer screen is very distracting.	12/18/2019 6:02 AM
579	No	12/18/2019 5:58 AM
580	None	12/18/2019 5:50 AM
581	Nothing that have seen or witnessed	12/18/2019 5:48 AM
582	NO	12/18/2019 5:45 AM
583	None	12/18/2019 5:40 AM
584	Im sure there are monetary benefits for stock holders and upper management, but I have not seen anything positive about it.	12/18/2019 5:38 AM
585	None	12/18/2019 5:22 AM



PSR Survey

586	No, to dangerous, no one to watch over safety programs as before.	12/18/2019 5:13 AM
587	Even the company doesn't benefit. It's being rRaped and pilfered for all its assets. Senior staff is getting huge bonuses for killing the company	12/18/2019 4:54 AM
588	None, unless you're a shareholder. All it takes is one derailment to cause catastrophic events for reversal of PSR. HIRE BACK MECHANICAL EMPLOYEES	12/18/2019 4:52 AM
589	No	12/18/2019 4:52 AM
590	0 benefits	12/18/2019 4:42 AM
591	Not that I can see other than the profits for shareholders.	12/18/2019 4:32 AM
592	Haven't seen anything other than the share holders making more money.	12/18/2019 4:28 AM
593	None	12/18/2019 4:16 AM
594	I havent found any	12/18/2019 4:15 AM
595	A regular schedule would be the only solution	12/18/2019 4:06 AM
596	Never have worked one.	12/18/2019 4:03 AM
597	The only advantage I can see to PSR, is that the company (Union Pacific) has relaxed on the rules.	12/18/2019 4:01 AM
598	None	12/18/2019 4:01 AM
599	I have not benefited whatsoever from PSR, I can't even get a time claim the union has placed restrictions against paying out a time claim	12/18/2019 3:54 AM
600	None I can think of unless you are a shareholder then there is the tons money.	12/18/2019 3:52 AM
601	No benefits	12/18/2019 3:51 AM
602	No	12/18/2019 3:50 AM
603	None.	12/18/2019 3:48 AM
604	Only people benefiting from PSR are the CEO and stockholders that are padding their pockets with all the money from cutting the workforce down so much	12/18/2019 3:47 AM
605	I don't see how there could be any. No.	12/18/2019 3:46 AM
606	None	12/18/2019 3:43 AM
607	Benefits are only for the short term stock holder's	12/18/2019 3:40 AM
608	Yes	12/18/2019 3:39 AM
609	None, unless your a board member or CEO of the company.	12/18/2019 3:23 AM
610	I don't see any, the car department has taken huge lay offs due to the carrier wanting and building trains longer	12/18/2019 3:22 AM
611	None	12/18/2019 3:19 AM
612	There are no benefits for the workers.	12/18/2019 3:14 AM
613	NO! PSR has absolutely no benefits in my opinion. Crossings are blocked longer due to shortage in train crews which could prevent emergency services routes in the event of an emergency.	12/18/2019 3:05 AM
614	No	12/18/2019 3:01 AM
615	None I've seen	12/18/2019 2:57 AM
616	Not that I know of	12/18/2019 2:55 AM
617	More of a point a to b travel.	12/18/2019 2:55 AM
618	I don't thinks so, less man power means more risk of incidents because of fatigue.	12/18/2019 2:49 AM

PSR Survey

619	Only to the fund managers	12/18/2019 2:42 AM
620	No benefits have been noticed on my end.	12/18/2019 2:41 AM
621	Money if you consider it worth they proce of being away from home and constantly working long hours	12/18/2019 2:31 AM
622	The railroad is profitable which keeps me employed.	12/18/2019 2:20 AM
623	None	12/18/2019 2:18 AM
624	None	12/18/2019 2:18 AM
625	Only benefit would be if the Railroad can make a new start after profits from PSR and build a newer nicer Railroad empire. We need state of the art shops that are clean and safe. The Railroad now is a nasty dirty environmental disaster.	12/18/2019 2:14 AM
626	Heck no	12/18/2019 2:11 AM
627	No the company has made it very clear they don't want to employ us they want to make as much they can and cut out the middle man	12/18/2019 2:11 AM
628	The benefits of PSR seem to benefit the stock holders. Even customer satisfaction is subsidiary.	12/18/2019 2:09 AM
629	I dont work on one.	12/18/2019 2:08 AM
630	Only if you are a high ranking official at CSX or a shareholder.	12/18/2019 2:07 AM
631	Trains operating on a schedule is great. But the carrier never sticks to they're own schedule anyway.	12/18/2019 2:05 AM
632	None	12/18/2019 2:05 AM
633	No, might as well leave, and enjoy life, before your killed for the sake of some suits bonus, and to make a buck for some paper trader	12/18/2019 2:05 AM
634	No benefits I see	12/18/2019 2:03 AM
635	I don't see any. Lists more pissed off civilians at road crossings.	12/18/2019 2:03 AM
636	No benefits	12/18/2019 2:02 AM
637	The most obvious benefit, is to management and stockholders. However, with working boards cut to minimums, to company is more reluctant to pull crews from service for perceived violations.	12/18/2019 2:00 AM
638	No it doesn't benefit us just makes the stockholders and them more money	12/18/2019 1:57 AM
639	None	12/18/2019 1:55 AM
640	I don't see any benefits	12/18/2019 1:53 AM
641	None that I've seen whatsoever	12/18/2019 1:52 AM
642	None	12/18/2019 1:52 AM
643	No	12/18/2019 1:51 AM
644	If there are benefits, they must be apparent to middle management only. After recent changes I've basically had to tell the industries we service "Tough luck, my boss says I need to do this until told otherwise."	12/18/2019 1:50 AM
645	My job is less safe so no benefits	12/18/2019 1:49 AM
646	If you have a whole bunch of stock, you will benefit from PSR.	12/18/2019 1:47 AM
647	At this point i do not see any	12/18/2019 1:40 AM
648	None ruined my work	12/18/2019 1:39 AM
649	None	12/18/2019 1:37 AM
650	None	12/18/2019 1:35 AM

PSR Survey

651	None	12/18/2019 1:33 AM
652	Every since "PSR" came in effect, there has been a decline in customers, amount of trains across the rail. It's all an illusion of numbers for the stockholders. Our country's unemployment rate is at an all time low. PSR railroad unemployment is at an all time high.	12/18/2019 1:33 AM
653	NA	12/18/2019 1:29 AM
654	Other than lining the shareholders pockets I would say no	12/18/2019 1:23 AM
655	No. I feel precision is also scheduling but there are hrs of time between trains.	12/18/2019 1:16 AM
656	None	12/18/2019 1:14 AM
657	Not seeing any at the moment	12/18/2019 1:10 AM
658	.... ..... most managers hate their jobs too so everyone is in the same boat?	12/18/2019 1:07 AM
659	The only benefit I have seen is in the value of stock I own. I would be willing to let it grow over the next 15 years to have the employees I've worked with for the last 23 years be able to perform their tasks safely and correctly.	12/18/2019 1:04 AM
660	None	12/18/2019 1:03 AM
661	Only cutting everything to make the stockholders more monet	12/18/2019 12:59 AM
662	Very few	12/18/2019 12:57 AM
663	No	12/18/2019 12:54 AM
664	None	12/18/2019 12:53 AM
665	I don't know the higher ups make there money while the ones that give up there lives and time suffer and there is no money to be made	12/18/2019 12:50 AM
666	I work less hard because inspection isn't really key any longer. FRA doesn't hold the railroad as accountable as prior years.	12/18/2019 12:44 AM
667	0 for the worker millions for big stockholders	12/18/2019 12:44 AM
668	financially stable company, my paycheque never bounces	12/18/2019 12:41 AM
669	If you can hold, money because these fools don't know what their doing and i work more often now.	12/18/2019 12:36 AM
670	The only benefit to PSR is to the shareholder. Nothing beneficial to the worker unless they are paid with shares!	12/18/2019 12:27 AM
671	None	12/18/2019 12:20 AM
672	shareholders get paid, workers get played	12/18/2019 12:14 AM
673	Only monetary benefits for the major stockholders.	12/18/2019 12:13 AM
674	None	12/18/2019 12:13 AM
675	No	12/18/2019 12:13 AM
676	None that I can see. Everything has a work event tied to it; e.g. setting out smaller blocks versus larger ones from the past or no work events at all.	12/18/2019 12:11 AM
677	Supposed to have fewer trains, but I have not seen a drop in traffic.	12/18/2019 12:10 AM
678	None	12/18/2019 12:07 AM
679	It is harder for us to get more track time so I guess they're running more trains and making more money	12/18/2019 12:03 AM
680	More overtime more money	12/18/2019 12:03 AM
681	No	12/18/2019 12:00 AM
682	None that are seen by the people who are doing the work and constantly scared if they will still have a job tomorrow	12/17/2019 11:57 PM

## PSR Survey

683	No benefits at all for the employees, psr only benefits the stockholders and higher ups	12/17/2019 11:55 PM
684	Higher stock prices	12/17/2019 11:53 PM
685	no	12/17/2019 11:50 PM
686	None. Get treated worse.	12/17/2019 11:50 PM
687	No	12/17/2019 11:50 PM
688	None that I see	12/17/2019 11:47 PM
689	I haven't seen any, and I'm trying hard to not be biased. We've lost many customers I knew for years, and we have lost many good workers that we need right now.	12/17/2019 11:46 PM
690	None. If I were younger I would do something else	12/17/2019 11:44 PM
691	No, PSR has only cut jobs to the bare bones creating unsafe working conditions due to the lack of rest and overwork required to backfill spots that they can't man.	12/17/2019 11:43 PM
692	There has been less fear of losing my job do to interpretation of a rule.	12/17/2019 11:43 PM
693	None	12/17/2019 11:42 PM
694	No	12/17/2019 11:40 PM
695	No job security	12/17/2019 11:36 PM
696	Not a damn thing!!!	12/17/2019 11:29 PM
697	None...you would think that since it's precision now you would be able to have a regular call time but no...it's all about corporate greed	12/17/2019 11:29 PM
698	I can't think of a benefit, unless you're a stock holder.	12/17/2019 11:26 PM
699	None that I can think of. It's asinine.	12/17/2019 11:21 PM
700	The only benefit is the shareholder gains, there is nothing, and I repeat nothing positive to PSR for an employee, nothing, we are stripped of every asset we had and forced to do more with an extreme less of resources, employees being the biggest..	12/17/2019 11:21 PM
701	No	12/17/2019 11:16 PM
702	The top brass get richer.	12/17/2019 11:14 PM
703	None that I can see!!	12/17/2019 11:12 PM
704	No, to many job cuts. Leaving crews short handed.	12/17/2019 11:11 PM
705	Not that I can see. None.	12/17/2019 11:08 PM
706	No. Cars are just scheduled to go further with less mechanical inspections	12/17/2019 11:07 PM
707	I don't see any benefits for myself. I don't mind working longer hours so I can have more personal time.	12/17/2019 11:03 PM
708	I feel like there isnt	12/17/2019 11:00 PM
709	No rules to follow. Managers leave you alone.	12/17/2019 10:59 PM
710	None.	12/17/2019 10:59 PM
711	I haven't yet seen a benefit for anyone other than a stockholder. Neither agreement employees nor customers seem to be liking the change.	12/17/2019 10:58 PM
712	There are no benefits....	12/17/2019 10:58 PM
713	No	12/17/2019 10:58 PM
714	No not at all	12/17/2019 10:57 PM
715	Scheduled maintenance	12/17/2019 10:56 PM
716	I believe we have been losing business	12/17/2019 10:54 PM

PSR Survey

717	no	12/17/2019 10:52 PM
718	If I owned a large share of stock the company would actually care about me and I would be happy because obviously i would be making hand over fist. Other than that absolutely not.	12/17/2019 10:52 PM
719	No.	12/17/2019 10:52 PM
720	None	12/17/2019 10:51 PM
721	No	12/17/2019 10:48 PM
722	No benefits to the workers just the shareholders	12/17/2019 10:46 PM
723	I have not seen a positive note as an employee.	12/17/2019 10:43 PM
724	None	12/17/2019 10:42 PM
725	Not to me	12/17/2019 10:36 PM
726	Benefits of PSR in my opinion is the definition of an oxymoron.	12/17/2019 10:30 PM
727	No	12/17/2019 10:30 PM
728	The only benefits are for share holders.	12/17/2019 10:28 PM
729	I don't see a benefit. Carrier is maximizing profit but not giving any concessions to agreement employees.	12/17/2019 10:24 PM
730	none that I know of	12/17/2019 10:22 PM
731	If I was a stockholder, yes there are benefits. Stockholders don't have a clue as to what goes on out here from day to day. All they see is \$\$\$ signs.	12/17/2019 10:21 PM
732	No	12/17/2019 10:18 PM
733	No	12/17/2019 10:17 PM
734	If the railroads are making money the employees are making money. If the industry has to adjust so that they can stay current I am willing and able to work for the company.	12/17/2019 10:17 PM
735	No	12/17/2019 10:16 PM
736	Knowing signals 6 miles ahead.	12/17/2019 10:14 PM
737	Ummm....nope cant think of one	12/17/2019 10:12 PM
738	Only benefit we've seen is company probably.	12/17/2019 10:05 PM
739	Yes, for the stockholders.	12/17/2019 9:58 PM
740	Only if you're a stockholder or someone who stands to gain by cutting overhead	12/17/2019 9:54 PM
741	None unless you are a shareholder.	12/17/2019 9:54 PM
742	Railroad Stock is great.	12/17/2019 9:51 PM
743	No, none	12/17/2019 9:46 PM
744	You tell me	12/17/2019 9:45 PM
745	Absolutely none	12/17/2019 9:43 PM
746	I wouldn't know it's the reason I got furloughed right before Christmas with three kids to take care of	12/17/2019 9:42 PM
747	I guess so if you like, extra stress , pressure and threats.	12/17/2019 9:40 PM
748	Less people working is less risk and more money for the shareholders.	12/17/2019 9:40 PM
749	Not sure	12/17/2019 9:38 PM
750	None	12/17/2019 9:38 PM
751	More track time for repairs and maintenance lower operating ratios	12/17/2019 9:33 PM

PSR Survey

752	If you like being away from home for long periods of the day and if you like overtime.	12/17/2019 9:28 PM
753	None.	12/17/2019 9:26 PM
754	No	12/17/2019 9:24 PM
755	No. Infrastructure suffers and so does the moral of employees trying to make it better!	12/17/2019 9:17 PM
756	No benefits. Everything with psr is a Temporary solution that won't last long term	12/17/2019 9:15 PM
757	None that I can see	12/17/2019 9:14 PM
758	None that I can see	12/17/2019 9:10 PM
759	None	12/17/2019 9:08 PM
760	Like the old way better so I'm gonna say no their isn't a benefit	12/17/2019 9:08 PM
761	Not that I have seen	12/17/2019 9:04 PM
762	No	12/17/2019 9:03 PM
763	PSR is eliminating jobs and requiring you to do more work.	12/17/2019 9:01 PM
764	No benefit. Well maybe one the company doesn't have to contribute to pay wages or insurance on a dead employee	12/17/2019 8:59 PM
765	None unless ur a major shockholder	12/17/2019 8:59 PM
766	Management has the same fear of being fired we had for the last 10 years	12/17/2019 8:58 PM
767	The only benefit I would think has happened is there is less congestion. But when something happens things back up pretty quickly.	12/17/2019 8:58 PM
768	Not a single one comes to mind.	12/17/2019 8:52 PM
769	none, schedule trains hardly leave when they are supposed to.	12/17/2019 8:48 PM
770	Yes better quality of life	12/17/2019 8:48 PM
771	No it's all about stock holders not the employees or the conditions they put us in	12/17/2019 8:47 PM
772	Make more money	12/17/2019 8:46 PM
773	None	12/17/2019 8:46 PM
774	You're still paid well if you're not furloughed. You have no job security anymore.	12/17/2019 8:45 PM
775	None it's a share holder scam. Trains are made to move slower i.e. intermodals pickup manifest cars and are limited to 50mph vs 70mph how is that persision. The shell game extends to dwel times at yards instead of showing an 18hour dwel time at one yard they show 3 separate dwel times of 6 hours and claim better service	12/17/2019 8:45 PM
776	There are not any benefits of working for a psr railroad. If you like coming to work and wondering when your job will be abolished, can you actually consider this a benefit?	12/17/2019 8:45 PM
777	NO. NONE.	12/17/2019 8:43 PM
778	Not from an employee standpoint.	12/17/2019 8:42 PM
779	None that i can find.	12/17/2019 8:41 PM
780	None.	12/17/2019 8:39 PM
781	No benefits whatsoever it's a get rich quick for hedge fund managers and upper management at railroad	12/17/2019 8:39 PM
782	If there is I haven't seen it	12/17/2019 8:38 PM
783	Wish someone could tell me that , the big dog ate making money hand of fist full..	12/17/2019 8:37 PM
784	None. Its killing the industry.	12/17/2019 8:30 PM
785	As a employee I haven't seen any benefit to it. When I hired out, I knew this was what I wanted to do for my career. Now I'm worried that I might not have a job tomorrow. I have worked for five	12/17/2019 8:29 PM



## PSR Survey

years now, and have had no opportunity to move up (engineer) since psr. I have to go 150 (300 round trip) miles away from home, where I hired out just so I can work. They have cut the work force so much that even the new guys they hired 2 years ago can't work. The trains are twice as long with less guys. We end up tying down train due to no crews to take them on.

786	None	12/17/2019 8:27 PM
787	There are none when working for a railway that does PSR... all they care about is shares not the employee	12/17/2019 8:18 PM
788	Shareholder value has risen	12/17/2019 8:16 PM
789	I personally have not seen any benefits to PSR as a T&E employee.	12/17/2019 8:16 PM
790	No	12/17/2019 8:12 PM
791	?	12/17/2019 8:12 PM
792	I haven't found any yet.	12/17/2019 8:10 PM
793	The only benefit I have noticed is bigger blocks of track time to get work done. A lot of machines have lost operators in return dropped of at sections for them to use when needed. Not a benefit to the person who had them bid in or to the person made to operate it because they have ran one in the past.	12/17/2019 8:07 PM
794	None	12/17/2019 8:04 PM
795	None that I can see it this time.	12/17/2019 8:04 PM
796	No; psr has been brought in the field to break the morale and backs of field employees while driving stock prices up fattening the pockets of corporate	12/17/2019 8:03 PM
797	Yes, less congestion and more planned moves.	12/17/2019 8:00 PM
798	I see none. All Ive seen are job cuts and stricter work, attendance and discipline policies. Most of which are completely unfair.	12/17/2019 7:59 PM
799	None,I've been on railroad 25 years.Only benefit is for the shareholder.	12/17/2019 7:58 PM
800	Share holders make lots of money while the working men and women are pushed to do more with less .	12/17/2019 7:55 PM
801	No	12/17/2019 7:52 PM
802	None	12/17/2019 7:51 PM
803	If there are any benefits, I don't see them.	12/17/2019 7:50 PM
804	Dumb question!	12/17/2019 7:49 PM
805	Nope	12/17/2019 7:44 PM
806	There are none the only thing it does is boost the corporate nature of the railroad itself.. and breaks the main principal that built the railroad, stick together watch out for each other work hard and smart but number one have each other's back from the top to the bottom.	12/17/2019 7:41 PM
807	None	12/17/2019 7:37 PM
808	Only if you are a shareholder, otherwise the benefits belong to the executive team at the railroad in question.	12/17/2019 7:36 PM
809	No because psr doesn't exist. The same trains never run at the same time day after day.	12/17/2019 7:35 PM
810	The only benefits I see go straight to the carrier and so fourth.	12/17/2019 7:33 PM
811	I personally cannot believe that there are any benefits to this PSR unless you are a share holder. For the actual railroad employees PSR IS NOTHING SHORT OF DEVISTATION!	12/17/2019 7:29 PM
812	None that I can think of.	12/17/2019 7:26 PM
813	No	12/17/2019 7:22 PM
814	None	12/17/2019 7:21 PM

PSR Survey

815	None, scared that job may be cut anyway	12/17/2019 7:15 PM
816	No.	12/17/2019 7:15 PM
817	There are benefits. The only people who benefit are top executives and shareholders.	12/17/2019 7:14 PM
818	No	12/17/2019 7:10 PM
819	Absolutely not!	12/17/2019 7:10 PM
820	Profits for upper management	12/17/2019 7:09 PM
821	No benefits. The only one the benefits is top executives and shareholders	12/17/2019 7:01 PM
822	Nothing except poor morale and working conditions.	12/17/2019 7:00 PM
823	NA	12/17/2019 6:59 PM
824	Nope. It's all about the shareholders. They running 12k to 13k foot trains. That's combining 2 to 3 trains in 1. Then telling the carman they only have 30 secs a car to inspect it. They have to follow or get fired. It's been reported to the FRA several times and nothing happens. So the real question is who does the FRA really care about the companies or the public safety. It's clear they don't care about public safety.	12/17/2019 6:54 PM
825	If there is, I have not seen any by the actions of the Carrier	12/17/2019 6:52 PM
826	None	12/17/2019 6:52 PM
827	None.	12/17/2019 6:50 PM
828	None at all	12/17/2019 6:50 PM
829	I believe the benefits to this occupation were better prior to PSR.	12/17/2019 6:49 PM
830	I guess with PSR there are less employees to worry about. Depending on how you want to look at it that is a benefit. I don't see how this program benefits anyone other then shareholders.	12/17/2019 6:49 PM
831	NONE	12/17/2019 6:48 PM
832	Absolutely none	12/17/2019 6:46 PM
833	To date, do not see any. It has become purely math, not Safety...	12/17/2019 6:46 PM
834	Not really for the workers. Stock holders are happy. Railroad retirement is going to take a major hit with a lot less people paying into it.	12/17/2019 6:41 PM
835	No	12/17/2019 6:40 PM
836	No	12/17/2019 6:38 PM
837	None to me .	12/17/2019 6:38 PM
838	None	12/17/2019 6:36 PM
839	Stock has went up is the only benefit that I'm aware of.	12/17/2019 6:34 PM
840	None	12/17/2019 6:32 PM
841	None	12/17/2019 6:29 PM
842	No	12/17/2019 6:26 PM
843	No, it's all about profits to the shareholders there are no benefits to the employees	12/17/2019 6:23 PM
844	None at all. The customers are suffering and the workers are suffering. IRS all a numbers game.	12/17/2019 6:20 PM
845	Sure if you're the ones getting the big bonuses. There is NO benefit for the craftsman at this job! Worse job ever!! Horrible company to work for!	12/17/2019 6:18 PM
846	Absolutely None	12/17/2019 6:17 PM
847	Well at beginning believed that there was due to fact we knew what time we had to be somewhere and we would be but if we was 5 hours early then we just sit and rot waiting for our	12/17/2019 6:14 PM

PSR Survey

	turn. Which in itself hurts employees	
848	None that I see except to pad the pockets of a few upper management and the shareholders	12/17/2019 6:13 PM
849	No.	12/17/2019 6:12 PM
850	None	12/17/2019 6:12 PM
851	No benefits. Just more work less pay.	12/17/2019 6:11 PM
852	Absolutely not!!!	12/17/2019 6:10 PM
853	I haven't seen any positive results when it comes to the conductor,engineer side of the company and customers are upset also	12/17/2019 6:08 PM
854	Dont see any benefit at all	12/17/2019 6:03 PM
855	None! Thousands out of jobs, short handed on everything.	12/17/2019 6:03 PM
856	None it's all a plot to cut jobs and edge out safety for profit.	12/17/2019 6:02 PM
857	I don't know of any	12/17/2019 6:00 PM
858	I have seen no upside to it. It cause longer wait times for crews and customers. If something goes wrong it's going to slow the flow even more	12/17/2019 5:59 PM
859	There is nothing better about psr. They company could care less about the customer	12/17/2019 5:56 PM
860	I understand the benefits for the Railroad. I thought PSR would make our regularly scheduled trains in and out near the same time daily. They still show up and are sent out at different times day to day. PSR has had a benefit of nothing to me as a new hire Conductor.	12/17/2019 5:55 PM
861	Not that I can tell	12/17/2019 5:53 PM
862	I have yet to notice any benefits	12/17/2019 5:53 PM
863	None	12/17/2019 5:51 PM
864	Absolutely none.	12/17/2019 5:49 PM
865	None whatsoever	12/17/2019 5:49 PM
866	Not that I have seen	12/17/2019 5:48 PM
867	Designating certain tracks for certain trains is a good idea . Having trains due to be serviced arriving on schedule is a great concept. If the trains truly arrived at the same time everyday and if needed manpower was available. It could be a benefit to all . Unfortunately I see varying arrival times and insufficient or no staff to work the trains at all .	12/17/2019 5:48 PM
868	None that I can see	12/17/2019 5:48 PM
869	Stockholders are making more money	12/17/2019 5:46 PM
870	None that a I have seen killing jobs and wasn't to safe	12/17/2019 5:45 PM
871	Overtime if you want it due to the lack of employees working, otherwise none yet. Exhausted by the end of the day.	12/17/2019 5:43 PM
872	Management has been more laid back and they treat you a little more fairly, otherwise it's a joke. The cons out weigh the pros all day. I'd actually consider going back to railroading if it wasn't such a joke now.	12/17/2019 5:43 PM
873	I'm not sure if anyone that is on the ground in a conductor / engineer position benefits from PSR it seems like we are getting less time at home with a more unpredictable schedule.	12/17/2019 5:42 PM
874	No there's not. Lack of sleep more work has to be done with less people	12/17/2019 5:42 PM
875	Sure if your higher up the food chain. Every year we hear about record profits yet in the field we are replacing junk with junk a lot of the time. Need something to fo our job? Well the answer is more than likely we don't have any money to spend. If we are making record profits why are we so poor where the money is needed the most	12/17/2019 5:42 PM
876	If you're a contractor yes	12/17/2019 5:37 PM

PSR Survey

877	If you are a share holder in the company, the stock is doing very well. Other than that there's no benefit to this operating method.	12/17/2019 5:32 PM
878	I make more money due to the heldaway for being in the hotel for 24 hours	12/17/2019 5:30 PM
879	Just blessed to have a job. That's the advantage.	12/17/2019 5:30 PM
880	No	12/17/2019 5:29 PM
881	None that I have seen	12/17/2019 5:27 PM
882	Absolutely not	12/17/2019 5:26 PM
883	Huh! Noooooo! Only benefit is to the share holder.....	12/17/2019 5:25 PM
884	None	12/17/2019 5:21 PM
885	No. The plan is not a successful business model that could grow business. Everything about it is designed to extract as much capital by whatever means available to insure an increased stock price. Some of the companies previous leaders knew that to run a business it needed to grow and expand. The PSR plan does none of this. Along with driving down the moral of the employees it also alienates the customer. I see no benefit to this plan and with having said that, if the plan was so successful every railroad in the country would be or would continue to be running it today. From all accounts,the Class 1's who formerly tried the plan have had to spend years and countless numbers of dollars to return to a more effective business model.	12/17/2019 5:21 PM
886	There are "natural windows" that mow can get track time	12/17/2019 5:16 PM
887	None we have been lost jobs pay and constantly threatened and rushed	12/17/2019 5:14 PM
888	None, less workers more work on whats left	12/17/2019 5:14 PM
889	I don't know	12/17/2019 5:13 PM
890	Railroad unemployment.	12/17/2019 5:11 PM
891	Stock price	12/17/2019 5:10 PM
892	I am thankful to have enough seniority to still have a job. Though I do not agree with PSR, I am thankful to be working.	12/17/2019 5:07 PM
893	None	12/17/2019 5:06 PM
894	None	12/17/2019 5:04 PM
895	In our area not really. We service the coal mines which can only load so fast and can't really be set to a schedule	12/17/2019 5:02 PM
896	None	12/17/2019 5:01 PM
897	There is none safety goes out the window they don't inspect trains anymore the crews are doing it and they ain't qualified	12/17/2019 4:59 PM
898	I do not feel anyone benefits from PSR. The carriers can not get freight moved. The customers can not get their product on time.	12/17/2019 4:59 PM
899	Not at all. Compromises safety	12/17/2019 4:58 PM
900	None	12/17/2019 4:56 PM
901	None	12/17/2019 4:55 PM
902	none	12/17/2019 4:54 PM
903	No	12/17/2019 4:54 PM
904	No benefits, for employees. The only benefits is equity extraction for the company.	12/17/2019 4:53 PM
905	There is none	12/17/2019 4:53 PM
906	You don't have to pay to see a circus, when they pay you to show up and work for one.	12/17/2019 4:52 PM
907	Depends on the perspective. From corporate - sure. Fewer employees, lower overhead. From the train crew - absolutely NOT. Rules are being rolled back/eliminated to expedite. Being	12/17/2019 4:49 PM

## PSR Survey

rushed out of the crew rooms often without proper paperwork. Less transport/more time on the ground. Consolidated service units where senior management is in a state hundreds of miles away and uses rules designed for local situations. It's DANGEROUS and irresponsible

908	I don't believe so.	12/17/2019 4:48 PM
909	Not as a maintenance of way employee	12/17/2019 4:47 PM
910	No I do not believe there is the only benefit is to the stock holders. More is done with less and it's dangery. I talked to an engineer and it's the worst he has seen the railroad in 40 years.	12/17/2019 4:46 PM
911	Supposed to get on and off trains quicker to be home w our families right? Well I've had back to back to back 17hr, 15.5hr and then 14.5 hour days with hardly any traffic on the district.	12/17/2019 4:43 PM
912	I don't see any benefits for the MOW besides less actual working hours a day on the track. Plenty of benefits apply to the transportation side because they are allowed to run more trains a day.	12/17/2019 4:43 PM
913	None. Zero. Unless you are a shareholder or executive managment.	12/17/2019 4:43 PM
914	Still waiting to find one if any benefits. Their are none.	12/17/2019 4:39 PM
915	Not in my book	12/17/2019 4:39 PM
916	My company stock is making money. So my 401k looks good.	12/17/2019 4:39 PM
917	Only if you are a shareholder	12/17/2019 4:36 PM
918	I cannot see any, if I were a shareholder I'm sure I would see a big benefit.	12/17/2019 4:36 PM
919	Getting laid off	12/17/2019 4:36 PM
920	I have found absolutely nothing beneficial for a rail road worker..	12/17/2019 4:35 PM
921	N/A	12/17/2019 4:35 PM
922	No.	12/17/2019 4:34 PM
923	No absolutely no benefits for the railroad worker. Only the men and woman on top are the only people benefiting from this	12/17/2019 4:33 PM
924	Short term maybe long term no	12/17/2019 4:30 PM
925	No, faster railroading	12/17/2019 4:29 PM
926	Don't know	12/17/2019 4:29 PM
927	None	12/17/2019 4:26 PM
928	none	12/17/2019 4:26 PM
929	If there are any, I haven't seen them. Unless you are a shareholder. Longer trains, our equipment is no longer maintained, and if it's in the shop it's "get this locomotive or car out now". The company has no regards for blocking crossings. So no, there are no benefits for the ground employees to work for a PSR Railroad.	12/17/2019 4:24 PM
930	No	12/17/2019 4:24 PM
931	Noooooooooooo	12/17/2019 4:24 PM
932	yes, If your seniority is high enough you will still have a job, and you don't have to work unfamiliar territory. I get to walk all over the yard because we have 1 van for 2 yard jobs and all train crews departing and incoming on trains and still expected to get my work done in 8 hours.	12/17/2019 4:23 PM
933	On road trains it is convenient to be able to see what is going on in front of you especially with the lack of communication we usually get from the dispatchers.	12/17/2019 4:22 PM
934	No. None whatsoever.	12/17/2019 4:22 PM
935	Better anticipation of signals.	12/17/2019 4:22 PM
936	No, PSR is all about artificially inflating numbers yo make shareholders happy. This is an unsustainable practice.	12/17/2019 4:20 PM

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937	No...it's no benefits.	12/17/2019 4:19 PM
938	No. None whatsoever. Unless you are a sadist hedge fund baby looking for a good time.	12/17/2019 4:19 PM
939	It is more predictable when being called as a train crew member. Unsure about customer satisfaction.	12/17/2019 4:19 PM
940	None at all. Unless you're a share holder	12/17/2019 4:18 PM
941	No. All the money that is being saved we as of MW want a piece of the pie. We work with men we have left deserve to live a better life to provide for our family's.	12/17/2019 4:17 PM
942	Only if you are a shareholder!	12/17/2019 4:14 PM
943	None	12/17/2019 4:09 PM
944	Absolutely not. No benefit at all.	12/17/2019 4:08 PM
945	None	12/17/2019 4:08 PM
946	The railroad was making record profits before psr. To abuse the work force to the point of failure should be against the law	12/17/2019 4:05 PM
947	So far on my seniority district I can't see a benefit	12/17/2019 4:04 PM
948	Is this question a joke?	12/17/2019 4:03 PM
949	NO! Unless you are a stockholder	12/17/2019 4:03 PM
950	There are no benefits. It's a short term high profit scam. Hedge funds are pulling out all the profits and then dumping the stocks. Those of us that survive the job cuts will have to work twice as hard after the bottom falls out. Maintenance crews are being cut. Mechanical is being cut. Customers are frustrated yet corporate executives only see the dollars..	12/17/2019 4:02 PM
951	No. You can't schedule a freight railway.	12/17/2019 4:02 PM
952	None	12/17/2019 3:56 PM
953	None	12/17/2019 3:54 PM
954	Nope	12/17/2019 3:54 PM
955	If you're a shareholder.	12/17/2019 3:53 PM
956	None at all it's going to cripple this industry and railroad retirement and the Wall Street rats will just go ruin another company and thousands of other people's lives	12/17/2019 3:53 PM
957	None	12/17/2019 3:53 PM
958	No benefit that I can see. We are shrinking not growing.	12/17/2019 3:52 PM
959	Absolutely not	12/17/2019 3:51 PM
960	Zero! None if you are an employee. However, if you are a shareholder...plenty	12/17/2019 3:50 PM
961	None at all.	12/17/2019 3:49 PM
962	Maybe moving trains faster	12/17/2019 3:48 PM
963	I know of zero benefits. I am currently seeking employment elsewhere. I will be happy to leave my employment on a PSR railroad. Too much stress and I face discipline if I don't do exactly what they want despite safety concerns.	12/17/2019 3:48 PM
964	Nor. We have made so many customers mad and they have left because we won't service them everyday. We pick when we go and by doing that we cause them to pay more for our crappy service. We know we getting more money based on how bad our service is to them	12/17/2019 3:46 PM
965	As a stock holder the there is a benefit of a stock price going up, but not at the expense of safety of the employee.	12/17/2019 3:45 PM
966	No	12/17/2019 3:45 PM
967	Honestly no.	12/17/2019 3:42 PM



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968	If only I had enough seniority	12/17/2019 3:39 PM
969	None whatsoever	12/17/2019 3:39 PM
970	No!!!!	12/17/2019 3:36 PM
971	Track time seems to be available more	12/17/2019 3:35 PM
972	I don't see any benefit	12/17/2019 3:35 PM
973	You get to stay at home with no pay when you get laid off	12/17/2019 3:35 PM
974	I dont see any changes	12/17/2019 3:34 PM
975	The stock in my 401K has gone up in value, thats about it.	12/17/2019 3:32 PM
976	None I have seen.	12/17/2019 3:32 PM
977	I haven't seen any yet..	12/17/2019 3:31 PM
978	The only positive thing I see is inflating the profit margin quick and temporarily	12/17/2019 3:31 PM
979	None	12/17/2019 3:29 PM
980	I believe that all RR's should stay on schedule, for the customers and for the traffic on main lines, mechanical forces helps to ensure that tasks and hope to prevent accidents, human or mechanical.	12/17/2019 3:28 PM
981	None that I have seen or heard about.	12/17/2019 3:27 PM
982	Not unless you are a high level executive	12/17/2019 3:26 PM
983	None that i have seen	12/17/2019 3:25 PM
984	If there are benefits i have not seen them.	12/17/2019 3:25 PM
985	More profit and an increase in stock prices.	12/17/2019 3:23 PM
986	I do not see any benefits. Alienating our people and our customers... at the same time driving our equipment into the ground by not maintaining it.	12/17/2019 3:22 PM
987	Haven't noticed any. Only decline in trains and being furloughed.	12/17/2019 3:22 PM
988	As of yet I haven't seen any and what I've read about it from other railroads it does not appear to be a positive way to run a railroad.	12/17/2019 3:21 PM
989	I haven't seen any yet.	12/17/2019 3:21 PM
990	Being able to "see" ahead 5 miles.	12/17/2019 3:21 PM
991	No	12/17/2019 3:21 PM
992	It doesn't benefit employees, it compounds problems with running trains in excess of 2miles and being discipline or at least questioned and interrogated as to why something is not going running in the schedule they implemented	12/17/2019 3:20 PM
993	None that I've noticed. I live in a constant fear of losing my job.	12/17/2019 3:19 PM
994	No	12/17/2019 3:18 PM
995	Higher paychecks. Due to the trains not being able to complete their run due to time and meet locations.	12/17/2019 3:18 PM
996	Thinning of the heard (sarcasm here). None I can think of but my stocks going up.	12/17/2019 3:18 PM
997	Better time frames for customers.	12/17/2019 3:17 PM
998	No	12/17/2019 3:17 PM
999	Not for the conductors and engineers.	12/17/2019 3:17 PM
1000	Haven't seen any	12/17/2019 3:16 PM
1001	The benefits could be there if the consideration for employees lives, rest, and work were cared about even a small percent. There is no so called schedule, only bigger trains, that create more	12/17/2019 3:16 PM

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	issues.	
1002	No. None	12/17/2019 3:11 PM
1003	Its nice beinf on a road train and not wondering if you're going to get a good run. The old saying used to be, "they only have you for 12 hours." Now that you go dead and they have you sit on your train for another 2 hours because they don't want the relief to have to untie it the saying is now, "they only have you for 13, maybe 14 hours."	12/17/2019 3:11 PM
1004	Less track time, but everything is way more rushed so safety is more difficult.	12/17/2019 3:10 PM
1005	NA	12/17/2019 3:10 PM
1006	So far I am unsure. I am constantly worrying about being let go. Not enough jobs.	12/17/2019 3:09 PM
1007	Maps give you a heads up	12/17/2019 3:08 PM
1008	None for workers	12/17/2019 3:06 PM
1009	I have seen no evidence that their have been any Benefits. Just selling of assets and pressuring crews to do more with less. And pressuring them to violate rules . In order to make it work.	12/17/2019 3:05 PM
1010	No	12/17/2019 3:03 PM
1011	If the conditions stay the same no. With cuts to boards and the want of a company to cut a crew down to 1 man crew I see no relevant benefits only decline in work force and work place mentality.	12/17/2019 3:02 PM
1012	Dont under stand the question	12/17/2019 3:02 PM
1013	None. Money grab that has destroyed lives, local companies like our grain elevator in town complains about how bad the Upr service has been.	12/17/2019 3:02 PM
1014	The one and only benefit is originating trains are called on time. All others are still (solid/empty commodity trains) are completely random and usually ghost trains.	12/17/2019 3:02 PM
1015	No	12/17/2019 3:01 PM
1016	No absolutely not trains are to long hours on duty are to long it's just a matter of time till something goes wrong and people die.	12/17/2019 3:01 PM
1017	Higher volumes of train traffic give some stability to our jobs but the profits these company's make do not trickle down to the crafts. They are making billions of dollars and are shaking OUR pockets for change to pay for Healthcare that they are putting our health at risk and asking us to pay for their wear and tear on our bodies we sacrifice for these jobs to keep our families healthy and not struggling to survive.	12/17/2019 2:59 PM
1018	No	12/17/2019 2:58 PM
1019	It pays the bills .. And the retirement but it's isn't all it's cracked up to be . Buts it's like selling your sole to the devil !	12/17/2019 2:57 PM
1020	None that I can see .... What I see is an industry hell bent on cooking the books on train times and rules inorder to give the illusion of more profit..... Selling off existing property and equipment is not operating profits....	12/17/2019 2:56 PM
1021	It's the old Wild West on the UP. No managers watching, crews don't follow basic safety rules. Managers are hiding injuries and decerts.	12/17/2019 2:53 PM
1022	No. None	12/17/2019 2:52 PM
1023	No. There are no benefits. The detriment of putting money above life never has good consequences. PSR is about doing more with less. It is not about doing better with what is necessary to reach the goal.	12/17/2019 2:52 PM
1024	No	12/17/2019 2:51 PM
1025	No.	12/17/2019 2:50 PM
1026	No there isn't. Take shortcuts, managers let bad orders go. Not enough people to work safely!!	12/17/2019 2:48 PM

PSR Survey

1027	I've been furloughed...	12/17/2019 2:48 PM
1028	None. It simply has everybody concerned about keeping their jobs.	12/17/2019 2:48 PM
1029	None that I can see actually negative results	12/17/2019 2:47 PM
1030	No	12/17/2019 2:46 PM
1031	No	12/17/2019 2:45 PM
1032	Decent pay, decent benefits.	12/17/2019 2:43 PM
1033	No, only benefit in my eyes is if you are a wealthy share owner.	12/17/2019 2:43 PM
1034	None	12/17/2019 2:43 PM
1035	N/A	12/17/2019 2:42 PM
1036	The psr holds ourselves and costumers more accountable to efficient train movement and on time maintenance windows. However we have had a process in place to hold ourselves accountable on track windows for the last 10 years and things haven't changed all that much.	12/17/2019 2:42 PM
1037	None in my opinion	12/17/2019 2:41 PM
1038	You'll make more money because more people are laid off and the ones there work all the time even on holidays.	12/17/2019 2:36 PM
1039	Nonw	12/17/2019 2:34 PM
1040	the only benifut i can see from working on a psr rr is if you own stock or have 30 years seniority. they dont seem to want to take care of their employees thats stuck it out through 5-10 furloughs in the last 15 years.	12/17/2019 2:33 PM
1041	Not that I have seen	12/17/2019 2:31 PM
1042	No	12/17/2019 2:31 PM
1043	Unclear so far	12/17/2019 2:31 PM
1044	There are more parking spots due to the high number of people furloughed.	12/17/2019 2:29 PM
1045	NONE!!	12/17/2019 2:29 PM
1046	Nope	12/17/2019 2:29 PM
1047	Someone else is probably getting rich off it.	12/17/2019 2:29 PM
1048	Only if your goal is to rid yourself of the small customers, works ok for the transportation group if your goal is to move traffic at the cost of depleting equipment and infrastructure. Short term managing. Hedge fund lovers.	12/17/2019 2:27 PM
1049	None	12/17/2019 2:26 PM
1050	None	12/17/2019 2:25 PM
1051	The only benefit is a new depression that all the employees share	12/17/2019 2:25 PM
1052	No	12/17/2019 2:25 PM
1053	No track and time	12/17/2019 2:24 PM
1054	No there is not, unless you want to stress yourself to death with worrying if you have a job tomorrow, plus you will be overly sleep deprived	12/17/2019 2:23 PM
1055	I have friends on the Union Pacific they have lost jobs. So I see no benefit	12/17/2019 2:22 PM
1056	share holders are happy for now. history and time are against them.	12/17/2019 2:21 PM
1057	No	12/17/2019 2:21 PM
1058	No	12/17/2019 2:19 PM
1059	Haven't seen any yet. There's no room for any set back. It's a great idea if nothing had delays, malfunctions, or failures. Otherwise it's a plan with zero adaptation to circumstances	12/17/2019 2:13 PM

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1060	Only if you own stock in short term.	12/17/2019 2:13 PM
1061	High blood pressure, new cuss words learned, and the ability to loose all hope in a company	12/17/2019 2:13 PM
1062	None	12/17/2019 2:11 PM
1063	None for employees.	12/17/2019 2:11 PM
1064	None.	12/17/2019 2:11 PM
1065	I don't see any.	12/17/2019 2:10 PM
1066	no lose of work	12/17/2019 2:08 PM
1067	Stocks and dividends	12/17/2019 2:06 PM
1068	There is a chance for more money if your jobs haven't been cut. Although they're abusing boards and threatening jobs it allows us to keep boards short which in turn can be a danger	12/17/2019 2:05 PM
1069	Haven't seen any. Dispatchers still can't do their job effective	12/17/2019 2:04 PM
1070	Finding a different place for employment I suppose.	12/17/2019 2:02 PM
1071	NONE!	12/17/2019 2:01 PM
1072	I have not seen any benefits to working on a psr railroad. Man power and jobs are cut being cut in needed department, safety is no longer a top priority, and management now forces crews to preform duties in a shorter time frame with less equipment and man power.	12/17/2019 2:01 PM
1073	None that I can see. The only benefit is to the co bottom line. There is going to be an accident. And it is going to be a bad one.	12/17/2019 2:00 PM
1074	None that I've seen.	12/17/2019 1:59 PM
1075	For the workers..... haven't found any yet.	12/17/2019 1:57 PM
1076	Bigger bonuses of the executives.	12/17/2019 1:57 PM
1077	No benefits to the people working on the ground.	12/17/2019 1:54 PM
1078	Not that I have seen	12/17/2019 1:54 PM
1079	Screwing over the customer. Increasing profits for shareholders.	12/17/2019 1:53 PM
1080	Not in my eyes. Like a gentleman said." PSR is like cutting off your two best feet, then bragging about how much money you save from not having to buy boots."	12/17/2019 1:53 PM
1081	None, the work atmosphere is extremely adversarial and intimidating. Do this or you are fired!!!!	12/17/2019 1:49 PM
1082	notime for details	12/17/2019 1:48 PM
1083	I dont see none only for the ones who is not operating trains	12/17/2019 1:45 PM
1084	No benefits	12/17/2019 1:45 PM
1085	No they are gutting the company to make money.	12/17/2019 1:45 PM
1086	None!!!!!!!!!!!!	12/17/2019 1:44 PM
1087	No	12/17/2019 1:44 PM
1088	Na	12/17/2019 1:44 PM
1089	No benefits	12/17/2019 1:43 PM
1090	No	12/17/2019 1:43 PM
1091	None ! For us ! Stock holders get the benefit!	12/17/2019 1:43 PM
1092	No, they keep cutting jobs and adding stress to the employees	12/17/2019 1:41 PM
1093	I don't know that PSR has made anything better. Our managers tell us that it's for the good of the company and thus good for us however there are fewer guys working now too.	12/17/2019 1:40 PM

PSR Survey

1094	None	12/17/2019 1:39 PM
1095	I've yet to see any they say that it's better for customer service, but customers are getting less service. We've run significantly more cars and service level was. Better.	12/17/2019 1:39 PM
1096	None.	12/17/2019 1:39 PM
1097	None	12/17/2019 1:36 PM
1098	I don't believe so. It seems to be a point A to point B railroad now that doesn't want to work with their customers	12/17/2019 1:34 PM
1099	I don't know enough about it to answer but I hear there are no benefits for us	12/17/2019 1:33 PM
1100	None	12/17/2019 1:32 PM
1101	No	12/17/2019 1:29 PM
1102	No not at all	12/17/2019 1:28 PM
1103	There are no benefits to anyone who "works" for the railroad. Just the shareholders of the railroad.	12/17/2019 1:27 PM
1104	If you have stock in the company or have an interest in the hedge fund that is running the place, yes	12/17/2019 1:27 PM
1105	None that I know of	12/17/2019 1:27 PM
1106	Dont know	12/17/2019 1:27 PM
1107	See none...as far as employee benefits.	12/17/2019 1:26 PM
1108	None what so ever	12/17/2019 1:26 PM
1109	I have yet to discover any potential benefits.	12/17/2019 1:26 PM
1110	No, less money to be made. Less jobs	12/17/2019 1:26 PM
1111	No, skeleton crews, twice the work from half the work force	12/17/2019 1:25 PM
1112	None that I can tell	12/17/2019 1:23 PM
1113	None... assets are moth balled and placed in stored.. longer and heavier trains with locomotives that go un serviced due to the lack of time and lack of employees	12/17/2019 1:23 PM
1114	Since PSR was implicated, my job at CSX gets worse on a daily basis. Management has also gotten much worse since PSR was implicated	12/17/2019 1:22 PM
1115	Only benefit is profit to shareholders until they run off all the customers for pricing and lack of service. then cash out and expect the government to bail them out AGAIN	12/17/2019 1:22 PM
1116	None	12/17/2019 1:22 PM
1117	No all PSR is to do more with less. Furlough employee, store equipment, make employees work places they ain't qualified at. Moving trains that are so long if you are at the rear of the train cannot communicate with engineer by handset on head end	12/17/2019 1:20 PM
1118	No	12/17/2019 1:19 PM
1119	None at all	12/17/2019 1:16 PM
1120	No	12/17/2019 1:16 PM
1121	No, less time at home!	12/17/2019 1:14 PM
1122	No not that I can see	12/17/2019 1:13 PM
1123	The only plus side I see is seeing a schedule, albeit a loose schedule, to the train traffic. Now if they'd just allow the MOW crews to fix the track.	12/17/2019 1:12 PM
1124	None	12/17/2019 1:10 PM
1125	No	12/17/2019 1:09 PM

PSR Survey

1126	No.. None	12/17/2019 1:07 PM
1127	No,	12/17/2019 1:01 PM
1128	Not at all	12/17/2019 1:00 PM
1129	I haven't seen any.	12/17/2019 1:00 PM
1130	Only benefit in PSR is in upper management and investors, pure greed.	12/17/2019 1:00 PM
1131	NO...its already run 2 railroads into the ground..why keep doing this?	12/17/2019 12:57 PM
1132	No	12/17/2019 12:53 PM
1133	Seems like a cash grab me	12/17/2019 12:52 PM
1134	Unsure	12/17/2019 12:52 PM
1135	Ots is improved	12/17/2019 12:50 PM
1136	No	12/17/2019 12:49 PM
1137	No	12/17/2019 12:48 PM
1138	Not that I know of.	12/17/2019 12:46 PM
1139	I can not see any advantages except it has a short term gain for the share holders to make money. The more trains move, equals more tonnage on the tracks, the more tonnage equals more repairs/ replacement of track which we cannot keep up with due to low man count and even shorter track time given to make the repairs.	12/17/2019 12:46 PM
1140	Only to the shareholders not to the working people who make the railroad run	12/17/2019 12:42 PM
1141	If there are, I haven't seen, or heard of any, as far as the employee side goes.	12/17/2019 12:41 PM
1142	Not that I can tell	12/17/2019 12:37 PM
1143	Not that I can think of. PSR seems only to benefit shareholders at great cost to customers and employees.	12/17/2019 12:36 PM
1144	Not that I have seen.	12/17/2019 12:27 PM
1145	Can't answer. Unknown	12/17/2019 12:26 PM
1146	Less competition for any over time, only because the RR is so understaffed.	12/17/2019 12:23 PM
1147	No	12/17/2019 12:23 PM
1148	Currently I don't see them. Bigger trains make longer walking if a break-in-two happens. More people cut off and much more toxic working environment	12/17/2019 12:21 PM
1149	Not that ive saw	12/17/2019 12:20 PM
1150	Only if your a major share holder	12/17/2019 12:19 PM
1151	No	12/17/2019 12:18 PM
1152	It makes the company a lot of money while killing off customers that used to support them	12/17/2019 12:16 PM
1153	Train timing is more consistent if crews are available	12/17/2019 12:16 PM
1154	Haven't found it yet.	12/17/2019 12:14 PM
1155	There are none. Every decision the railroad makes is for the benefit of the shareholders, and usually makes things harder for the workers.	12/17/2019 12:13 PM
1156	Didn't know we had it	12/17/2019 12:13 PM
1157	If you're lance Fritz and his walk street cronies, there's a huge benefit financially. For us employees on the ground, or the ones that are left might I say, there's zero benefit to PSR. It's sent thousands of employees home without a job due to corporate greed. It's less safe and less effective	12/17/2019 12:06 PM
1158	No	12/17/2019 12:01 PM



PSR Survey

1159	None that I can think of.	12/17/2019 12:01 PM
1160	no	12/17/2019 12:00 PM
1161	No	12/17/2019 11:54 AM
1162	None that i can tell.	12/17/2019 11:45 AM
1163	None that I can see	12/17/2019 11:43 AM
1164	No	12/17/2019 11:42 AM
1165	No not really but they seem to think it's gives us more time	12/17/2019 11:36 AM
1166	No.	12/17/2019 11:36 AM
1167	No there is no benifits for working with PSR. You have to many crews that are exhausted from walking 130 to 150 cars when there is somthing wrong at the rear. Not to mention the impact it has when some trains are blocking up the crossing for medical personnel.	12/17/2019 11:31 AM
1168	I have yet to see a benefit to the employee. Train lineup are no better. Work/sleep schedule are still as unpredictable as ever.	12/17/2019 11:22 AM
1169	All these fn tests they run down your throat everyone is afraid if you fail them your out of service it sucks	12/17/2019 11:16 AM
1170	None, forced to do more with less	12/17/2019 11:09 AM
1171	I do not know of any	12/17/2019 11:04 AM
1172	No there is more congestion on the road, instead of doing work in the yard, the work is done on the road, no support structure to help with everything (mechanics, Carmen, limos)	12/17/2019 11:01 AM
1173	None	12/17/2019 10:58 AM
1174	None its killing the running them ragged and shorting customers with lack of service.	12/17/2019 10:55 AM
1175	PSR or not, the working environment on the railroad has been deteriorating for years. Management/labor relationships are divisive, to say the least. Management enjoys pitting one man against the other and with younger people on the railroad they think this is status quo. My brothers do not know how to defend one another against the anti-labor onslaught.	12/17/2019 10:53 AM
1176	No. Instead of increasing business, business continues to go down due to fuel charges and rediculously high rates of transportation and fees.	12/17/2019 10:51 AM
1177	None, the illusion that the money they are saving is going to somehow help the people who maintain the railroad has been shattered by their actions.	12/17/2019 10:51 AM
1178	The stockholders seem to enjoy it, I have seen no evidence of benefits to working on a PSR railroad	12/17/2019 10:48 AM
1179	No not for the craftsmen or the public.	12/17/2019 10:43 AM
1180	None	12/17/2019 10:28 AM
1181	Yes. Work plans can be made at appropriate times based on train traffic.	12/17/2019 10:10 AM
1182	Better wages	12/17/2019 10:06 AM
1183	No	12/17/2019 10:01 AM
1184	I don't believe there is. The companies may be seeing more income in some ways but long term it will crumble and railroads will never again be what they are historically known for, A safe and awarding long term career.	12/17/2019 9:50 AM
1185	yes you go home like you came to work	12/17/2019 9:36 AM
1186	No there are not...	12/17/2019 9:35 AM
1187	Not that I know of	12/17/2019 9:03 AM
1188	No	12/17/2019 9:02 AM
1189	The ONLY benefits are for the company and their CEO/ upper management. Everyone and	12/17/2019 8:53 AM

## PSR Survey

everything below that level have only ever increasing reductions of benefits/quality of life.

1190	No	12/17/2019 8:52 AM
1191	Company makes more money at the sacrifice of employees jobs	12/17/2019 8:52 AM
1192	None	12/17/2019 8:41 AM
1193	They only good thing is a good portion of the trains are going on duty on a scheduled time	12/17/2019 8:39 AM
1194	If they can get it right we could have a better and more consistent work rest cycle	12/17/2019 8:31 AM
1195	More money and you work less	12/17/2019 8:29 AM
1196	I've seen zero benefits on my side	12/17/2019 8:27 AM
1197	None	12/17/2019 8:26 AM
1198	I haven't seen any benefits yet!	12/17/2019 8:17 AM
1199	Not that I can tell	12/17/2019 7:59 AM
1200	I see no benefit to psr. Tension is high between train crews trying to service customers. Customers are not getting serviced as needed. No fault of train crews. We are just stuck in the middle	12/17/2019 7:58 AM
1201	The benefits are solely for the company fat cats getting record bonuses and for the shareholders.	12/17/2019 7:56 AM
1202	None that I can see whatsoever. Their maybe an extra few dollars in it for the share holders, but as far as the employees and our customers, the benefits are nil	12/17/2019 7:55 AM
1203	I am a small person in the big picture of the railroad but have been around to see the highs and lows. I do not see it getting any better for the workers that build and maintain the railroad.	12/17/2019 7:52 AM
1204	None that I can see so far, maybe for shareholders but not for employees	12/17/2019 7:47 AM
1205	Not presently. Most, from lower to upper level management are concerned more with losing their jobs if things do not run as intended. There is an obvious tension in the work atmosphere to "keep things moving"! Whatever it takes.	12/17/2019 7:47 AM
1206	None	12/17/2019 7:30 AM
1207	There are zero benefits.	12/17/2019 7:27 AM
1208	None that I know of. The customers are less happy, employees are not happy but the share holders are happy.	12/17/2019 7:19 AM
1209	Only for shareholders.	12/17/2019 7:13 AM
1210	I don't know	12/17/2019 7:10 AM
1211	The chances of getting an injury settlement are greatly increased, but that's about it.	12/17/2019 7:10 AM
1212	Yes especially for men and families from an underdeveloped area	12/17/2019 7:07 AM
1213	None	12/17/2019 7:05 AM
1214	No	12/17/2019 7:05 AM
1215	Only for stock holders and the ones who collect a bonus to increase the bottom line at any cost	12/17/2019 6:54 AM
1216	None	12/17/2019 6:53 AM
1217	No, other than the fact that the company gets to hire contractors that don't pay into railroad retirement. They aren't liable for injuries, workman's comp, medical benefits, or 401k match contributions... This is stockholder b.s. that is going to bite them in the ass.	12/17/2019 6:53 AM
1218	Only for shareholders	12/17/2019 6:47 AM
1219	...	12/17/2019 6:43 AM
1220	I see none for the workers.	12/17/2019 6:41 AM

PSR Survey

1221	Never	12/17/2019 6:40 AM
1222	Not for the employee	12/17/2019 6:36 AM
1223	No. Mass lay offs and pressured employees scared to do their job. The company pressures inspectors to report fewer defective pieces of equipment by threatening to annul jobs if issues are reported.	12/17/2019 6:35 AM
1224	None	12/17/2019 6:24 AM
1225	None that I have noticed	12/17/2019 6:15 AM
1226	Not that we've been to be beneficial at this time, track condition is deteriorating just to save money to line the share holders pockets	12/17/2019 6:10 AM
1227	I'm not aware of any	12/17/2019 6:09 AM
1228	1 benefits the shareholders	12/17/2019 6:09 AM
1229	None within the past 8 years that I have found.	12/17/2019 6:05 AM
1230	To artificial inflat the bottom line.	12/17/2019 6:04 AM
1231	Nope, can't predict the unpredictable	12/17/2019 6:01 AM
1232	No	12/17/2019 6:00 AM
1233	No	12/17/2019 5:58 AM
1234	The stock holders make more money.	12/17/2019 5:54 AM
1235	line ups tend to be more accurate with fewer trains than they were in years past	12/17/2019 5:52 AM
1236	Profit for the railroad. I cannot think of one possible benefit to working on a PSR railroad. Not one. The tracks are not safer, employees are not safer, employees are making anymore money and track structure maintenance is declining. God save us!	12/17/2019 5:47 AM
1237	Not for the workers. Just stock holders and board members benefit	12/17/2019 5:40 AM
1238	None that I can think of	12/17/2019 5:39 AM
1239	I haven't seen any benefits to psr on the line I work.	12/17/2019 5:32 AM
1240	Some benefits I did see is that our operating rules have been more "relaxed." For example, now we are able to get on/off moving equipment. This simple rule change allows for us to switch cars efficiently, instead of stoping a train every so often just to bail off to line a switch.	12/17/2019 5:31 AM
1241	Less manager oversight!	12/17/2019 5:29 AM
1242	Zero	12/17/2019 5:26 AM
1243	There are none	12/17/2019 5:23 AM
1244	Nope	12/17/2019 5:21 AM
1245	No. We are losing business. I've talked to several of our customers and they are switching to trucking as their main shipping method because of all of the unfair charges. And that they aren't able to get the cars they need when they need them. All of the cuts have made it to where we don't have the amount of people we need on call to work. Vacations days are denied. Personal leave day's are denied. And threats of punishment are laid out for you if you lay off sick when you aren't allowed to take vacation days, that you've earned, because the company has cut so deep.	12/17/2019 5:20 AM
1246	The bottom line is benefitted which is profit. No benefits for the working man	12/17/2019 5:18 AM
1247	Only if you are a stockholder.	12/17/2019 5:18 AM
1248	No	12/17/2019 5:18 AM
1249	No, only benefits investors	12/17/2019 5:15 AM
1250	Other than being to work on time, I can't really see any other benefit. Customer satisfaction is not in the equation.	12/17/2019 5:11 AM

PSR Survey

1251	No	12/17/2019 5:08 AM
1252	Don't know any	12/17/2019 5:07 AM
1253	The only benefit I can think of and it's not from working. Its if I had alot of money in the stock market because that's the only thing it benefits.	12/17/2019 5:03 AM
1254	the bennefits of psr have been shown to help somewhat improve certain aspects of railroading but mostly in canada and in the western USA, mostly because of the increased distance between terminals/ yards where on the east coast the closer proximity of yards increase traffic jams and times in transit due to trains sitting at idle	12/17/2019 5:03 AM
1255	No	12/17/2019 5:02 AM
1256	No	12/17/2019 5:00 AM
1257	I haven't seen any yet	12/17/2019 4:58 AM
1258	you can't get fired for breaking safety rules, because there are none!	12/17/2019 4:54 AM
1259	I have not seen any benefits whatsoever. The company is making more money than ever and all I have seen is poorly maintained equipment and infrastructure, massive job loss, customers leaving, a much stricter and unrealistic attendance policy, and increasing harassment for train departing on time and fuel savings.	12/17/2019 4:54 AM
1260	No there are no benefits	12/17/2019 4:53 AM
1261	No benefits Customers unhappy, poorly maintained infrastructure, stretching employees thin.	12/17/2019 4:50 AM
1262	If there are any show them to us.	12/17/2019 4:48 AM
1263	I don't believe so. Serving the bottom line instead of safety	12/17/2019 4:43 AM
1264	Dont work on one.	12/17/2019 4:40 AM
1265	The companies make more money and the men working for them less	12/17/2019 4:26 AM
1266	No	12/17/2019 4:26 AM
1267	None	12/17/2019 4:23 AM
1268	Not really	12/17/2019 4:20 AM
1269	You know what siding your gonna sit in.	12/17/2019 4:16 AM
1270	Nope, can't think of one thing better than 15 years ago	12/17/2019 4:16 AM
1271	Working late every night. Just more overtime. Taken chance of being killed by falling asleep	12/17/2019 4:13 AM
1272	No, scheduling is no different. All that has changed is carriers want to do anything they can to run the same amount of freight with less people. Abusing RSIA and trying to make crew consist a "minor dispute" in an effort to avoid the same RSIA to run with reduced crews. The data is fatally flawed.	12/17/2019 4:10 AM
1273	I can't name one benefit, other than the company breaking record profits quarterly. Money is all that matters to the railroad, even if it's burying itself in a deeper maintenance hole with every year that goes by. It'll catch up in the end, ultimately leading to bankruptcy, forcing the feds to bail out and regulate, or worst case lead to a total economic collapse because of our own governments complacency.	12/17/2019 4:08 AM
1274	No benefits unless your upper management or a share holder!	12/17/2019 4:06 AM
1275	None that come to mind	12/17/2019 4:05 AM
1276	There is no benefit to psr.	12/17/2019 4:01 AM
1277	No	12/17/2019 4:01 AM
1278	No None	12/17/2019 3:56 AM
1279	There are none. It is detrimental to infrastructure, morale, and manpower base. It promotes people who are "yes men" and not those with good, long term ideas	12/17/2019 3:54 AM

PSR Survey

1280	None	12/17/2019 3:52 AM
1281	Not that I can see	12/17/2019 3:51 AM
1282	no	12/17/2019 3:51 AM
1283	Yes the benefits as I see is that trains are more predictable, so I can plan my rest accordingly most days	12/17/2019 3:50 AM
1284	More money for companies	12/17/2019 3:50 AM
1285	None at all	12/17/2019 3:48 AM
1286	NO	12/17/2019 3:47 AM
1287	I don't get yelled at or threatened anymore.	12/17/2019 3:46 AM
1288	No	12/17/2019 3:46 AM
1289	Not that I see. We're losing our customers.	12/17/2019 3:46 AM
1290	Family Collecting life insurance when you die from corporate greed.	12/17/2019 3:45 AM
1291	None	12/17/2019 3:43 AM
1292	No	12/17/2019 3:41 AM
1293	None	12/17/2019 3:41 AM
1294	None	12/17/2019 3:41 AM
1295	Not sure	12/17/2019 3:38 AM
1296	No benefits for employees.	12/17/2019 3:36 AM
1297	Only for the stockholders	12/17/2019 3:36 AM
1298	No to me	12/17/2019 3:35 AM
1299	No	12/17/2019 3:35 AM
1300	None hits just corporate greed	12/17/2019 3:34 AM
1301	No	12/17/2019 3:34 AM
1302	It would be fine if the policy was followed to maintain the railway and not followed in order to be used as a tool to discipline workers.	12/17/2019 3:32 AM
1303	So far I have only seen 1. When we changed schedules we started getting more overtime, but we would rather be home	12/17/2019 3:30 AM
1304	To me PSR is just another way of seeing how far the railroad can cut their workforce and maintenance until things get ugly, then they will slowly add back. The measuring tool for that is derailments, injuries and fatalities. Apparently the railroad is fine with kicking thousands of employees to the curb and risking the rest of us. It's beyond profits, to me it's criminal.	12/17/2019 3:30 AM
1305	None whatsoever	12/17/2019 3:29 AM
1306	I don't know any.	12/17/2019 3:27 AM
1307	NONE..	12/17/2019 3:27 AM
1308	Nope	12/17/2019 3:26 AM
1309	Not real sure about this one. We have not seen any benefits thus far. Keeping our jobs is one for sure. But running longer trains seem to be a leading cause of derailments this year. If that's a portion of the precision railroad, and cutting jobs from the ground up. Does not really seem to benefit the working class in a good way.	12/17/2019 3:24 AM
1310	If you call cutting hundreds of jobs a benefit, I guess there are a lot	12/17/2019 3:23 AM
1311	The rules are more relaxed	12/17/2019 3:17 AM
1312	Having thru freights on a tighter schedule is nice for road crews but the extensive fill out and set	12/17/2019 3:17 AM

## PSR Survey

out work on them now leads to large trains that are often difficult to move. I find there is minimal gain on the employee side of psr. Slaving and starving the lower class to make the rich richer seems to be the idea.

1313	NONE AT ALL!!!!!!	12/17/2019 3:16 AM
1314	Not bad hat I can see. It has only hurt employees	12/17/2019 3:14 AM
1315	Not for the working man.	12/17/2019 3:14 AM
1316	None that I can see. Fewer people to do more jobs.	12/17/2019 3:12 AM
1317	You're still working,because most are now laid off	12/17/2019 3:10 AM
1318	Can't think of any	12/17/2019 3:08 AM
1319	I see no benefits at this point	12/17/2019 3:04 AM
1320	What kind of question is that?	12/17/2019 3:03 AM
1321	Stock goes up.	12/17/2019 3:01 AM
1322	Not that I've seen they cut the man power down so much that everyone working is going to work every ten hours. Not safe at all	12/17/2019 2:58 AM
1323	None for the employees working on the front lines.	12/17/2019 2:56 AM
1324	I don't believe there is.	12/17/2019 2:56 AM
1325	No	12/17/2019 2:56 AM
1326	No, the only benefit is to the company who saves money until something goes wrong	12/17/2019 2:55 AM
1327	No	12/17/2019 2:53 AM
1328	None	12/17/2019 2:52 AM
1329	Not aware of any	12/17/2019 2:50 AM
1330	No.	12/17/2019 2:50 AM
1331	None	12/17/2019 2:50 AM
1332	I personally don't see any benefits to the people actually moving trains.	12/17/2019 2:49 AM
1333	There aren't any due to cut backs in supporting crafts and in train crew. Frontline managers are overworked.	12/17/2019 2:48 AM
1334	If it was TRULY precision railroading, there wouldn't be the enormous turnover rate	12/17/2019 2:47 AM
1335	None	12/17/2019 2:47 AM
1336	Haven't found any yet.	12/17/2019 2:43 AM
1337	None that i know of. I don't think upper management could give me any examples either.	12/17/2019 2:43 AM
1338	No overtime, more family time, if you have enough seniority to hold a position close enough to home since there have been job cuts/abolishments.	12/17/2019 2:43 AM
1339	No, the only benefit is for the company and what looks good on paper for stock holders	12/17/2019 2:42 AM
1340	None , unless you are a stockholder	12/17/2019 2:41 AM
1341	Lots and lots of overtime if you can manage without rest. Some men making the amount of 4 employees	12/17/2019 2:39 AM
1342	Seems to benefit shareholders but I don't see benefits to workers	12/17/2019 2:39 AM
1343	Semi predictable maintenance windows are a plus.	12/17/2019 2:38 AM
1344	No	12/17/2019 2:38 AM
1345	None at all but a lot of unpaid vacations	12/17/2019 2:36 AM
1346	Not that i can think of. Get to look forward to being furloughed since the railroads screw the	12/17/2019 2:36 AM



PSR Survey

	customer and dont want to add new ones.	
1347	Not really other then sit around wanting on trains	12/17/2019 2:35 AM
1348	Not that I have seen, only benefits stock price	12/17/2019 2:33 AM
1349	The stockholders seem to be doing well, thats about it.	12/17/2019 2:32 AM
1350	Don't know	12/17/2019 2:29 AM
1351	Not that I'm aware of	12/17/2019 2:28 AM
1352	No upside, f or labor	12/17/2019 2:28 AM
1353	I can't think of one from an employee perspective.	12/17/2019 2:27 AM
1354	None that I no of.	12/17/2019 2:27 AM
1355	No	12/17/2019 2:26 AM
1356	Nun that I have seen for work force. Only for stock holders	12/17/2019 2:22 AM
1357	If you are a shareholder or in the upper tier of the company...yes! The rich are getting richer while the ones working and being furloughed are made to suffer because of corporate greed!	12/17/2019 2:21 AM
1358	no	12/17/2019 2:19 AM
1359	Time off (furloughs)	12/17/2019 2:19 AM
1360	I don't believe there are any... I am looking for a new career.	12/17/2019 2:19 AM
1361	No forced to work longer hours to load machines after an already long work day loading after track windows just to screw us out of a move day	12/17/2019 2:17 AM
1362	I really don't know. More Monday for the upper management bonuses and share holders I suppose.	12/17/2019 2:17 AM
1363	None not good for me or my family	12/17/2019 2:16 AM
1364	NOT UNLESS YOU ARE A SHARE HOLDER!	12/17/2019 2:14 AM
1365	No	12/17/2019 2:13 AM
1366	I see no benefits to this style of railroading. Our department has been so cut in the number of personal. To increase revenue.	12/17/2019 2:12 AM
1367	No	12/17/2019 2:12 AM
1368	No	12/17/2019 2:12 AM
1369	None	12/17/2019 2:11 AM
1370	They save money by cutting customer deliveries	12/17/2019 2:11 AM
1371	No	12/17/2019 2:11 AM
1372	None that I have seen for engineers and conductors. We work longer hours with more stress and less time off.	12/17/2019 2:09 AM
1373	None	12/17/2019 2:08 AM
1374	Absolutely no benefits unless you happen to be a share holder before the bottom falls out.	12/17/2019 2:08 AM
1375	No. We switched just as much, if not more before this was implemented and our trains got out on time. They only thing this brought was unsafe work conditions, loss of jobs (more work with less people), and being treated like modern day slaves.	12/17/2019 2:08 AM
1376	None	12/17/2019 2:08 AM
1377	I have not heard of one good reason so far. Cut the working man and his family for the benefit of the shareholders is bs	12/17/2019 2:07 AM
1378	I can see absolutely none. The track maintenance is gone, safety is out the window, crews are working with zero rest or readiness.	12/17/2019 2:06 AM

PSR Survey

1379	No. There is even less actually scheduled, or communication between managers/dispatchers and crews.	12/17/2019 2:05 AM
1380	Share holders will be proud of you!	12/17/2019 2:04 AM
1381	No	12/17/2019 2:02 AM
1382	I haven't seen any yet	12/17/2019 2:01 AM
1383	None. Only one benefiting is the share holders.	12/17/2019 2:00 AM
1384	Yes, I will probably be able to sue the RR for unsafe practices if injured	12/17/2019 1:59 AM
1385	No benefits that affect me directly or indirectly	12/17/2019 1:58 AM
1386	Larger bonuses for management.	12/17/2019 1:57 AM
1387	No	12/17/2019 1:57 AM
1388	Ha. Your assuming we all still have jobs	12/17/2019 1:56 AM
1389	Not for employees or customers. I guess there is for company executives. They put more money in they pockets.	12/17/2019 1:55 AM
1390	None	12/17/2019 1:53 AM
1391	I don't work on a PSR railroad	12/17/2019 1:51 AM
1392	No! Not at all.	12/17/2019 1:51 AM
1393	Absolutely not Just made life much more miserable in today's times for chrissakes we're coming to 2020 and this is what we're dealing with every other business aspects in this nation does not operate the way this company does	12/17/2019 1:50 AM
1394	Stocks going well	12/17/2019 1:50 AM
1395	None that I have seen.	12/17/2019 1:49 AM
1396	If there are, I have not learned of them.	12/17/2019 1:48 AM
1397	None for the employee that I'm aware of	12/17/2019 1:48 AM
1398	As an employee, we longer more with less	12/17/2019 1:47 AM
1399	Don't know	12/17/2019 1:47 AM
1400	There are none	12/17/2019 1:46 AM
1401	If the word benefit must be used it is the amount of overtime someone can make doing the task that was distributed among more manpower. This overtime is hardly worth the risk to personal safety and the impact on family life.	12/17/2019 1:46 AM
1402	NO!	12/17/2019 1:46 AM
1403	None ! Lost one day at home	12/17/2019 1:45 AM
1404	None that I've seen	12/17/2019 1:40 AM
1405	It seems less cars to switch in the yards on account of customers ordering fewer car loads	12/17/2019 1:40 AM
1406	No. Still no precision on anything! Still limited track time on some subdivisions. Still no communication between crafts.	12/17/2019 1:39 AM
1407	I like that the railroad is focusing on moving cars. I think that is a great operating perspective. The rest of the cost savings seem to be at the expense of public safety	12/17/2019 1:39 AM
1408	None that I can see as of the current situation.	12/17/2019 1:39 AM
1409	Stock prices seem to be doing ok.	12/17/2019 1:39 AM
1410	The shareholders are making \$. Record profits due to cuts and layoffs	12/17/2019 1:39 AM
1411	None. Everything is sacrificed for operating ratio numbers. Low level management is constantly threatened to hit goals.	12/17/2019 1:38 AM

PSR Survey

1412	No	12/17/2019 1:38 AM
1413	Only for a single guy. No need to rent a house	12/17/2019 1:37 AM
1414	Not sure	12/17/2019 1:36 AM
1415	ZERO ABSOLUTELY ZERO! Other than they still send a check every 2 weeks	12/17/2019 1:36 AM
1416	I ont know of any benefits . It looks like Union Pacific is getting rid of a lot of their smaller customers so that means less work for me on industry tracks.	12/17/2019 1:35 AM
1417	If you consider a hostile work environment a benefit then maybe? Only positive is if you own stock	12/17/2019 1:34 AM
1418	The only benefit I have seen in normal operation is ability to know signals aspects before physically visible.	12/17/2019 1:32 AM
1419	None that I can see	12/17/2019 1:32 AM
1420	I have no idea unless you are a stockholder	12/17/2019 1:32 AM
1421	I haven't seen a benefit for the people making the share holders rich.	12/17/2019 1:32 AM
1422	Some places get more track time on occasion	12/17/2019 1:31 AM
1423	Only if your a investor and don't plan on staying involved with this company	12/17/2019 1:29 AM
1424	No	12/17/2019 1:29 AM
1425	Not really	12/17/2019 1:28 AM
1426	None other than corporate profits.	12/17/2019 1:28 AM
1427	No benefit to safety of employees or the public. PSR Railroad is strictly to increase profits to the stockholders!	12/17/2019 1:26 AM
1428	From a maintenance of way employee, no benefits seen.	12/17/2019 1:26 AM
1429	No I just hear that we make more money and our stock price is higher ..but all I see is more contractors,more cuts,low morale, I think it's all smoke and mirrors myself	12/17/2019 1:26 AM
1430	None that I know of.	12/17/2019 1:24 AM
1431	There are no benefits for the employee working in psr	12/17/2019 1:24 AM
1432	Not for engineering department	12/17/2019 1:24 AM
1433	Unknown	12/17/2019 1:23 AM
1434	Getting the cars out of the yards limiting dwell time. Customers get serviced when they want and need there car	12/17/2019 1:22 AM
1435	Zero benefits, crazy unsafe	12/17/2019 1:21 AM
1436	No	12/17/2019 1:21 AM
1437	Only benefit I see is to the shareholders and will only last a year or two until we start having major derailments and injuries	12/17/2019 1:21 AM
1438	No none. It's for the stockholders	12/17/2019 1:20 AM
1439	I don't think there is.	12/17/2019 1:19 AM
1440	Looks like the share holders are doing great while we are struggling. I'm sure their private planes are nice and shiny.	12/17/2019 1:16 AM
1441	None I've seen as a track employee. They are cutting the legs out from under the horse.	12/17/2019 1:16 AM
1442	None	12/17/2019 1:16 AM
1443	may benefit the company profits by a lower head count. other than that I see no benefits	12/17/2019 1:16 AM
1444	Only result is more money for the shareholders.	12/17/2019 1:16 AM
1445	Only thing I can think of is that they brought back getting on and off moving equipment. I feel if	12/17/2019 1:15 AM

PSR Survey

it's done correctly it can be beneficial to your joints.

1446	Unknown	12/17/2019 1:15 AM
1447	None. Even after years of it being implemented it is consistently changing. Crews dont know what trains to build when to spot them because of lack of communication from management.	12/17/2019 1:14 AM
1448	Get to watch trains.	12/17/2019 1:14 AM
1449	From a TE&Y standpoint, I don't see any benefits to working for a PSR railroad.	12/17/2019 1:12 AM
1450	Benefits people with 15+ years of seniority.	12/17/2019 1:11 AM
1451	No I have not seen any for maintenance workers.	12/17/2019 1:10 AM
1452	Absolutely not for the workers and customers it only benefits the investors	12/17/2019 1:09 AM
1453	Overtime due to layoffs	12/17/2019 1:09 AM
1454	No benefits for us working under PSR	12/17/2019 1:08 AM
1455	None from a worker perspective. From the companies it's great cut crews for your workers who've built your company. Make customers wait for the cars because it doesn't fit what the company wants.	12/17/2019 1:07 AM
1456	Fewer customers to have to service	12/17/2019 1:07 AM
1457	The benefit if for the company alone. Losing almost a month at home with my family obviously dwarfs a zero day here and there	12/17/2019 1:07 AM
1458	Not one. The stockholders may see their stocks going up now but all that will change when the railroad starts getting derailments, bridges collapse, and injuries start occurring on a daily basis which I've seen already has begun on the NS.	12/17/2019 1:05 AM
1459	Non as of so far, issues are starting to arise for possible unsafe conditions in the near future.	12/17/2019 1:05 AM
1460	None that I have seen so far	12/17/2019 1:04 AM
1461	None	12/17/2019 1:04 AM
1462	None, other then the share holders or higher ups in the company	12/17/2019 1:04 AM
1463	I see no benefits what so ever	12/17/2019 1:03 AM
1464	At times it seems people are held accountable more and also cutting of management helps get things done in a more efficient manner	12/17/2019 1:02 AM
1465	No	12/17/2019 1:02 AM
1466	None. That's why people are still quitting	12/17/2019 1:02 AM
1467	No. Unless you dont want a job.	12/17/2019 1:02 AM
1468	There are NO benefits.	12/17/2019 1:01 AM
1469	No benefit, unles your in the top brass or a big time investor. This is a get rich quick then when you can't squeeze any more profit out of the company you leave.	12/17/2019 1:01 AM
1470	There is less safety more stuff gets done but less safety and they continue to try to get rid of people to work in all crafts to cut costs essentially pulling more work of even other crafts on to people that are all ready swamped with less saftey	12/17/2019 1:01 AM
1471	None	12/17/2019 1:00 AM
1472	Working distric has not changed much except the amount of t&t	12/17/2019 1:00 AM
1473	Zero benefits	12/17/2019 12:59 AM
1474	No, unless you're a shareholder. Unless more unpaid time off due to lack of business is a benefit.	12/17/2019 12:59 AM
1475	None	12/17/2019 12:59 AM
1476	None	12/17/2019 12:59 AM

PSR Survey

1477	Absolutely none	12/17/2019 12:58 AM
1478	Well I still have a job for the time being, but I'm sure even that is in jeopardy. There is no benefit as far as I can see.	12/17/2019 12:58 AM
1479	Well, maybe the fact they are still in business and pay OK. However, just because we are paid doesn't give the carrier the right to treat us like garbage	12/17/2019 12:58 AM
1480	None that I know of	12/17/2019 12:57 AM
1481	No, there is not. It makes the job dangerous and the schedules work you to the bone. I have never been so exhausted before and will be finding other work at a company that treats their employees like humans.	12/17/2019 12:57 AM
1482	No	12/17/2019 12:57 AM
1483	For the contract employee I see no benefit, outside the gain they have seen through owning company stock or in their 401k	12/17/2019 12:55 AM
1484	None	12/17/2019 12:55 AM
1485	No. Just cutting jobs and no customer service.	12/17/2019 12:55 AM
1486	None.	12/17/2019 12:54 AM
1487	I've seen no benefits for us yet	12/17/2019 12:53 AM
1488	Only a money grab for the company and look good to shareholders. Does nothing for us.	12/17/2019 12:52 AM
1489	No	12/17/2019 12:51 AM
1490	None that I'm aware of.	12/17/2019 12:50 AM
1491	Absolutely none	12/17/2019 12:50 AM
1492	The company makes more money and we see less. So not exactly a benefit at all.	12/17/2019 12:50 AM
1493	I guess you dont have to work as much as track time is harder to get	12/17/2019 12:49 AM
1494	I dont believe there are unless your a share holder. they changed our work schudel to 8 days on and six off. this is not a positive change	12/17/2019 12:48 AM
1495	Yes, only for the share holders.	12/17/2019 12:48 AM
1496	No. You have not enough power, unsafe trains, bad-repair cars, and bad/NOT repaired locomotives. And traffic moves slower.	12/17/2019 12:48 AM
1497	More sitting around	12/17/2019 12:47 AM
1498	You are definitely one of the few that has a job.	12/17/2019 12:46 AM
1499	Not that I've seen at this time.	12/17/2019 12:46 AM
1500	Nope	12/17/2019 12:46 AM
1501	Not a dam thing	12/17/2019 12:45 AM
1502	Absolutely not. This is unsustainable.	12/17/2019 12:43 AM
1503	Bout the same	12/17/2019 12:43 AM
1504	There are no benefits working on a PSR.	12/17/2019 12:42 AM
1505	If there are any I havent seen them yet.	12/17/2019 12:38 AM
1506	None	12/17/2019 12:38 AM
1507	None unless you own stock	12/17/2019 12:38 AM
1508	Maybe the window we get to work is longer ,but I'd rather sit by the track and wait on a couple of trains,the watching our dwindling amount of traffic caused by losing customers due to PSR.	12/17/2019 12:38 AM
1509	HA. Good one. I guess the one benefit is getting furloughed to see what other jobs are out there since the railroad is no longer a competitive career when you can go down the street to walmart	12/17/2019 12:37 AM

## PSR Survey

and make the same amount of money with 10x less the responsibility and stress put on the body and mind.

1510	I personally do not see any benefits. A few people are going to make some fast money and then get out. The railroad does not seem to care for thier employees or their family's anymore. The only thing that matter's is that the stockholders and upper management get their bonuses.	12/17/2019 12:36 AM
1511	None that I can see so far in almost a year of implementation of PSR at UPRR.	12/17/2019 12:36 AM
1512	Yes, stock is at an all time high	12/17/2019 12:36 AM
1513	None that I can see, unless your upper management and a high end shareholder	12/17/2019 12:36 AM
1514	Non that are noticeable	12/17/2019 12:34 AM
1515	As a worker absolutely no benefits	12/17/2019 12:34 AM
1516	None that I've seen so far unless you're a shareholder. The carrier puts employees and the public at risk with this greedy practice of do more with less.	12/17/2019 12:33 AM
1517	None what so ever.	12/17/2019 12:32 AM
1518	There is none	12/17/2019 12:31 AM
1519	None, unless you're a Wall Street hedge fund.	12/17/2019 12:31 AM
1520	I don't see any at this time	12/17/2019 12:31 AM
1521	Making Wall Street fat cats happy	12/17/2019 12:30 AM
1522	No, company makes more money by the workers beating themselves into the ground and we don't see any benefit from it. Our bosses tell us we are lucky to have a job	12/17/2019 12:30 AM
1523	No	12/17/2019 12:30 AM
1524	In theory sure, less total hours spent in cab. In actuality more time spent in cab waiting on crews or dispatchers considering once we depart no stoping due to train lengths not being able to fit anywhere	12/17/2019 12:30 AM
1525	No	12/17/2019 12:28 AM
1526	Not that ive seen.	12/17/2019 12:27 AM
1527	None	12/17/2019 12:27 AM
1528	I don't think there are benefits for contract workers.	12/17/2019 12:27 AM
1529	Some of their traffic planning and railroad operations ideas aren't terrible. However, how they are treating the people and pushing for production over safety is placing all of us at risk.	12/17/2019 12:27 AM
1530	There is only one possible benefit to PSR, and that is the change in management style regarding rules and testing. The need to speed things up has forced the company to look closer at their rule book and get rid of some tedious and repetitious processes. Proper training is required to be a railroader, but once trained, an employee can work efficiently and do it safely without the constant fear of having to look over your shoulder to see if a manager is trying to write you up for doing your job.	12/17/2019 12:27 AM
1531	Benefits for the upper management and stockholders. Are far as the workers, NO. With the cut backs in man power and contractors replacing jobs it is a back killer. No one is happy and no one wins, except for the uppers and stockholders.	12/17/2019 12:26 AM
1532	NO	12/17/2019 12:26 AM
1533	No, because this kinda of railroading seems to chase customers away and find other means shipping with different companies or worst with trucks. That means less work for us the employees.	12/17/2019 12:25 AM
1534	None that I've seen	12/17/2019 12:25 AM
1535	No	12/17/2019 12:25 AM
1536	I don't believe there are a lot of benefits, management expects unrealistic expectations all of the time! They expect railroading to come first in every aspect of life period.	12/17/2019 12:24 AM



PSR Survey

1537	No! PSR creates a TOXIC work environment for everyone involved. Why do you think Waren buffet doesn't believe in PSR TOXIC and bad business that's why !	12/17/2019 12:24 AM
1538	Yes. It does assist the crew when working properly but not a replacement for a live person.	12/17/2019 12:23 AM
1539	If so, I havnt seen them.	12/17/2019 12:22 AM
1540	No	12/17/2019 12:22 AM
1541	I personally have experienced no benefits from PSR operations- only serious negatives.	12/17/2019 12:19 AM
1542	The same	12/17/2019 12:18 AM
1543	Not that I can tell yet.	12/17/2019 12:16 AM
1544	none	12/17/2019 12:15 AM
1545	Not aware of any	12/17/2019 12:14 AM
1546	Yes to the shareholders	12/17/2019 12:14 AM
1547	0	12/17/2019 12:13 AM
1548	None	12/17/2019 12:12 AM
1549	I do not see any benefits. They're cutting way too deep, this track is going to fall apart within 5 years or so and the RR will have to hire a bunch of people and build up the gangs to actually rebuild the track.	12/17/2019 12:12 AM
1550	Personally the only difference I've seen is more with less.	12/17/2019 12:10 AM
1551	Stocks mostly.	12/17/2019 12:10 AM
1552	None, unless you are the shareholders or the top executives.	12/17/2019 12:10 AM
1553	They say there is benfits but I don't see it	12/17/2019 12:09 AM
1554	None.	12/17/2019 12:05 AM
1555	No	12/17/2019 12:05 AM
1556	Benfits are to the share holders no one else.	12/17/2019 12:04 AM
1557	No	12/17/2019 12:04 AM
1558	Zero, our customers are extremely unhappy also!	12/17/2019 12:04 AM
1559	The company seems to like it but the ones that do the ground work dont when they start changing start times and work days week to week. We need guaranteed 10 hour work days then if we have to work a fifth day at least us the employees feel like it was worth it to us away from families	12/17/2019 12:04 AM
1560	More time off, in the form of injury, death or being furloughed longer	12/17/2019 12:04 AM
1561	Track time is easier to obtain	12/17/2019 12:04 AM
1562	To be honest, I dont see the benefits except for the cooked books	12/17/2019 12:03 AM
1563	Nothing, since the schedules never actually happen	12/17/2019 12:03 AM
1564	None	12/17/2019 12:02 AM
1565	None	12/17/2019 12:01 AM
1566	They encourage rule breaking to get done faster so we are not worried about getting in trouble for rules compliance. They also have made it commonplace for Carmen to just write out our class 1 air slips without actually performing the test. They are afraid to say the work isn't done or completed fast enough so they make it up.	12/17/2019 12:00 AM
1567	None that i'm Aware of	12/17/2019 12:00 AM
1568	I see none just the railroad benafits	12/17/2019 12:00 AM
1569	No	12/16/2019 11:59 PM

## PSR Survey

1570	Not from a working employees stand. Maybe high management and shareholders	12/16/2019 11:59 PM
1571	No	12/16/2019 11:59 PM
1572	There's not	12/16/2019 11:58 PM
1573	None that I have seen.	12/16/2019 11:58 PM
1574	You can better estimate when trains run because they're on a better schedule.	12/16/2019 11:57 PM
1575	If you are a shareholder I'm sure the benefits are astronomical, but for those of us that are providing these results the outcome is less than desirable.	12/16/2019 11:55 PM
1576	Haven't seen any benefits	12/16/2019 11:55 PM
1577	Not for employees. If you are a big stock holder or CEO then the benefits are all the money they are making.	12/16/2019 11:54 PM
1578	None	12/16/2019 11:54 PM
1579	Haven't found one yet	12/16/2019 11:53 PM
1580	None seen yet..	12/16/2019 11:53 PM
1581	None that I know	12/16/2019 11:51 PM
1582	The benefits are only monetary for the company with greater efficiency, but at a human cost.	12/16/2019 11:51 PM
1583	I don't think so	12/16/2019 11:50 PM
1584	Yeah less management out testing because they are told not to to speed up freight movement	12/16/2019 11:50 PM
1585	Absolutely not, only the shareholders	12/16/2019 11:50 PM
1586	Only benefit I can tell is not passing a red block	12/16/2019 11:49 PM
1587	PSR allows for natural windows to work in if it falls in the place you are trying to work but ultimately transportation runs the show for when maintenance can be performed.	12/16/2019 11:49 PM
1588	Not that I have seen. One thing goes wrong and the whole deal goes to absolute pot. That leaves track as the ones unable to perform quality maintenance BEFORE a small issue became a problem. The tracks are going downhill and it will only get worse if PSR continues to be the direction companies go.	12/16/2019 11:48 PM
1589	More overtime because of derailments	12/16/2019 11:47 PM
1590	None.	12/16/2019 11:47 PM
1591	No there is absolutely no benefit of PSR .unless you are a stock holder	12/16/2019 11:46 PM
1592	?	12/16/2019 11:46 PM
1593	If you're a big time share holder or in a hedge fund it was very beneficial.	12/16/2019 11:45 PM
1594	No	12/16/2019 11:44 PM
1595	None	12/16/2019 11:43 PM
1596	If you like overtime and not being at home then I would say that would be the benefit of working on a PSR railroad	12/16/2019 11:42 PM
1597	No benefits that I can think of.	12/16/2019 11:42 PM
1598	Dont know laid off	12/16/2019 11:39 PM
1599	Yes it does get freight over the rails faster at the cost of a lot of things	12/16/2019 11:37 PM
1600	I don't see any. You still can have low speed collision with train ahead. Also Starwood Iowa a mow person opened switch and PTC never put train into emergency. Arc would have made engineer place train into suppression. And slowed train faster.	12/16/2019 11:37 PM
1601	None, zilch, zero. Oh you mean for those that run the company? Money, more money, and then that's not enough, we need more.	12/16/2019 11:37 PM

PSR Survey

1602	None, zero for workers or middle managers or customers.	12/16/2019 11:37 PM
1603	From what I see its zero it doesn't make us busier it make us less profitable very unsafe and over worked	12/16/2019 11:36 PM
1604	No	12/16/2019 11:36 PM
1605	No	12/16/2019 11:36 PM
1606	We are not harassed by management quite as much as in the past.	12/16/2019 11:35 PM
1607	I don't feel there's no benefits the only benefit is the railroad benefits there's no benefit to losing a day off with your family but this is just my opinion	12/16/2019 11:34 PM
1608	Haven't seen any as an employee..	12/16/2019 11:34 PM
1609	No. Corporate greed does not benefit labor.	12/16/2019 11:33 PM
1610	No	12/16/2019 11:33 PM
1611	Not that I am aware of	12/16/2019 11:33 PM
1612	ABSOLUTELY not to the employees. There is no upside to PSR where railroad employees are concerned.	12/16/2019 11:32 PM
1613	NO. More work at different industries has more opportunity for injury. Setting a unit train in a facility is beneficial for the customer and safer for the workers.	12/16/2019 11:32 PM
1614	Los of over timea	12/16/2019 11:32 PM
1615	Knowing train schedule	12/16/2019 11:32 PM
1616	I can't think of a single one.	12/16/2019 11:31 PM
1617	None	12/16/2019 11:31 PM
1618	Couldn't tell you	12/16/2019 11:30 PM
1619	Higher ups make more money	12/16/2019 11:30 PM
1620	I don't see it if there is one.	12/16/2019 11:30 PM
1621	stock prices are up	12/16/2019 11:29 PM
1622	The company makes more money but the workers suffer in job cuts.	12/16/2019 11:29 PM
1623	No.	12/16/2019 11:28 PM
1624	None	12/16/2019 11:27 PM
1625	Have not work under PSR.	12/16/2019 11:27 PM
1626	The shareholders are smiling all the way to the bank.	12/16/2019 11:27 PM
1627	Maybe moving freight at a faster rate, but long term safety and reliability do not seem like a priority.	12/16/2019 11:26 PM
1628	None	12/16/2019 11:25 PM
1629	None	12/16/2019 11:25 PM
1630	N/a	12/16/2019 11:24 PM
1631	No.	12/16/2019 11:24 PM
1632	Not one single benefit	12/16/2019 11:22 PM
1633	Due to the short windows hence the short days I am getting g more gym time after work	12/16/2019 11:21 PM
1634	I feel like the rich get richer	12/16/2019 11:21 PM
1635	None that the field employee benefits from. We only work in fear daily.	12/16/2019 11:20 PM
1636	Not worth mentioning, drive stocks up.	12/16/2019 11:20 PM

PSR Survey

1637	Chance to make more money for anyone that manages to beat the furlough process. That's it.	12/16/2019 11:19 PM
1638	All day track time	12/16/2019 11:19 PM
1639	None	12/16/2019 11:19 PM
1640	No. But raising our dues just takes more money out of our pockets.	12/16/2019 11:19 PM
1641	the basic principle that trains leave on time is very good and needed some realignment but psr is just pretty much code for cut all you can for the profit of shareholders, very little to do with the actual job of railroading	12/16/2019 11:19 PM
1642	None that i can think of. At CSX, boots are no longer provided to employees. Budget cuts reduce amount of safety supplies available. The hotel in Nashville TN is a roach trap. CSX is committed to saving money while allowing dedicated employees be miserable.	12/16/2019 11:18 PM
1643	none	12/16/2019 11:18 PM
1644	No	12/16/2019 11:18 PM
1645	None unless you are a shareholder in the short term.	12/16/2019 11:17 PM
1646	The only benefit of psr that I know of goes to the shareholders.	12/16/2019 11:17 PM
1647	Working no being a stock holder yes	12/16/2019 11:16 PM
1648	Crews have an idea of when certain trains will be called due to scheduling	12/16/2019 11:16 PM
1649	If you're a shareholder then yes, but us as employees, NO! I mean you want the company you work for to do good, but when they do it at the expense of there employees, after they already get a ton of profit, it's just ridiculous. They still make cuts when making more money, si working through this PSR is terrible	12/16/2019 11:16 PM
1650	I hadn't seen any benefits	12/16/2019 11:16 PM
1651	No	12/16/2019 11:16 PM
1652	No	12/16/2019 11:16 PM
1653	Not really	12/16/2019 11:15 PM
1654	You lose your job. No benefit.	12/16/2019 11:14 PM
1655	I haven't seen anything positive from from PSR on the craft side.	12/16/2019 11:14 PM
1656	Some with tie conditions,rail	12/16/2019 11:14 PM
1657	None, just be patient, you'll be replaced by a contractor.	12/16/2019 11:14 PM
1658	None	12/16/2019 11:14 PM
1659	I see no benefit except some of the harassment over safety rules has eased up to help obtain operating ratios.	12/16/2019 11:13 PM
1660	There has no benefit for me.	12/16/2019 11:13 PM
1661	I am sure there is but being a TE&Y employee. I have not seen it yet. All I have seen is the down side of it. Employees with 6 plus years or more with out a job, to provide for their families. Customers who we get to talk to complain about not getting their products in a timely manner like they use to. Customers also complaining that the products they produce are not getting picked up and delivered to the consumer in a timely manner.	12/16/2019 11:13 PM
1662	Hell no!!! Only if your a wealthy stock holder	12/16/2019 11:12 PM
1663	If you own stock and have a lot of seniority, there may be an advantage. That's assuming that you can stay put on a job you're familiar with and just lay low and hide out.	12/16/2019 11:12 PM
1664	No	12/16/2019 11:12 PM
1665	Not that I am aware of.	12/16/2019 11:11 PM
1666	No benefits what so ever.	12/16/2019 11:11 PM
1667	Not that I see.	12/16/2019 11:10 PM

PSR Survey

1668	I don't see any. It seems like we are working for a dictatorship, where they place 100% of the blame of failures on the employees with no consideration to the fact that they are pushing equipment AND employees to the breaking point, both physically and mentally.	12/16/2019 11:10 PM
1669	Nine, absolutely nine	12/16/2019 11:09 PM
1670	I don't have anything to compare it to, PSR is all I have experienced.	12/16/2019 11:08 PM
1671	I truly feel it can be beneficial but it can't put money over our personal wellbeing	12/16/2019 11:08 PM
1672	None that I think of...	12/16/2019 11:08 PM
1673	I don't see any benefits on the MOW side with PSR. As stated before, it makes track time more difficult.	12/16/2019 11:08 PM
1674	Moving trains but not doing so safe.	12/16/2019 11:06 PM
1675	Idk of any	12/16/2019 11:06 PM
1676	To make a more profitable company for shareholders.	12/16/2019 11:05 PM
1677	No benefits except maybe for the stock holders.	12/16/2019 11:04 PM
1678	None	12/16/2019 11:04 PM
1679	No, the carriers net billions in quarterly profit at the expense of their employees who are just a number.	12/16/2019 11:04 PM
1680	NO there isn't to much work for too little people in a bigger Hutton get the job done SAFETY went out the window	12/16/2019 11:04 PM
1681	No	12/16/2019 11:04 PM
1682	No, none. Thanks for trying to ruin thousands of hard working Americans careers	12/16/2019 11:03 PM
1683	No	12/16/2019 11:02 PM
1684	Nothing or if there is any we don't see them. It's all about there profits.	12/16/2019 11:02 PM
1685	No	12/16/2019 11:00 PM
1686	To be determined	12/16/2019 11:00 PM
1687	Zero	12/16/2019 11:00 PM
1688	Supposedly, the plan implemented, is prevent trains from causing incidents or accidents or maybe even save a life	12/16/2019 10:59 PM
1689	None	12/16/2019 10:59 PM
1690	None so far	12/16/2019 10:59 PM
1691	No everyone is doing more with less including the track gangs	12/16/2019 10:58 PM
1692	If you want to be employed but not work it's great	12/16/2019 10:57 PM
1693	Lol, I made about \$20,000 than previous years due to overtime.	12/16/2019 10:57 PM
1694	There are no benefits. Only to the stock holders	12/16/2019 10:57 PM
1695	Raise healthcare for no reason	12/16/2019 10:57 PM
1696	No.	12/16/2019 10:56 PM
1697	The only benefit is for the shareholder and hedge funds. The lack of material and the ReUse of old material is making our jobs harder and harder. Cutting jobs and putting pressure on people to get the task at hand done with the same allowed time. Is putting everybody at risk	12/16/2019 10:56 PM
1698	I see the risk to SAFETY (absolutely minimum manpower) outweighs any possible benefit. If you can't do it SAFE it will be done in BLOOD... No benefit to that.	12/16/2019 10:56 PM
1699	No none that I see at all. Only benefit is to the share holders. Sell and shut down everything we can to grow our bottom dollar	12/16/2019 10:56 PM

## PSR Survey

1700	No benefits at all	12/16/2019 10:55 PM
1701	For the shareholders it's good. No benefits to the workers.	12/16/2019 10:55 PM
1702	Haven't seen any benefit besides angry customers.	12/16/2019 10:55 PM
1703	NONE!!!! Less employees on locomotives it in the field does not come close to making us safer or more efficient.	12/16/2019 10:55 PM
1704	I dont see any real benefits.	12/16/2019 10:55 PM
1705	N/a	12/16/2019 10:55 PM
1706	Longer hours. If you like overtime and wearing your body out.	12/16/2019 10:55 PM
1707	In my heart, I believe the railroad is trying to get rid of all of us so they can hire contractors. I generally see PSR as a road-block for us to do our job. I fail to identify any real benefits.	12/16/2019 10:54 PM
1708	Absolutely none whatsoever.	12/16/2019 10:54 PM
1709	No! It's like trying to have controlled chaos on an uncontrolled schedule.	12/16/2019 10:54 PM
1710	Not to the employees	12/16/2019 10:54 PM
1711	They're are none. PSR operations are a danger to the safety of the general public!	12/16/2019 10:52 PM
1712	Na	12/16/2019 10:51 PM
1713	Nothing on the engineering side of things	12/16/2019 10:51 PM
1714	Long hours, unlimited overtime, working by yourself or small crews.	12/16/2019 10:51 PM
1715	Don't know	12/16/2019 10:51 PM
1716	No there are none	12/16/2019 10:51 PM
1717	The benefits are the same as they've always been. Good paying career, health insurance and pension. I believe though after PSR was implemented many have left due to stress on job, no jobs close to home after shutting yards and shops down. So to some that goal of working a career with a pension to have after retirement was lost because of PSR	12/16/2019 10:51 PM
1718	No	12/16/2019 10:51 PM
1719	None whats so ever. More hazardous	12/16/2019 10:51 PM
1720	As an employee, not that I can see. Looking at it from a company standpoint, I see a lot of benefits to the company, but hurts the customer in the long run.	12/16/2019 10:50 PM
1721	The only benefit is to company operational costs.	12/16/2019 10:50 PM
1722	I don't know what the benefits are except to please the shareholders.	12/16/2019 10:50 PM
1723	Nope! Customers and employees both hate it. Only people it benefits are short term investors looking to make a quick buck. When they have squeezed all they can from it. The railroads in America will be left in shambles. Unable to serve the industries of this nation.	12/16/2019 10:50 PM
1724	The only benefit is that of the shareholders. Not to the employee	12/16/2019 10:49 PM
1725	None	12/16/2019 10:48 PM
1726	DON'T KNOW	12/16/2019 10:48 PM
1727	None that I see the people are expected to do more with way less. The people on the ground, dont see there families and it's getting worse they run bare minimum crews	12/16/2019 10:47 PM
1728	It's great if you want to make money and don't have a family or a life away for work.	12/16/2019 10:47 PM
1729	None. The only people benefiting are CEOs and share holders.	12/16/2019 10:47 PM
1730	Not for the employees	12/16/2019 10:47 PM
1731	None	12/16/2019 10:47 PM
1732	For the shareholders and hedge founders otherwise No!	12/16/2019 10:47 PM



PSR Survey

1733	I don't know of any	12/16/2019 10:47 PM
1734	Not to the workers on the track dept	12/16/2019 10:46 PM
1735	No not for workers or our families	12/16/2019 10:46 PM
1736	I have not seen anything beneficial	12/16/2019 10:46 PM
1737	Not that I've seen so far. Unless reducing man power is a benefit	12/16/2019 10:45 PM
1738	I don't know	12/16/2019 10:45 PM
1739	I can't think of one	12/16/2019 10:45 PM
1740	Not that I can think of right off.	12/16/2019 10:44 PM
1741	Not that I am aware of.	12/16/2019 10:44 PM
1742	No	12/16/2019 10:43 PM
1743	I don't see any benefits except to those who profit from it.	12/16/2019 10:43 PM
1744	None	12/16/2019 10:42 PM
1745	Nothing different as far as benefits. Employees now have less time at home due to z5/z6 schedules but are still required to travel great distances to remain working with some groups	12/16/2019 10:42 PM
1746	Yes, being able to better meet customer demands is never a bad thing. However, cutting manpower to the bone and expecting nothing to change is unrealistic	12/16/2019 10:41 PM
1747	Haven't seen a benefit in the last 5 years. Just more budget cuts that demoralize the working person trying to do a job	12/16/2019 10:41 PM
1748	The shareholders are making money.	12/16/2019 10:41 PM
1749	Still have a job for now	12/16/2019 10:41 PM
1750	No	12/16/2019 10:40 PM
1751	no	12/16/2019 10:40 PM
1752	I make less money, so I pay less taxes. I'm less tempted to make major purchases. I'm depressed more often, so less likely to work out or play with my kid, so I'm less likely to get injured and miss work.	12/16/2019 10:40 PM
1753	Profit margins are going up for the top end of the railroad executives and the investors/shareholders.	12/16/2019 10:40 PM
1754	No none at all	12/16/2019 10:40 PM
1755	Just a job now not a career	12/16/2019 10:39 PM
1756	No	12/16/2019 10:39 PM
1757	No benefits that I have witnessed. Engines & cars seem to be getting a lot less maintenance	12/16/2019 10:39 PM
1758	Smaller working windows	12/16/2019 10:39 PM
1759	It's good for the shareholder and that's it.	12/16/2019 10:39 PM
1760	Not that I can see. Do more with less. Everyone gets more money but the people doing the work.	12/16/2019 10:39 PM
1761	From a MOW stand point there is no real benefit to us other than when the track structure does finally deteriorate to a level that slows trains we get the track and have to do work that would have taken us a few hours in a shorter time and this leads to hurried work and dangerous working conditions	12/16/2019 10:38 PM
1762	More money	12/16/2019 10:38 PM
1763	Less time for management to harass the employees.	12/16/2019 10:38 PM
1764	I suppose if you own a substantial amount of company stock. Although, I think the benefits are short term and limit the railroads ability to expand its business	12/16/2019 10:37 PM

PSR Survey

1765	Don't trust it	12/16/2019 10:35 PM
1766	No. You cannot replace people with computers and automated machines and expect a thorough and quality job	12/16/2019 10:35 PM
1767	No none union dues continue to increase along with healthcare and my paycheck continues to decrease	12/16/2019 10:35 PM
1768	None	12/16/2019 10:34 PM
1769	No....	12/16/2019 10:33 PM
1770	Skeleton work force so there's less bumping	12/16/2019 10:33 PM
1771	No. It cuts jobs and forces the rest of those left to pick up the slack, while not being compensated any better.	12/16/2019 10:33 PM
1772	Don't have none	12/16/2019 10:32 PM
1773	None	12/16/2019 10:32 PM
1774	No	12/16/2019 10:31 PM
1775	No	12/16/2019 10:31 PM
1776	Stock price is good. You can only cut so much out until ultimately you have to build back. If revenue is down, they just cut in other areas to make up for it instead of growing the business. Track structures wouldn't hold up if there was a huge increase in business.	12/16/2019 10:31 PM
1777	None whatsoever.	12/16/2019 10:30 PM
1778	Yes unemployment	12/16/2019 10:30 PM
1779	No	12/16/2019 10:29 PM
1780	I have yet to see any. Just lack of work, fatigue, and lies to appease shareholders	12/16/2019 10:29 PM
1781	I can't think of any	12/16/2019 10:29 PM
1782	None to speak of.	12/16/2019 10:29 PM
1783	None that I can see	12/16/2019 10:28 PM
1784	Zero	12/16/2019 10:28 PM
1785	Only benefits I see is the top officials are squeezing the employees and the customers do gain massive profits, then walking away prior to comple collapse	12/16/2019 10:28 PM
1786	The benefits are a home life full of confusion as to when you are going to work.	12/16/2019 10:28 PM
1787	Dont know yet. Most people are working less.	12/16/2019 10:28 PM
1788	none that I can see as of yet.	12/16/2019 10:28 PM
1789	No benefits to maintenance of way employees. PSR means getting more done with less time and less manpower	12/16/2019 10:27 PM
1790	No.	12/16/2019 10:27 PM
1791	NO. PSR has created a bad work environment with bad attitudes and fear of no job security even though employees are locked to the railroad career by the retirement	12/16/2019 10:27 PM
1792	None that I can think of	12/16/2019 10:26 PM
1793	No. You get treated terrible by a company who wants to automate everything.	12/16/2019 10:26 PM
1794	The only benefit has been we aren't as busy as we used to be.	12/16/2019 10:26 PM
1795	Quicker turn around from away from home terminals	12/16/2019 10:26 PM
1796	I have not realized any to speak of	12/16/2019 10:25 PM
1797	All the safety rules have been laced so we can do more work. Things we would have been fired for a few years ago, are magically okay now. So much for the company's assertion that the	12/16/2019 10:25 PM

PSR Survey

	rules are written in blood.	
1798	None. The only benefit is to the share holders. The employees are getting crushed.	12/16/2019 10:25 PM
1799	No takes to many shortcuts for production	12/16/2019 10:25 PM
1800	Not sure time will tell	12/16/2019 10:24 PM
1801	None	12/16/2019 10:24 PM
1802	None that I have seen	12/16/2019 10:23 PM
1803	All changes have been non beneficial for me	12/16/2019 10:23 PM
1804	Nope, to many jobs cut	12/16/2019 10:22 PM
1805	I can't think of a single benefit. I'm currently in the process of leaving a PSR railroad voluntarily.	12/16/2019 10:21 PM
1806	If your in management seems they get bigger bonuses.	12/16/2019 10:20 PM
1807	I'm yet to see the so called great results	12/16/2019 10:20 PM
1808	I honestly haven't seen any except the fact that some cars move a little faster supposedly. Yet idk if I believe that, but it's what management says the numbers say.	12/16/2019 10:20 PM
1809	None that I have seen.	12/16/2019 10:20 PM
1810	None at all as far as I can see	12/16/2019 10:19 PM
1811	I'm sure there are benefits. But when you start bypassing safety or basic maintenance on equipment just to keep a train moving. Someone will eventually get seriously injured or killed.	12/16/2019 10:18 PM
1812	Not in maintenance	12/16/2019 10:18 PM
1813	No benefits that we can see. The customers are unhappy and the workforce morale is terrible.	12/16/2019 10:18 PM
1814	For the worker I dont see an upside. For company's stock I suppose there is, albeit short sided.	12/16/2019 10:18 PM
1815	No benefits, unless you hold stock, or are a Manager at bonus time.	12/16/2019 10:18 PM
1816	none at all	12/16/2019 10:17 PM
1817	My stock value has increased...!	12/16/2019 10:17 PM
1818	Not that I have seen	12/16/2019 10:17 PM
1819	You know about what time to expect trains	12/16/2019 10:16 PM
1820	None that I can see.	12/16/2019 10:16 PM
1821	Can't think of any	12/16/2019 10:16 PM
1822	I can not think of any at the moment	12/16/2019 10:15 PM
1823	None that I can see. Busier then ever with less money in our pockets.	12/16/2019 10:15 PM
1824	None	12/16/2019 10:15 PM
1825	Mediocre benefits.	12/16/2019 10:14 PM
1826	None , ever since it's implementation employees morale is lower than I have ever seen . All numbers driven . No common sense or human element . All about greed	12/16/2019 10:14 PM
1827	For the time being our stock has seemed to rise but, how long with this unproven business model last. It is easy to cut overhead by buying less and reducing headcount but, again how long will it be profitable?	12/16/2019 10:14 PM
1828	Absolutely None! Less job security, more worry about less time off, same production with much less help, resulting in short cuts and dangerous work	12/16/2019 10:13 PM
1829	None	12/16/2019 10:12 PM
1830	No	12/16/2019 10:12 PM
1831	Not sure what it is	12/16/2019 10:11 PM

PSR Survey

1832	From a workers point of view the only thing witnessed is loss of time with our families and a harder longer work week. It literally only benefits the stock holders, even the customers dont like it.	12/16/2019 10:11 PM
1833	None in my opinion	12/16/2019 10:11 PM
1834	None	12/16/2019 10:10 PM
1835	No.	12/16/2019 10:10 PM
1836	Track times can be more predictable.	12/16/2019 10:09 PM
1837	I don't believe so how can anyone say it would be safe I would say it's more risk and asking for trouble	12/16/2019 10:09 PM
1838	None. Less money. Unhappy workers.	12/16/2019 10:09 PM
1839	Not sure	12/16/2019 10:09 PM
1840	Not as an agreement employee. With so many budget cuts it appears the only thing that matters anymore is shareholder profits.	12/16/2019 10:08 PM
1841	None that I can see for workers. All Benefits seem to be for corporate profits	12/16/2019 10:08 PM
1842	No	12/16/2019 10:07 PM
1843	The only benefit appears to be overtime and reduced testing.	12/16/2019 10:07 PM
1844	As a M/W employee I haven't see one.	12/16/2019 10:06 PM
1845	Unknown	12/16/2019 10:06 PM
1846	N/A	12/16/2019 10:05 PM
1847	Hell no. PSR sucks	12/16/2019 10:05 PM
1848	There are no benefits. PSR is equivalent to a hailmarry in football. You just close your eyes and hope for the best.	12/16/2019 10:05 PM
1849	I honestly can't see any.	12/16/2019 10:04 PM
1850	Only if you are a share holder	12/16/2019 10:04 PM
1851	N/a	12/16/2019 10:03 PM
1852	I don't see any all for the stock holders	12/16/2019 10:03 PM
1853	There is only negative benefits to us all from train crews to the Track men .i have not heard 1 person unless there in upper management,and not out on tracks say something positive. All the employees only complain and talk how they hate r jobs now ....they have changed r work schedule to 8 on 6 off and now we work an extra 24 days a year for free and it's an extra month away from home.everone is completely exhausted all week most employees work first day without any sleep. And it's effecting r home lives more stress more problems missing more of our kids games and school stuff . It's the worst it has ever been out here. everyone complains and we r constantly exhausted and just realize what we do does not matter we all want r old 8on 7 off schedule not this one they forced us to take . The UP needs to realize when all your work force does not care and r completely exhausted injuries go up and r quality of life suffers for corporate greed of a few that r never out working with us .... they avoid all the big start up meetings because they know we r all sick of the constant lies and the run around. And the leaders they have up there no absolutely nothing and get all worked up when a few ask well thought out question....PSR has ruined the railroad and r quality of life .... it's progressively getting worse we need to go back to how it was .. get rid of all the bosses that cost us too much	12/16/2019 10:03 PM
1854	Yes if you are a shareholder. The customer, the public and employees will see no benefit. This is a play for Wall Street	12/16/2019 10:03 PM
1855	If everything works right it should mean more money to employe more people.	12/16/2019 10:01 PM
1856	None	12/16/2019 10:01 PM
1857	I have seen none thus far more and more safety is pushed onto the foreman's with there new term front line leader this has become fall guy when something has gone wrong	12/16/2019 10:01 PM

PSR Survey

1858	The only benefit is too the upper management. Less workers means more money for them	12/16/2019 10:01 PM
1859	No	12/16/2019 10:01 PM
1860	Haven't seen any trickle down to the workers.	12/16/2019 10:01 PM
1861	No benefit	12/16/2019 10:01 PM
1862	None	12/16/2019 10:00 PM
1863	None	12/16/2019 9:59 PM
1864	The fewer groups of managers watching you for hrs on end trying to find any type of failure is nice.	12/16/2019 9:59 PM
1865	Absolutely none, zero, negative	12/16/2019 9:58 PM
1866	If there are I haven't seen any yet. Especially for the employees.	12/16/2019 9:58 PM
1867	Just knowing what signal is in front of you before you see it.	12/16/2019 9:58 PM
1868	Yes we are not getting bird dog by management, but we as Union need to start policing our self's and have a say in new hires	12/16/2019 9:58 PM
1869	No. Not to the employees atleast.	12/16/2019 9:57 PM
1870	It makes it a little easier to make a work plan	12/16/2019 9:56 PM
1871	Sure as long as you're a shareholder. Otherwise not one damn thing.	12/16/2019 9:55 PM
1872	None at this point in time.	12/16/2019 9:55 PM
1873	There are absolutely none, they say they focus is on safety and customer service, yet I've seen many times when customers won't get served by our locals, due to hours of service, and they won't pay another crew to go and finish up.	12/16/2019 9:54 PM
1874	So far there hasn't been any	12/16/2019 9:54 PM
1875	I haven't seen any	12/16/2019 9:53 PM
1876	No no benefits	12/16/2019 9:53 PM
1877	Nothing but more whip marks on your back.	12/16/2019 9:53 PM
1878	To put more money in the shareholders pockets. Money over safety even though preached. Do the job safely no matter what.	12/16/2019 9:53 PM
1879	None	12/16/2019 9:53 PM
1880	Absolutely not. Well, yeah, if you're a big time investor. Terrible for the ones on the ground level	12/16/2019 9:53 PM
1881	No benefits	12/16/2019 9:52 PM
1882	I am not aware of any benefits of PSR to hard working employees of any railroad. I'm sure there are plenty of benefits to the company however.	12/16/2019 9:52 PM
1883	None	12/16/2019 9:52 PM
1884	None that I can see	12/16/2019 9:52 PM
1885	None to my knowledge	12/16/2019 9:51 PM
1886	Not for me, I guess someone gets paid a lot to to claim a business plan to be in a mad rush.	12/16/2019 9:51 PM
1887	No, I have not seen any I know the psr has made the local in the yard I work in less productive.	12/16/2019 9:51 PM
1888	no	12/16/2019 9:51 PM
1889	No	12/16/2019 9:51 PM
1890	No idea	12/16/2019 9:50 PM
1891	No, we cannot be to reliant on the computerization of how we move trains. Computers fail to.	12/16/2019 9:50 PM
1892	No, it is all a lie made to look good on paper.	12/16/2019 9:50 PM

PSR Survey

1893	No benefites	12/16/2019 9:50 PM
1894	I haven't seen any benefits yet	12/16/2019 9:49 PM
1895	Not that i have seen.	12/16/2019 9:47 PM
1896	No	12/16/2019 9:47 PM
1897	None	12/16/2019 9:46 PM
1898	NONE!!!	12/16/2019 9:44 PM
1899	N/A	12/16/2019 9:44 PM
1900	None!!!! Overworked, short handed, policing employees like we are stealing. Threatening you with your job if you can't speed up the process	12/16/2019 9:44 PM
1901	Absolutely not! Depriving good people of their livelihoods so a handful of investors and capitalize on a bigger profit? we've already got technology that will change things, now we can't even work due to forced furloughs, and we're not even in the middle of a recession! It creates bad moral, and punishes good men, and women, who've left good careers for absolutely NO REASON!	12/16/2019 9:43 PM
1902	Yes	12/16/2019 9:43 PM
1903	Nope only stockholders see benefits	12/16/2019 9:42 PM
1904	No	12/16/2019 9:42 PM
1905	Don't see any	12/16/2019 9:41 PM
1906	None	12/16/2019 9:41 PM
1907	Shareholders get rich while infrastructure is falling apart. As our Division Engineer stated in a meeting we are going from a preventative maintenance railroad to a railroad that fixes only things that are absolutely necessary to keep trains running in order to cut cost.	12/16/2019 9:40 PM
1908	Someone at the top is making more money thats a benefit but everything at my level suffers because of it	12/16/2019 9:40 PM
1909	None	12/16/2019 9:39 PM
1910	If doing more with less are Benefits then answer is NO	12/16/2019 9:37 PM
1911	The only thing I've seen in stock prices but they can only run on the edge for so long before something breaks.	12/16/2019 9:36 PM
1912	Not for the workers	12/16/2019 9:36 PM
1913	None	12/16/2019 9:36 PM
1914	None	12/16/2019 9:36 PM
1915	None I've noticed.	12/16/2019 9:36 PM
1916	The only ones benefiting are the board members and elite share holders.	12/16/2019 9:36 PM
1917	I will die sooner I guess?	12/16/2019 9:35 PM
1918	Shareholders are more apt to invest in our company	12/16/2019 9:35 PM
1919	I dont see any, no	12/16/2019 9:35 PM
1920	I have not seen any difference in benefits from before the implementation of PSR and after implementation, save for a marked decrease in overtime. Less money.	12/16/2019 9:34 PM
1921	The only benefit is for the CEO's and the share holders	12/16/2019 9:33 PM
1922	None	12/16/2019 9:33 PM
1923	I dont see any.	12/16/2019 9:33 PM
1924	No	12/16/2019 9:33 PM



PSR Survey

1925	No	12/16/2019 9:32 PM
1926	There are no benefits for workers. More work with less people. Only people that benefit from PSR is the carrier and shareholders.	12/16/2019 9:32 PM
1927	None	12/16/2019 9:30 PM
1928	For management being able to adjust work rules and scheduling	12/16/2019 9:29 PM
1929	Money for the shareholders is all they care about!	12/16/2019 9:27 PM
1930	Shareholders are the only ones who benefit	12/16/2019 9:27 PM
1931	No benefits and anybody that says otherwise doesn't understand the get rich quick scheme.	12/16/2019 9:27 PM
1932	No	12/16/2019 9:27 PM
1933	For what I was told was going to happen, the opposite has happen. Way more less accurate train line ups leading to inadequate rest periods.	12/16/2019 9:27 PM
1934	I feel it will allow Railroads to remain competitive and stay in business.	12/16/2019 9:27 PM
1935	I do not see any benefits to work8ng on a PSR railroad. The only people that benefit from PSR, are the stockholders.	12/16/2019 9:25 PM
1936	I honestly can't think of any.	12/16/2019 9:25 PM
1937	NOTHING	12/16/2019 9:25 PM
1938	For the railroad shareholders not the workers	12/16/2019 9:25 PM
1939	None I know of	12/16/2019 9:24 PM
1940	For the worker no, the company yes it boosts their profits. I know people who work on other railroads and it's destroyed jobs and in turn those employees life in some cases.	12/16/2019 9:24 PM
1941	Have not seen any benefits as operations employee	12/16/2019 9:24 PM
1942	I don't say that I can see any benefits	12/16/2019 9:24 PM
1943	As best I can tell, the changes that came with PSR that negatively affected our work life weren't directly attributed to PSR, but rather the ruthless "want more for less, pinch the pennies" attitude that was behind it.	12/16/2019 9:24 PM
1944	None that I'm aware of.	12/16/2019 9:23 PM
1945	Not in my opinion	12/16/2019 9:23 PM
1946	I don't know of any	12/16/2019 9:23 PM
1947	Bigger profits for the board members, in turn they can receive bigger end of the year bonuses	12/16/2019 9:23 PM
1948	Being a stock holder. And that's even questionable based on prices recently.	12/16/2019 9:23 PM
1949	No, they cut jobs, lots of jobs	12/16/2019 9:23 PM
1950	None that i can see	12/16/2019 9:21 PM
1951	No	12/16/2019 9:20 PM
1952	Don't know	12/16/2019 9:20 PM
1953	There nothing good out of this that I can see. Unless your a stockholder	12/16/2019 9:20 PM
1954	No.	12/16/2019 9:19 PM
1955	I haven't seen any of them yet they still have terrible train lineups and a lot of power issues	12/16/2019 9:19 PM
1956	Have NOT seen any advantage .	12/16/2019 9:19 PM
1957	No	12/16/2019 9:19 PM
1958	No, smaller terminals are being ran through or picking up blocks of cars that need to be switched at the initial terminal instead of being back hauled.	12/16/2019 9:18 PM

PSR Survey

1959	Not sure	12/16/2019 9:18 PM
1960	None.	12/16/2019 9:17 PM
1961	None that I can see because we can schedule a job and according to per we start at 6 am and have to finish by 2 for a train, leaving , instead of starting on our agreed on Time tho we often get started an hour or 2 late and are still expected to be done at the same time not 2 hours later so you start knowing your going to be pushed to get done on the original time	12/16/2019 9:17 PM
1962	Zero, railroads are cutting jobs and getting more contractors	12/16/2019 9:17 PM
1963	No. Not unless you're a shareholder	12/16/2019 9:17 PM
1964	No benefits, the railroads furlough their employees in favor of making more profits	12/16/2019 9:16 PM
1965	No, Way more daangerous	12/16/2019 9:15 PM
1966	Is this question a joke?	12/16/2019 9:15 PM
1967	No	12/16/2019 9:14 PM
1968	More emphasis on being efficient and doing the job right.	12/16/2019 9:13 PM
1969	Benefits for the company in cost savings.	12/16/2019 9:13 PM
1970	The only benefit is to the shareholders. There are NONE for the employees or the American citizens due to the increased safety issues.	12/16/2019 9:13 PM
1971	Falsifying more numbers to keep psr numbers up for media and shareholder value. Our retirement funds are doing well.	12/16/2019 9:13 PM
1972	N/A	12/16/2019 9:12 PM
1973	Not seen any on our end	12/16/2019 9:12 PM
1974	I personally have not seen them.	12/16/2019 9:12 PM
1975	There are no long term benefits, just short term profits!! PSR is a pyramid scheme disguised as a viable product!!	12/16/2019 9:11 PM
1976	Havnt seen any yet except for adminstration pockets getting fat	12/16/2019 9:11 PM
1977	There are definitely no benefits to working with a PSR railroad when the person hired to implement this program is known as the axman we as employees spend more time worried about our jobs being cut just to save the company a few dollars no matter how proficient we are at doing it.	12/16/2019 9:10 PM
1978	you kind of know when trains are going to run, so you kind of know when you are going to get track time	12/16/2019 9:09 PM
1979	Im sure there are but im not sure what they are	12/16/2019 9:09 PM
1980	Haven't seen any	12/16/2019 9:09 PM
1981	None. I think it's more about creating hype and forcing the same work to be moved elsewhere	12/16/2019 9:07 PM
1982	No	12/16/2019 9:06 PM
1983	They only benefit is the stock options because it's making the shareholders wealthier for now until things go awry.	12/16/2019 9:06 PM
1984	No there is no benefit. Cutting job's lead to more safety concerns. More being done with less people.	12/16/2019 9:06 PM
1985	No	12/16/2019 9:06 PM
1986	None	12/16/2019 9:04 PM
1987	None	12/16/2019 9:03 PM
1988	Only if you're a shareholder there are benefits	12/16/2019 9:03 PM
1989	No. None at all except to line the pockets of the higher ups and furlough the people who work hard to keep the railroad going	12/16/2019 9:03 PM

PSR Survey

1990	I guess if you dont want to work and are hoping to draw unemployment...that's about the only benefit. My 401k has grown fairly well...but I'm not sure it matches the expense we pay to constantly have our jobs in jeopardy of cuts to push investor payouts.	12/16/2019 9:03 PM
1991	I have not notice any yet except my Union Pacific stock in my 401k is doing pretty well.	12/16/2019 9:02 PM
1992	No, none at all	12/16/2019 9:02 PM
1993	Absolutely none	12/16/2019 9:01 PM
1994	No	12/16/2019 9:01 PM
1995	Absolutely zero to the employee's that make the company money	12/16/2019 9:00 PM
1996	Scheduling trains seems to be better or more repetition	12/16/2019 9:00 PM
1997	Just to the shareholders, it is hazardous to the employees safety, and bad for customer relations.	12/16/2019 9:00 PM
1998	If it's precision scheduled, why isn't there a schedule for trains?	12/16/2019 9:00 PM
1999	None	12/16/2019 8:59 PM
2000	Shorter trains.	12/16/2019 8:59 PM
2001	None that I'm aware of. All the talk of record profits hasn't made it to the thousands of employees making trains go down the tracks.	12/16/2019 8:59 PM
2002	There are none in my opinion.	12/16/2019 8:59 PM
2003	No	12/16/2019 8:57 PM
2004	Hasn't really affected my position.	12/16/2019 8:57 PM
2005	Some what dependable train times	12/16/2019 8:56 PM
2006	Only if the correct details about a job is posted when it comes up for bid	12/16/2019 8:55 PM
2007	No. They work skeleton crews and expect the same amount of work to be done if you still had full crews.	12/16/2019 8:54 PM
2008	None, never know if you're gonna get cut off	12/16/2019 8:53 PM
2009	I personally have not seen any positives to PSR, the only benefit is shareholders.	12/16/2019 8:53 PM
2010	I see none.	12/16/2019 8:51 PM
2011	I have not found any.	12/16/2019 8:51 PM
2012	I have not seen any. From history of working on cp and cn before joining bnsf I haven't heard anything good. Less men, more hours, more fatigue and more injuries and near misses	12/16/2019 8:50 PM
2013	The only benefits are for stockholders sand executives.	12/16/2019 8:50 PM
2014	Havent found any yet	12/16/2019 8:50 PM
2015	No benefits but myriad serious deficits and liabilities	12/16/2019 8:50 PM
2016	None	12/16/2019 8:50 PM
2017	NONE	12/16/2019 8:49 PM
2018	No I feel my employment is unstable	12/16/2019 8:49 PM
2019	None that I have noticed.	12/16/2019 8:49 PM
2020	The only benefit I've seen is a bounce in stock and dividends. I have my entire 401k in NS stock. We'll see how long that lasts.	12/16/2019 8:49 PM
2021	I haven't seen any but it's still fairly new to some. So, I really couldn't give an answer	12/16/2019 8:49 PM
2022	As of yet I have seen no benefits for workers. Just making an already dangerous job a lot more taxing.	12/16/2019 8:48 PM

PSR Survey

2023	I dont know any other than company makes more money	12/16/2019 8:47 PM
2024	Haven't seen them.	12/16/2019 8:47 PM
2025	The guaranteed windows seem to be a great idea.....when you get them	12/16/2019 8:47 PM
2026	None	12/16/2019 8:47 PM
2027	I haven't seen any benefits from it. We use to get 7 days off now 6. Even more time away from family	12/16/2019 8:46 PM
2028	No	12/16/2019 8:45 PM
2029	So far I haven't seen any	12/16/2019 8:45 PM
2030	Only benefit is if you have stock in company	12/16/2019 8:44 PM
2031	Haven't seen any yet	12/16/2019 8:43 PM
2032	N.A.	12/16/2019 8:43 PM
2033	I'm sure for the investors it's a great idea. I can't think of anything positive to say about it. It's trying to do more with less, making it dangerous.	12/16/2019 8:43 PM
2034	No	12/16/2019 8:43 PM
2035	None that I have noticed	12/16/2019 8:43 PM
2036	No	12/16/2019 8:42 PM
2037	N/A	12/16/2019 8:42 PM
2038	More overtime.	12/16/2019 8:42 PM
2039	I dont really see any at the time.	12/16/2019 8:41 PM
2040	Not that I can see the company makes out like bandits and the employees are shafted when is the company going to start caring about its employees	12/16/2019 8:40 PM
2041	None	12/16/2019 8:40 PM
2042	I have not seen a benefit in the work force as of yet	12/16/2019 8:40 PM
2043	Again I'm system bridge and we work when permitted	12/16/2019 8:40 PM
2044	None,	12/16/2019 8:39 PM
2045	NO!	12/16/2019 8:39 PM
2046	None	12/16/2019 8:39 PM
2047	No not for the working guy maybe for the people at the round table	12/16/2019 8:38 PM
2048	Not that I can see.	12/16/2019 8:38 PM
2049	Abolutely none for employees. Only negative consequences in safety, in workload, in diminished workforce w no adjustment for track window or project planning,.	12/16/2019 8:38 PM
2050	Not that I'm aware of for younger guys	12/16/2019 8:37 PM
2051	No idea.	12/16/2019 8:36 PM
2052	None	12/16/2019 8:36 PM
2053	No I see none. We did more and got more work completed safely before PSR	12/16/2019 8:35 PM
2054	No	12/16/2019 8:35 PM
2055	Not that I have seen, unless you are a stockholder and work here as well	12/16/2019 8:35 PM
2056	None. They only benefit shareholders	12/16/2019 8:35 PM
2057	Zero benefit unless you are an executive or management on a PSR RR.	12/16/2019 8:34 PM
2058	I'm sure there are but the benefits don't make it to our level. Can't get it past the share holders.	12/16/2019 8:34 PM

## PSR Survey

2059	None, no!!! PDR has created a toxic work environment and the use of contractor's due to workforce reduction is out of hand.	12/16/2019 8:34 PM
2060	Good question	12/16/2019 8:33 PM
2061	the pay is it. I don't know if I will have a job tomorrow	12/16/2019 8:32 PM
2062	The only benefit is you get to see your company crash and burn	12/16/2019 8:32 PM
2063	Don't Know That At All	12/16/2019 8:32 PM
2064	Not at this time.	12/16/2019 8:32 PM
2065	i haven't seen any. schedules are horrible now.	12/16/2019 8:31 PM
2066	Can't think of any	12/16/2019 8:31 PM
2067	None that I know. I can't see.	12/16/2019 8:31 PM
2068	So far all I can see is PSR means cut everybody off let the track go to hell and make it "look"like the railroad is making more money.	12/16/2019 8:31 PM
2069	Makes the company money	12/16/2019 8:30 PM
2070	None. Work longer and harder with less manpower.	12/16/2019 8:30 PM
2071	None	12/16/2019 8:29 PM
2072	I'm still looking for one. The one benefit is big bosses are happy?	12/16/2019 8:29 PM
2073	A shrinking paycheck, along with more expensive healthcare . at least we are still getting paid.	12/16/2019 8:28 PM
2074	There is no benefit other than for the company to cut jobs.	12/16/2019 8:28 PM
2075	None	12/16/2019 8:28 PM
2076	No. No benefit to it at all.	12/16/2019 8:27 PM
2077	The railroad has better customer service and is more efficient but do not make employees feel like they are rewarded for all their effort for making it that way.	12/16/2019 8:27 PM
2078	Yes for the company and stock holders	12/16/2019 8:27 PM
2079	No!	12/16/2019 8:26 PM
2080	N/A	12/16/2019 8:26 PM
2081	No	12/16/2019 8:26 PM
2082	No. I don't see any long term stability. There is not as much maintenance on the equipment.	12/16/2019 8:26 PM
2083	I'm not sure, I only think it helps the stockholders!	12/16/2019 8:25 PM
2084	None. Whatsoever.	12/16/2019 8:23 PM
2085	Not from my point of view	12/16/2019 8:23 PM
2086	Makes company more profits so job security i suppose even though it has done away with alot of jobs	12/16/2019 8:23 PM
2087	None what so ever !! Horrible working conditions with nothing but short cuts on saftey to gain money for shareholders...	12/16/2019 8:23 PM
2088	When it fails all the management will be fired	12/16/2019 8:23 PM
2089	There are no benefits.	12/16/2019 8:23 PM
2090	Not for us but maybe for the hedge fund investors/Wall Street vultures. We already were making record breaking profits year after year before PSR. They are doing nothing but slashing Crews and customer service. PSR is not good for workers, customers or safety.	12/16/2019 8:22 PM
2091	NO	12/16/2019 8:22 PM
2092	N/A	12/16/2019 8:21 PM

## PSR Survey

2093	They will save on labor costs they will eliminate most overtime and eliminate any further maintenance that could of been done by the section	12/16/2019 8:20 PM
2094	None , the only benefits I see is for the corporate employees and stock brokers that are gaining funds on our account.	12/16/2019 8:20 PM
2095	Not from my perspective. I see local customers being exploited for all sorts of unnecessary charges like demurrage for shipments they're operations can't handle . Losing customers , loosing freight , and selling assets to cover up the losses	12/16/2019 8:20 PM
2096	No benefits, unless you consider stress of ever looming job cuts is considered a benefit	12/16/2019 8:18 PM
2097	No	12/16/2019 8:17 PM
2098	To the stock holders? Maybe. As for myself and everyone else I work with, we haven't seen any benefits.	12/16/2019 8:17 PM
2099	No	12/16/2019 8:17 PM
2100	Overtime every train is nice because they are too long and too heavy to make it there in the timeframe they used to	12/16/2019 8:16 PM
2101	Track time	12/16/2019 8:16 PM
2102	There are no benefits whatsoever working on a PSR railroad.	12/16/2019 8:15 PM
2103	Im sure there are to some level and extent, but on the ballast line it's surely not seen or conveyed. Certainly not reciprocated on a appreciation level, wether monetarily or with sincerity.	12/16/2019 8:15 PM
2104	I can honestly think of none, unless you're a share holder.	12/16/2019 8:15 PM
2105	No	12/16/2019 8:15 PM
2106	Only as a shareholder, through falsely inflated stock prices derived from stock buybacks, selling previously paid for properties (often at great loss), reduction of manpower, parking of equipment, refusal ro replenish needed supplies.	12/16/2019 8:15 PM
2107	If there are, I have not seen them.	12/16/2019 8:14 PM
2108	There is if implemented correct but they want to do a lot more with a limited amount of track time.	12/16/2019 8:14 PM
2109	None for the employees	12/16/2019 8:14 PM
2110	Better attitudes	12/16/2019 8:14 PM
2111	Profit for the shareholder	12/16/2019 8:14 PM
2112	There's no price for safety. But there's a price for late freight. Better on time freight other than that nothing. psr is only for share holder value!Not employee value! We're on the front lines every day out here and they for get that.	12/16/2019 8:13 PM
2113	No, not really. So far it has seemed to cause more disruption	12/16/2019 8:13 PM
2114	No	12/16/2019 8:12 PM
2115	No benefits unless you're a shareholder.	12/16/2019 8:12 PM
2116	No .. just a more dangerous work place to keep things on such a tight schedule..	12/16/2019 8:11 PM
2117	No	12/16/2019 8:11 PM
2118	None..Trains are often so long any kind of mechanical failure now requires all of 6 hours to find and correct if possible.	12/16/2019 8:11 PM
2119	None	12/16/2019 8:10 PM
2120	I'll tell you when I find a benefit	12/16/2019 8:10 PM
2121	I dont see any benefits .	12/16/2019 8:10 PM
2122	The only seen benefit for psr is profit, and it's only beneficial to the company. PSR should not	12/16/2019 8:09 PM



## PSR Survey

be beneficial solely to the companies implementing it, but should also be beneficial to their customer base and their employees. I have yet to see any personal benefits from PSR.

2123	The benefits would be for the stockholders and anyone with an investment. From an employment perspective, very little to speak of.	12/16/2019 8:09 PM
2124	Not to maintenance employees, apparently PSR means less maintenance which is nonsense. More, longer trains; means more maintenance! There is only benefits for the railroad to line their pockets until their less maintenance lays more trains over.	12/16/2019 8:09 PM
2125	Not for me	12/16/2019 8:09 PM
2126	No	12/16/2019 8:09 PM
2127	We worked all	12/16/2019 8:09 PM
2128	Not as much work because chasing customers away	12/16/2019 8:08 PM
2129	Unfortunately I haven't seen any benefits	12/16/2019 8:08 PM
2130	I have seen no benefits of PSR.	12/16/2019 8:08 PM
2131	No benefits it's chaos constantly	12/16/2019 8:08 PM
2132	No, we go through our day wondering who's going to get hurt or lose their job next.	12/16/2019 8:08 PM
2133	I can't think of a single benefit! I've seen the company I work for hire thousands only to place them on furlough right out of training and leave them there.	12/16/2019 8:08 PM
2134	Not that I can see	12/16/2019 8:08 PM
2135	Not from what I can see, bigger bonuses for the upper mangment	12/16/2019 8:08 PM
2136	No, unless you have lots of shares in stocks.	12/16/2019 8:08 PM
2137	Ya trains are longer and slower so it sometimes gives more time to be on the tracks	12/16/2019 8:08 PM
2138	No	12/16/2019 8:07 PM
2139	None whatsoever	12/16/2019 8:07 PM
2140	No.	12/16/2019 8:07 PM
2141	From an employee side there are no benefits from PSR as far as I can tell. It is obviously beneficial for the share holders and board members. Maybe include us in some of the profits. I.e. stock buying program, profit sharing, even a hat or t shirts.	12/16/2019 8:07 PM
2142	No	12/16/2019 8:06 PM
2143	Fewer trains, but the amount of working time is probably less because the dispatchers are not as likely to let you have the track in fear of delays	12/16/2019 8:06 PM
2144	None	12/16/2019 8:06 PM
2145	Overtime. Everyone is lining there pockets if you can keep your job. Even me. But that dont make it right.	12/16/2019 8:05 PM
2146	None, the mentality is down. People are constantly worried about having a job.	12/16/2019 8:05 PM
2147	I don't any benefits other than lining shareholders pockets.	12/16/2019 8:05 PM
2148	I have yet to see any.	12/16/2019 8:05 PM
2149	Well if BNSF goes the way CSX did it won't be good. The things I've read about how they cut so many jobs it's not good.	12/16/2019 8:05 PM
2150	I guess the only thing I could see is if you hold stock and it's benefiting your overall profile.	12/16/2019 8:04 PM
2151	Still to new at the current orientation	12/16/2019 8:04 PM
2152	No	12/16/2019 8:03 PM
2153	No only if you are a stock holder	12/16/2019 8:03 PM

PSR Survey

2154	Nothing for employees just share holders	12/16/2019 8:02 PM
2155	No	12/16/2019 8:02 PM
2156	There is not a benefit to it at all. Things happen all over the railroad and there is no way to predict what area needs work tomorrow because it is always changing. PSR is a animal that looks pretty on paper but it will bite you in the butt the first chance it gets.	12/16/2019 8:02 PM
2157	Since PSR we have been able to get larger blocks of track time.	12/16/2019 8:02 PM
2158	I honestly can't relate any health and safety benefits to PSR.	12/16/2019 8:01 PM
2159	None for the employees and the customer everything benefits the company and their pursuit of the all mighty dollar	12/16/2019 8:01 PM
2160	Not that I've seen.	12/16/2019 8:01 PM
2161	No	12/16/2019 8:01 PM
2162	None	12/16/2019 8:00 PM
2163	Can't think of any bud	12/16/2019 8:00 PM
2164	There are no benefits whatsoever. The only ones who benefit are the stock holders who are making short term gains with long term sacrifices that will cause the nation's railroads to be crippled in the long term.	12/16/2019 8:00 PM
2165	The idea of PSR seems good on the surface. Moving trains faster, maximizing train lengths. However, in practice, there aren't any benefits to working for a RR that is implementing PSR.	12/16/2019 8:00 PM
2166	For the company	12/16/2019 7:59 PM
2167	I think that running trains on a schedule makes it nicer for crews to know when you're rested and what train you stand for but that is the only benefit I have personally noticed.	12/16/2019 7:58 PM
2168	None	12/16/2019 7:57 PM
2169	No	12/16/2019 7:57 PM
2170	Work with less people.....nope	12/16/2019 7:57 PM
2171	No too in consistent	12/16/2019 7:56 PM
2172	None that have been seen in my territory	12/16/2019 7:56 PM
2173	NONE!	12/16/2019 7:56 PM
2174	No benefits what so ever. These conditions are horrible to work in and very unsafe. There was some areas where cuts could be made and maybe even needed but maintenance is definitely not one.	12/16/2019 7:56 PM
2175	None	12/16/2019 7:56 PM
2176	Don't know yet	12/16/2019 7:56 PM
2177	N/A	12/16/2019 7:56 PM
2178	Only for the railroad! Not for the employees we are just a number if u don't have enough seniority you are going home with all the CT's!	12/16/2019 7:55 PM
2179	Benefits only for C-Suite and shareholders. No benefits for workers.	12/16/2019 7:54 PM
2180	I'm sure the shareholders see plenty of benefits, I believe that the ground employees and public are going to start suffering from the lack of resources that the companies are providing in the form of carmen and mechanical employees that ensure the trains are safe to move. I was told by my former terminal superintendent that me being a conductor was not qualified to bad order railcars or take tracks out of service for defects, and was threatened to be taken out of service if I continued to concern myself with safety	12/16/2019 7:54 PM
2181	No	12/16/2019 7:54 PM
2182	None that I know of.	12/16/2019 7:54 PM

PSR Survey

2183	No not at all. More stressful then ever before.	12/16/2019 7:54 PM
2184	None in my opinion.	12/16/2019 7:54 PM
2185	Benefits for the rail company's I don't see any for us as maintenance of way	12/16/2019 7:54 PM
2186	No, less jobs, more lay offs	12/16/2019 7:53 PM
2187	Working safe day by day. It has to be two way street however. Both sides must adhere to the program willingly.	12/16/2019 7:53 PM
2188	No not really in any department. The issues railroads have are still there whether it's a psr or not. If the officials looked at the true issues being top heavy in management departments, not facing real issues always wanting to pass the buck. Having jobs such as a transformation VP for this psr. Way to many senseless management jobs the real issues are basically as the ole saying says too many chiefs and not enough indians.	12/16/2019 7:53 PM
2189	Unknown to me yet!	12/16/2019 7:52 PM
2190	I don't find there to be benefits. At the time before PSR we had extra materials. I understand there is a fine line between extra materials and to much. We had extra materials and now in order to get the materials or equipment to do what should be a small job turns into a job that takes several days.	12/16/2019 7:52 PM
2191	None	12/16/2019 7:52 PM
2192	No!	12/16/2019 7:52 PM
2193	More money because of the overtime.	12/16/2019 7:52 PM
2194	No benefits.	12/16/2019 7:52 PM
2195	Not that I have seen	12/16/2019 7:51 PM
2196	No	12/16/2019 7:51 PM
2197	No sure	12/16/2019 7:51 PM
2198	Only for up pockets , FRA , and whoever up pays money to , go be corrupt	12/16/2019 7:51 PM
2199	None	12/16/2019 7:51 PM
2200	For upper management perhaps none for the people who perform the maintenance.	12/16/2019 7:50 PM
2201	They only benefit I can see is scheduled time off. With that being said you hardly ever get the exact days off you're supposed to due to being outta place or called just before your off days start	12/16/2019 7:50 PM
2202	NONE!!!!	12/16/2019 7:50 PM
2203	None	12/16/2019 7:50 PM
2204	Yes if your an investor, if your a front line employee you can't even enjoy coming to work anymore. The morale is nonexistent and railroaded as a whole are disenfranchised	12/16/2019 7:49 PM
2205	Not that I see.	12/16/2019 7:48 PM
2206	None	12/16/2019 7:48 PM
2207	Removing the extra cars on the rail decongested the yards	12/16/2019 7:48 PM
2208	No.	12/16/2019 7:48 PM
2209	I have not seen any other than cutting jobs off.	12/16/2019 7:48 PM
2210	No	12/16/2019 7:47 PM
2211	None at all	12/16/2019 7:47 PM
2212	No benefits whatsoever. Morale is at all time low, talks of wildcat strikes in every terminal.	12/16/2019 7:47 PM
2213	N/a	12/16/2019 7:46 PM
2214	Not really	12/16/2019 7:46 PM

PSR Survey

2215	IF THERE IS, I don't know what it could be.	12/16/2019 7:46 PM
2216	No	12/16/2019 7:45 PM
2217	Stockholders make money as the employees suffer	12/16/2019 7:45 PM
2218	I have no idea.	12/16/2019 7:45 PM
2219	Unemployment	12/16/2019 7:44 PM
2220	Nothing that I've seen is beneficial to anyone but the shareholders.	12/16/2019 7:44 PM
2221	No	12/16/2019 7:44 PM
2222	None that I can see as a worker worrying about my job getting cut	12/16/2019 7:44 PM
2223	The only benefit of PSR would be the fewer middle management around. You have 1 person that tells you what to go do and you are expected to go do it without 6 other managers on your back over testing you.	12/16/2019 7:44 PM
2224	I can't think of any.	12/16/2019 7:44 PM
2225	Have seen no benefit	12/16/2019 7:43 PM
2226	Not that I'm aware of	12/16/2019 7:43 PM
2227	There aren't any	12/16/2019 7:43 PM
2228	NONE	12/16/2019 7:43 PM
2229	No	12/16/2019 7:43 PM
2230	No	12/16/2019 7:43 PM
2231	Yes, seems a bit less wasteful.	12/16/2019 7:42 PM
2232	No.	12/16/2019 7:42 PM
2233	No, they want more with less people.	12/16/2019 7:42 PM
2234	Many too many to list	12/16/2019 7:42 PM
2235	Havent seen any	12/16/2019 7:42 PM
2236	I do not see any benefits from my perspective . If I were an investor maybe , but with man power so low it only a matter of time before we have issues .	12/16/2019 7:41 PM
2237	Better stock prices at the cost of employees	12/16/2019 7:41 PM
2238	Yeah I use to feel bad about not answering the phone. Now I could care less.	12/16/2019 7:41 PM
2239	No absolutely not.	12/16/2019 7:41 PM
2240	More overtime in certain areas	12/16/2019 7:41 PM
2241	Haven't seen any yet .	12/16/2019 7:40 PM
2242	Working no owning stocks yes	12/16/2019 7:40 PM
2243	I can't see any obvious benefits. The employees are being mistreated and sometime have to do work in a more dangerous situation because of reduced man power or lack of supplies. I've also heard about how customer service on the transportation side has drastically diminished and customers are being charged large fees because of PSR. There are other customers that were refused service because they didn't fit what the railroad was interested in. (Large coal mine that had to build a conveyor system over a mountain to get access to Norfolk southern.)	12/16/2019 7:40 PM
2244	None	12/16/2019 7:40 PM
2245	Yes. Getting the customers product to them in a timely manner. But at what cost do you let that happen	12/16/2019 7:40 PM
2246	If my safety is jeopardized, then there are no benefits working on a PSR railroad.	12/16/2019 7:39 PM
2247	Haven't seen any, even the management is scatter brained haven't to go through constant	12/16/2019 7:39 PM

PSR Survey

	changes.	
2248	If it were properly done, yes. With emphasis on working with contracted workers as a team instead of being "the enemy" i honestly believe we could make it better together. But in the end, the carriers only care about money and job eliminations. No care about safety or helping those who earn the profit for them	12/16/2019 7:39 PM
2249	seeing different places in the country.	12/16/2019 7:39 PM
2250	Track time seemed to improve	12/16/2019 7:39 PM
2251	None whatever. You look at the trains and most cars are empty is all an illusion.i haven't heard of any new businesses in a long time.	12/16/2019 7:39 PM
2252	None!	12/16/2019 7:39 PM
2253	I'm not sure I can think of any advantages.	12/16/2019 7:39 PM
2254	The shareholders make more money.	12/16/2019 7:39 PM
2255	None that I can see	12/16/2019 7:39 PM
2256	None to my knowledge at this point	12/16/2019 7:38 PM
2257	None what so ever	12/16/2019 7:38 PM
2258	No, it's designed to destroy the railroad so it can be broken up and sold off.	12/16/2019 7:38 PM
2259	Only benefits there are is for the rich to get richer over us the ones who keep the trains moving	12/16/2019 7:38 PM
2260	Not sure how to answer I guess it's good if they company makes more money would like to see the increase in wages come back to the unionized employees if this is true	12/16/2019 7:37 PM
2261	No... well unless you're wallstreet or upper management!	12/16/2019 7:37 PM
2262	There are benefits, to the customer, with schedule deliveries and service. A better customer relationship with the railroad is good all round. Canadian National has one of the best, if not the best customer commitment, that reflects on CN's ability to stay profitable.	12/16/2019 7:37 PM
2263	If there had to be any benefit-the little added overtime from shorter days and occasionally extra mileage. But it's still not worth that lost time at home.	12/16/2019 7:37 PM
2264	Money if you are a share holder	12/16/2019 7:37 PM
2265	Absolutely none.	12/16/2019 7:36 PM
2266	None	12/16/2019 7:36 PM
2267	NONE	12/16/2019 7:35 PM
2268	No	12/16/2019 7:35 PM
2269	The only people that benefit form psr is the carriers, while all other crafts suffer	12/16/2019 7:35 PM
2270	No benefits for the average boots on the ground Railroader.	12/16/2019 7:35 PM
2271	None that i can see...the power has gone downhill...the maintenance has spiraled downward	12/16/2019 7:34 PM
2272	Railroad is a good job but will always have issues whether psr or not.	12/16/2019 7:34 PM
2273	No, always scared for your job. Plus hundreds of people are furloughed.	12/16/2019 7:34 PM
2274	Better scheduled track time.	12/16/2019 7:34 PM
2275	No just for company to make money	12/16/2019 7:34 PM
2276	No	12/16/2019 7:33 PM
2277	Yes and it's helping to stop derailments on busy lines	12/16/2019 7:33 PM
2278	None noted	12/16/2019 7:33 PM
2279	None	12/16/2019 7:33 PM
2280	Not that I can see. I was hired and told you will never be furloughed we have so much	12/16/2019 7:32 PM

PSR Survey

business. 9 months after the start of PSR I don't have a job with the railroad.

2281	No	12/16/2019 7:32 PM
2282	Not that i have seen	12/16/2019 7:32 PM
2283	I see no difference other than maintenance neglect.	12/16/2019 7:32 PM
2284	No idea I guess company makes more money with the workforce cut back to nothing	12/16/2019 7:31 PM
2285	Record keeping is better to determine problem areas	12/16/2019 7:31 PM
2286	None that I've seen	12/16/2019 7:31 PM
2287	None	12/16/2019 7:31 PM
2288	No	12/16/2019 7:31 PM
2289	No...if their were stock options for agreement employees then maybe..but no benefits	12/16/2019 7:30 PM
2290	There is no benefit for the working class. It makes everything we do more dangerous to an already dangerous job.	12/16/2019 7:30 PM
2291	I don't see any.	12/16/2019 7:29 PM
2292	I haven't seen any since the implementation.	12/16/2019 7:29 PM
2293	None, whatsoever	12/16/2019 7:29 PM
2294	NO	12/16/2019 7:28 PM
2295	It only benefits the shareholders, not the safety of the public or the railroad workers	12/16/2019 7:28 PM
2296	I can't think of any.	12/16/2019 7:28 PM
2297	Not sure yet	12/16/2019 7:27 PM
2298	None for the employees	12/16/2019 7:27 PM
2299	No there isnt	12/16/2019 7:27 PM
2300	I haven't seen them yet. Couldn't tell ya what they would be.	12/16/2019 7:27 PM
2301	No	12/16/2019 7:27 PM
2302	My spouse will collect the death benefit much sooner	12/16/2019 7:27 PM
2303	Only if your a stock holder	12/16/2019 7:26 PM
2304	Not as I see it on the craft side; maybe if you're high enough up in the company you could benefit from it. We constantly wondering if our jobs are secure.	12/16/2019 7:26 PM
2305	Not that I can tell off hand besides we sit around a lot.	12/16/2019 7:26 PM
2306	More money for the company and less for the workers	12/16/2019 7:25 PM
2307	No	12/16/2019 7:25 PM
2308	No	12/16/2019 7:24 PM
2309	No,gone from family. Open jobs are too far in between and scarce so leaves no choice but to bump and be bumped	12/16/2019 7:24 PM
2310	None that I have seen other than reducing unnecessary managers. But then again our forces of actual workers have been reduced also.	12/16/2019 7:24 PM
2311	NO BENEFITS except for the share holders	12/16/2019 7:24 PM
2312	Absolutely not. Corporate greed	12/16/2019 7:24 PM
2313	I have not seen any yet except the company profits more.	12/16/2019 7:23 PM
2314	Regular people can't see any benefit to PSR. You would have to be an investor to see any benefit if there are any.	12/16/2019 7:23 PM



PSR Survey

2315	I would say no for MOW	12/16/2019 7:23 PM
2316	People are getting more overtime.	12/16/2019 7:23 PM
2317	None	12/16/2019 7:23 PM
2318	No	12/16/2019 7:23 PM
2319	Benefits to a PSR railroad are better operating expenses which in turn could mean more job security and less layoffs	12/16/2019 7:23 PM
2320	Better work schedule	12/16/2019 7:22 PM
2321	No, maybe if you don't want a job.	12/16/2019 7:22 PM
2322	From the man on the tracks, it is not a positive move in any way. From an executive perspective it probably makes sense and puts them in an even higher tax bracket.	12/16/2019 7:22 PM
2323	None, other than bigger profits for the corporate pirates better known as the hedge fund group thats running CSX	12/16/2019 7:22 PM
2324	I haven't noticed any benefits. When we had curfews seemed we got more done.	12/16/2019 7:22 PM
2325	As a maintenance of way employee I have noticed our yard actually flows well.	12/16/2019 7:21 PM
2326	I don't know	12/16/2019 7:21 PM
2327	Not that I have seen so far and deaths are becoming frequent.	12/16/2019 7:21 PM
2328	None	12/16/2019 7:21 PM
2329	Not at the workers level. Exec's and shareholders make more money.	12/16/2019 7:21 PM
2330	No	12/16/2019 7:21 PM
2331	have not seen any	12/16/2019 7:21 PM
2332	Yes not as many accidental	12/16/2019 7:20 PM
2333	That's funny	12/16/2019 7:20 PM
2334	Money for the stockholders	12/16/2019 7:20 PM
2335	No	12/16/2019 7:20 PM
2336	None!	12/16/2019 7:20 PM
2337	N/A	12/16/2019 7:20 PM
2338	Yes if you enjoy spending unpaid time with your family	12/16/2019 7:19 PM
2339	No.	12/16/2019 7:19 PM
2340	I don't see a benefit with it.	12/16/2019 7:19 PM
2341	None	12/16/2019 7:19 PM
2342	The benefit of PSR is to keep the company strong and allow me to provide for my family for many years ...BUT a precision SCEDULED railroad shouldnt hinge on reducing operational maintenance costs !	12/16/2019 7:19 PM
2343	I don't know	12/16/2019 7:19 PM
2344	No	12/16/2019 7:18 PM
2345	Only if you are a stock holder	12/16/2019 7:18 PM
2346	I have seen no legitimate benefit to PSR over just simply having enough employees to actually complete all the tasks at hand	12/16/2019 7:18 PM
2347	If you don't like being at home with your family it works good for you	12/16/2019 7:18 PM
2348	No. There are none.	12/16/2019 7:18 PM
2349	No none at all	12/16/2019 7:18 PM

PSR Survey

2350	Haven't had experience with that.	12/16/2019 7:18 PM
2351	Yup for the share holders	12/16/2019 7:17 PM
2352	The only benefit I see is the executives keep their jobs and get bigger bonuses. None of the benefits have been passed along to the employees.	12/16/2019 7:17 PM
2353	I am still employed as of today, who knows when my job will become obsolete for the sake of the big wigs profits. To be determined...	12/16/2019 7:17 PM
2354	Consistency of traffic	12/16/2019 7:16 PM
2355	No, everyone is worried about losing their job	12/16/2019 7:16 PM
2356	I don't no of any Benifets out in the field	12/16/2019 7:15 PM
2357	No	12/16/2019 7:15 PM
2358	None. We are losing business. Less carloads	12/16/2019 7:15 PM
2359	NONE	12/16/2019 7:15 PM
2360	As a union employee, we see no benefits go PSR.	12/16/2019 7:15 PM
2361	None that I can see.	12/16/2019 7:15 PM
2362	The benefits are minimal for anyone outside of management and executive levels.	12/16/2019 7:15 PM
2363	Knowing the future work and work schedual information	12/16/2019 7:15 PM
2364	None that im aware of	12/16/2019 7:15 PM
2365	not necessarily, depends on each days projects, the train traffic on this area, and crews available to perform each job safely in pertaining to this area!	12/16/2019 7:15 PM
2366	No, I dont see any other than the carrier making a higher profit.	12/16/2019 7:15 PM
2367	NA	12/16/2019 7:14 PM
2368	The train traffic is running more efficient.	12/16/2019 7:14 PM
2369	None that I can think of	12/16/2019 7:14 PM
2370	Not that I've seen. Only thing it does is make profits look larger while not much maintenance is done leading to more derailments	12/16/2019 7:14 PM
2371	I cant see any benefits as of right now with all the lack of maintenance being done all I see in the future is big cost to bring the rails back to a safe standard in a few years after being neglected.	12/16/2019 7:14 PM
2372	None	12/16/2019 7:13 PM
2373	Yes as far as getting track work done. It's easier to plan jobs.	12/16/2019 7:13 PM
2374	None	12/16/2019 7:13 PM
2375	I dont know yet	12/16/2019 7:13 PM
2376	There are no benefits to psr.	12/16/2019 7:13 PM
2377	No. The railroad sacrifices total business for efficient business.	12/16/2019 7:12 PM
2378	Atleast I have every other Saturday off on the schedule I guess other then that no	12/16/2019 7:12 PM
2379	Have not seen anything yet	12/16/2019 7:12 PM
2380	On engineering side, I don't believe so.	12/16/2019 7:12 PM
2381	No. We have lost business and skimped on every aspect of running a railroad to show some sort of profit	12/16/2019 7:12 PM
2382	None that I'm aware of other than a bigger stress load on the employees. Also a bigger push to get the job done with less manpower and less time.	12/16/2019 7:12 PM

PSR Survey

2383	Make certain people look good but don't see any benefit to M and W workers	12/16/2019 7:12 PM
2384	Nope	12/16/2019 7:11 PM
2385	Going home each day safe	12/16/2019 7:11 PM
2386	None	12/16/2019 7:11 PM
2387	There is none, cutting jobs and trying to get rid of people is all they do now. Track conditions looking like crap due to no track time to fix things.	12/16/2019 7:10 PM
2388	N/A	12/16/2019 7:10 PM
2389	None	12/16/2019 7:10 PM
2390	ZERO	12/16/2019 7:10 PM
2391	Zero!	12/16/2019 7:10 PM
2392	No not really now your expected to kill yourself doing the same amount of work as before but with less people and less machinery	12/16/2019 7:10 PM
2393	None, PSR has removed any remaining integrity the railroad had.	12/16/2019 7:10 PM
2394	it keeps the railroad my money	12/16/2019 7:10 PM
2395	For the workforce I don't see a benefit only lining corporate pockets	12/16/2019 7:10 PM
2396	More track time because the carrier doesn't move as many cars ei. Less cars, customers, less profits.	12/16/2019 7:09 PM
2397	None that I know of. Clearly the company is about pleasing stock holders, not us employees. They used to care about us.	12/16/2019 7:09 PM
2398	No	12/16/2019 7:09 PM
2399	There is none	12/16/2019 7:09 PM
2400	None	12/16/2019 7:09 PM
2401	I don't think	12/16/2019 7:08 PM
2402	Retirement	12/16/2019 7:08 PM
2403	Once again, never heard of ot	12/16/2019 7:07 PM
2404	I find zero benefits for me to work on a PSR railroad. The only thing that benefits is the pockets of the rich guys calling the shots	12/16/2019 7:06 PM
2405	I have yet to find a positive for employees	12/16/2019 7:06 PM
2406	There is no benefit what so ever for us.	12/16/2019 7:04 PM
2407	Keep investors happy so they won't furlough us.	12/16/2019 7:04 PM
2408	Absolutely not. Period. It ruins hard working people's life's and families	12/16/2019 7:04 PM
2409	No. Only benefit is more money to the shareholders.	12/16/2019 7:04 PM
2410	The only benefit would be if you were a big share holder because the pushing everything back to make more profit	12/16/2019 7:03 PM
2411	No	12/16/2019 7:03 PM
2412	No there is not , only benifit is for the shareholders	12/16/2019 7:03 PM
2413	No, only for the shareholders	12/16/2019 7:02 PM
2414	Very few if I was just starting a career I would find something else.	12/16/2019 7:02 PM
2415	Not that I have seen.	12/16/2019 7:01 PM
2416	Trains are running on time. We see the same cars go back and forth from carrier to carrier without ever reaching a destination... but they leave the yard on time.	12/16/2019 7:01 PM

## PSR Survey

2417	Only to shareholders	12/16/2019 6:59 PM
2418	None I can tell	12/16/2019 6:58 PM
2419	None that I've seen for workers. Shareholders reap every reward!	12/16/2019 6:57 PM
2420	More time off, as in furloughed.	12/16/2019 6:56 PM
2421	None that I've seen so far	12/16/2019 6:56 PM
2422	No	12/16/2019 6:56 PM
2423	Ni	12/16/2019 6:55 PM
2424	None	12/16/2019 6:55 PM
2425	None from what I can see looks like a divorce	12/16/2019 6:52 PM

## Q4 How has PSR affected your relationship with your supervisor/manager?

Answered: 2,435 Skipped: 31

## PSR Survey

#	RESPONSES	DATE
1	No affect	1/6/2020 3:33 AM
2	Before PSR was implemented I saw my assigned manager twice a year for a one on one safety talk along with seeing a onsite manager almost daily. Since the introduction of PSR I have seen fewer and fewer managers on site, hardly any interaction and I no longer get a one on one safety talk. If it wasn't for my log in I wouldn't even know who my manager was. I never see any managers out testing like they use to and maybe see a manager twice a month.	1/6/2020 1:15 AM
3	No trust. Lies to the men. Very shady. There's no direction because PSR shakes everyone	1/5/2020 4:42 PM
4	It has not.	1/5/2020 2:43 AM
5	It absolutely horrible now.	1/4/2020 12:18 PM
6	Unknown	1/4/2020 1:15 AM
7	They are scared of there jobs not worried about safety	1/4/2020 1:10 AM
8	Afraid of talking too much yet I've known them most my career ! If I talk to them my fellow Railroaders think I'm might snitching on them yet We're talking family, kids and such no trust in the departments or with management AT ALL ANYMORE	1/3/2020 11:56 PM
9	It seems they are being held accountable by their bosses and having to justify their job through disciplinary actions over minor things that used to be dealt with through verbal counsel.	1/2/2020 9:42 AM
10	Very bad if you write up FRA defects they write you up	1/2/2020 6:18 AM
11	It has done nothing but create a hostile and rushed working environment where management has physically threatened employees jobs. It creates unnecessary stress and a feeling of dread everyday.	1/1/2020 10:38 PM
12	Audits after audit are getting annoying. Especially when we're are at a derailment and all they worry about is audits and not feeding us when it's due	1/1/2020 10:17 PM
13	Cut off 4 times this year, sent home for Christmas .	1/1/2020 7:43 PM
14	So far I haven't let my manager know how I feel because if I do, I will be singled out and "punished" for voicing my opinion against these practices.	1/1/2020 5:01 AM
15	overall getting up at wee hours of the morning makes everyone cranky the team as a whole are affected managers included	12/31/2019 7:33 PM
16	Relationships with managers are better because they have to rely on us. So they no longer act like they want to fire you all the time, they just want you to do your job.	12/31/2019 7:33 AM
17	Same as usual	12/30/2019 8:19 PM
18	Its strenuous relationship. We love our families and want to be with families the way we had it before and not here with supervisors	12/30/2019 6:36 PM
19	Negatively, they keep pushing us with less people and wanting us to take short cuts even though they preach don't take short cut	12/29/2019 1:04 PM
20	My supervisor just says to me. "It is what it is". And I am suppose to just do the job	12/29/2019 5:37 AM
21	No change	12/29/2019 4:42 AM
22	now only inform them if specifically asked	12/29/2019 2:42 AM
23	What relationships? They think they are prison guards and treat workers as if they are inmates.	12/29/2019 1:34 AM
24	I am President of Carmen Lodge 6510 covering CA, NV and OR. I am under constant attack by management who intentionally disregard Federal laws, state laws and company policies for the sake of expediency and their demands to do the impossible without the required resources. There are over 30 Carmen in my district medically disabled for stress !! If PSR is better why did we go from zero to over 30 just in the past 18 months ?!	12/28/2019 11:40 PM
25	the same	12/28/2019 11:31 PM
26	We are trying to work through the changes together but it is difficult.	12/28/2019 5:49 PM



PSR Survey

27	Negatively, managers do not care about employees. Only do what they are told to do to save their own jobs.	12/28/2019 4:41 AM
28	I personally have a good relationship with my Supervisor/Manager.	12/27/2019 4:29 PM
29	It has made them worse. They are always trying to get in audits and they have a quota that has to be met and a certain percentage of the audits have to have a negative effect. It makes you feel like they are building a case to get you fired. Also it makes you feel like you are doing a terrible job.	12/27/2019 3:36 PM
30	I hate all of them,no help no clue	12/27/2019 2:56 PM
31	they want more work with less resources	12/27/2019 1:27 PM
32	The environment in the workplace in general has deteriorated since I was hired. I know we all have a job to do, but the extra stressful environment doesn't help with relations between managers and craft employees.	12/26/2019 5:55 PM
33	Basically the same	12/26/2019 8:53 AM
34	has not changed he's been affected by the decision upper management has made enforcing this new program. PSR	12/26/2019 2:39 AM
35	Management is asked by corporate to harass, be unfair, and treat workers subhuman	12/26/2019 12:32 AM
36	Stressed.	12/25/2019 5:11 PM
37	It has not yet being that our railroad has not implement it.	12/25/2019 4:49 PM
38	I see him almost never now	12/25/2019 2:14 PM
39	No affect. They are in charge! Don't listen to input anyhow..One big issue the bean counter running the work never had hands dirty	12/25/2019 12:17 PM
40	None	12/25/2019 7:44 AM
41	Their only concern is cutting cost, workforce elimination, making ridiculous rules, running longer trains with fewer and fewer contract employees remaining on the property. The disruption is complete. Moral, pay, working conditions has hit botton. Lack of care, training, opportunity, help and use benefits has eliminated any cohesion. There is no care or value to working with managers. We are besieged, we keep our heads down and let it fall apart around us because they are afraid, we are all afraid.	12/25/2019 7:14 AM
42	It has made our more tense	12/25/2019 5:52 AM
43	Distrustful at best. They look for any and all ways to cut corners, push safety of workers, and ignore bargaining agreements by claiming company policy change trumps bargaining agreements	12/25/2019 5:12 AM
44	They all seem to put profits before people. Don't like working for people like that.	12/25/2019 5:09 AM
45	It's worse. I avoid them at all costs. The work environment is toxic.	12/25/2019 4:17 AM
46	Since trainmasters are targeted for reduction of numbers, they've become more pushy and demanding. They seem to have to justify their jobs by harassing crews. Some try to be friendly, while others are tyrannical. We know from experience that none of them are on our side.	12/25/2019 2:50 AM
47	Relationship with trainmasters are fine. It's there boss that is pushy and others above them.	12/24/2019 10:45 PM
48	No	12/24/2019 7:32 PM
49	No more safety briefings no more face to face always rushed in a hurry no time to job brief about constant rule changes	12/24/2019 6:33 PM
50	Everyone one at shop level is is more stressed out	12/24/2019 6:00 PM
51	Don't see my manager anymore. Constantly changing who it is.	12/24/2019 5:04 PM
52	It honestly hasn't.	12/24/2019 4:00 PM
53	Get more done with less	12/24/2019 3:57 PM
54	It has been negative. Management is always being pressured from above to keep numbers	12/24/2019 3:11 AM

## PSR Survey

	high. Management comes down on us for things that are out of our control.	
55	Hasn't really affected my relationship with any of my (too many) managers.	12/24/2019 3:00 AM
56	As they say crap rolls down hill and u are at the bottom	12/24/2019 1:44 AM
57	Very high tension. Tiptoeing on egg shells for fear of any little thing not done their way. Again, there is little to no respect.	12/24/2019 12:06 AM
58	Yes	12/23/2019 10:54 PM
59	Directly, not much to mention. But he is on his way out thru retirement. But he seems more pressured than ever, I will say.	12/23/2019 8:48 PM
60	I think a lot less of him He doesn't even want to order parts we need	12/23/2019 8:43 PM
61	It's much worse than years ago. All the supervisors care about now is cutting costs.	12/23/2019 7:49 PM
62	I used to have close relationships with all of my supervisors. Since psr they have stated they've stated uppers have told them to distance them self's with workers.	12/23/2019 7:27 PM
63	Instead of safety first and everyone working together, it's get the job done at the cost of risking injury.	12/23/2019 7:23 PM
64	Yes	12/23/2019 5:57 PM
65	Relationship? There is none. At one time you used to enjoy working on the railroad and work hard for the company and your supervisor. Now you're scared to do anything because you'll be wrote up or fired. I actually had a supervisor tell me that supervision is being told they're not writing us workers up enough. Well, isn't that a good thing? We're doing our jobs and safely!! So they write you up for the dumbest things just to look like they're doing their job and to scare us workers into submission. This job has become stressful and a VERY hostile work environment!!!!	12/23/2019 5:51 PM
66	They drink the kool aid because they get bonuses. Handed down from the top. Do more with less. Rush through to get stuff done	12/23/2019 4:21 PM
67	I wouldn't know, it was implemented prior to my current manager arriving.	12/23/2019 4:00 PM
68	Unchanged so far	12/23/2019 3:23 PM
69	Definitely strained	12/23/2019 2:58 PM
70	Same as question 2	12/23/2019 2:33 PM
71	.....not good!!	12/23/2019 2:25 PM
72	There is no trust the local supervisors are under as much pressure as us they have been forced to write people up for violations for rules they make up on the fly	12/23/2019 2:15 PM
73	For my situation it's hard to have a relationship with a boss that changes month to month. You don't even get a change to figure out if they are black and white or more of a grey supervisor as far as how they manage. Most are also out of college or from another field and don't really understand the job.	12/23/2019 2:05 PM
74	Hard to gave a working relationship with management when they change from month to month.	12/23/2019 1:59 PM
75	We have supervisors/managers that are being exploited in positions that they are unfamiliar with leaving the men to fend for themselves for logical answers to problems.	12/23/2019 1:31 PM
76	It hasn't changed my relationship with my supervisor.	12/23/2019 1:20 PM
77	Norfolk Southern doesn't want you or your supervisor to have a relationship	12/23/2019 1:04 PM
78	Not too bad, we are lucky to have an old school manager you treats us decent.	12/23/2019 1:02 PM
79	We laugh about it. But he has more territory an more responsibility so we rarely see them.	12/23/2019 12:33 PM
80	Everyone is testy.	12/23/2019 12:20 PM
81	No different, most are still morons.	12/23/2019 10:58 AM
82	More tense	12/23/2019 10:51 AM

## PSR Survey

83	They push us to do more with less	12/23/2019 10:50 AM
84	It's only affected the relationship with my manager because the ability to accomplish a task is extremely more difficult.	12/23/2019 8:57 AM
85	I believe having 5 different supervisors in the matter of a 15/18 months makes it hard to even have a relationship with management	12/23/2019 6:22 AM
86	Management at my level do not manage they nit pick stupid little things because the have to justify their own jobs	12/23/2019 6:05 AM
87	Furloughs, yards being shut down, and traveling other places to work. Who is my manager??	12/23/2019 5:30 AM
88	When you can't get the time to do you job safely and properly in a timely manner in strains all relationships with supervisors because they still expect you to do what you did before psr	12/23/2019 3:55 AM
89	My previous managers were very power hungry, because of bonuses promised to them for disciplinary actions to get rid of employees. Stock was hard to get ordered, even though they said they ordered it. It would never come in. Massive employee moral problems, and when management informed, just said there wasn't an employee moral problem.	12/23/2019 3:40 AM
90	Very strained due to recent job cuts he is now pushed from upper management to try and force the remaining people to pick up the slack left from guys being cut.	12/23/2019 3:39 AM
91	It's all about dollars with every manager	12/23/2019 3:20 AM
92	I believe that our managers attempt to still be in the trenches with us, that is some of our direct supervisors, but above them it feels with good evidence that they are simply headhunters to drop the bottom line. It has made the work environment extraordinarily toxic. Even jobs done right and by the book have caused people to lose their jobs. The concept of lead by example has died and been replaced by lead through fear with an iron fist. We have begun to second guess all of our moves.	12/23/2019 3:16 AM
93	It has affected it greatly. Instead of working together it has pitted employee against management	12/23/2019 2:53 AM
94	It is more strained between the Supervision and the workers as there is more pressure on management to fire/discipline the men to get rid of as many employees as possible. So this makes the even the good workers distrust management	12/23/2019 2:53 AM
95	My relationship with my current supervisor is no different than before. With that said, it has been very difficult to get the needed materials needed to repair some of our aging and decaying infrastructure that has not been upgraded during the PTC construction phase.	12/23/2019 2:36 AM
96	I ended up leaving for a different railroad because of them.	12/23/2019 2:35 AM
97	Has got rid of good employees to quick	12/23/2019 2:22 AM
98	Nothing has changed	12/23/2019 2:18 AM
99	You definitely have trust issues on both sides	12/23/2019 2:12 AM
100	rhey have so much on there plate that we do not see them much	12/23/2019 2:05 AM
101	No longer have a good relationship. Don't really trust my supervisor.	12/23/2019 2:04 AM
102	I'm lucky to have a supervisor with 30+ years of railroad experience who is very knowledgable in the field. In my experience, it has been an added stress to an already demanding job which in turn creates more problems.	12/23/2019 2:01 AM
103	They fired one and the new one is clueless.	12/23/2019 1:50 AM
104	Has made it harder to work for them	12/23/2019 1:46 AM
105	It's made me not want to go out of my way for them..do little as possible..you treat me right I will go out of my way to do all I can to help you..hasn't been this way since they went psr..its nothing but bullying..	12/23/2019 1:43 AM
106	Widening the trust issues that we have with management	12/23/2019 1:40 AM
107	Direct supervision is ok. Middle to upper are a little sketchy.	12/23/2019 1:39 AM

## PSR Survey

108	Our supervisors now have become more strict as their bonuses ride on this psr system	12/23/2019 1:36 AM
109	No difference, supervisors dont seem to both me	12/23/2019 1:32 AM
110	Everyone is stressed more and working relationships are negatively affected.	12/23/2019 1:20 AM
111	It has had a strenuous change. Most supervisors where ok. But now they are told to discipline on a quota basis.	12/23/2019 1:19 AM
112	You cannot trust anyone. I'm fortunate enough to have a good supervisor however he is under immense pressure from above to "find" offenses and violations and take action.	12/23/2019 1:10 AM
113	Tremendous pressure has been put on immediate supervisors to wrap up projects. So stress on them makes it harder on the rest. Also they are told to meet the quota for write ups.	12/23/2019 12:58 AM
114	Before the implementation of PSR I saw my supervisor as an asset. I was able to approach my supervisor with questions regarding troubleshooting without fear of reprimand. Now I feel as though company officers are out to find anything they can to discipline and ultimately cut work force. Management is working with a lesser budget and the easiest way to save money is to cut work force.	12/23/2019 12:54 AM
115	Most have went back to their tools because of foresaid layoffs and firing.	12/23/2019 12:49 AM
116	Negatively, they are under much greater pressure and their job is at stake. Less capability to handle things on a lower level than before.	12/23/2019 12:47 AM
117	More disconnected	12/23/2019 12:46 AM
118	Other than the managers constantly writing people up under threat of losing their bonus, none whatsoever.	12/23/2019 12:34 AM
119	They keep changing supervisors	12/23/2019 12:24 AM
120	Strictly a platonic relationship. Go, Go Go!	12/23/2019 12:15 AM
121	The management craft employee relationship is much more adversarial now, much more of an is versus them atmosphere.	12/23/2019 12:13 AM
122	Hasn't yet	12/23/2019 12:08 AM
123	It has affected our relationship tremendously. He continues writing people up for petty offenses causing tension between us all.	12/22/2019 11:57 PM
124	Stressful	12/22/2019 11:45 PM
125	They dont seem to care about anything but the numbers they make up to appease the shareholders	12/22/2019 11:21 PM
126	they are still overly demanding of work with reduced manpower. definitely need to address the man per mile equation. some work needs more men than others and it needs to be done with safety at the forefront.	12/22/2019 11:05 PM
127	Only gotten worse	12/22/2019 10:53 PM
128	Different manager every week	12/22/2019 10:49 PM
129	That hasn't changed much they seem more stressed but so far not taking it out on us.	12/22/2019 10:07 PM
130	Makes them push harder with half the help	12/22/2019 9:09 PM
131	not much different now than before	12/22/2019 7:37 PM
132	I am fortunate enough to have excellent supervision that actually take pride in our section of railroad and workmanship so no not affected.	12/22/2019 7:21 PM
133	My supervisor fears for his job like all of us do. But theyve gotten rid of a lot smaller percentage of management	12/22/2019 6:37 PM
134	All they care about is running train	12/22/2019 6:24 PM
135	Things are tense I feel that they are not happy with the new system but there hands seemed to be tied	12/22/2019 6:23 PM

## PSR Survey

136	They are on our side about it most of the time	12/22/2019 6:21 PM
137	Supervisors are gloomy and doom and feel like they need to right people up to justify their jobs	12/22/2019 6:18 PM
138	☐☐♂	12/22/2019 6:16 PM
139	Seems like they always expect more from us which means we get very irritated with supervision so not good	12/22/2019 5:40 PM
140	We are no longer a team that works together.	12/22/2019 5:35 PM
141	Been more aggressive ..	12/22/2019 5:22 PM
142	They are puppets. They could care less about us. With psr they work from home. I may see them once a month. If I need something I just improvise. Needed a new radio the other day no answer from any manager.	12/22/2019 5:21 PM
143	Destroyed all relationships by Norfolk Southern demanding the supervisors use unreasonable discipline on employees to force unsafe practices.	12/22/2019 5:13 PM
144	It has went down hill because everyone is worried about getting their job cut off.	12/22/2019 5:12 PM
145	It creates a more stressful environment.	12/22/2019 5:02 PM
146	PSR has multiplied the stress & tension between workers & their boss!	12/22/2019 4:54 PM
147	alot more pressure put on manger, it rolls down to us.	12/22/2019 4:03 PM
148	The management doesn't seem to like PSR either.	12/22/2019 3:41 PM
149	Supervisors try to micro manage every aspect of daily work, but have trouble managing when they spend 3 hours a day on conference calls and have to worry about getting furloughed every day.	12/22/2019 2:49 PM
150	Managers are threatened also, they are told to run units at all cost. Which means they are released even if the unit is unsafe	12/22/2019 2:31 PM
151	Makes people get upset easy more work less people 300 miles of track with 7-people working headquarters	12/22/2019 2:29 PM
152	There are only bad relationships between craft and supervisors. But really nobody trusts anybody. Supervisors don't even trust each other. It's become a very toxic company.	12/22/2019 2:06 PM
153	I don't even know who my shop manager is now	12/22/2019 1:57 PM
154	stressed	12/22/2019 1:50 PM
155	It has made our shop a very gloomy, unstable place to work because now, more than ever, we come in every day wondering if we will no longer have a job. While the company seeks only to increase profits for the already wealthy investors.	12/22/2019 1:23 PM
156	Supervision used to be a good working relationship. Since PSR it seems to be more stressful and more animosity between us.	12/22/2019 12:59 PM
157	Worse	12/22/2019 10:54 AM
158	Yes. I used to enjoy coming into work. Like I said before they don't care to have a relationship with the employees now. All they care about is getting units released. Whether that means lying to you or stabbing you in the back. They took away our first break to get more work done. 1st shift used to be a goal at the shop. Now here I am top of the chain working 3rds because I don't want to be around all these supervisors anymore.	12/22/2019 10:49 AM
159	Again those that are still working say relationship is strained because of unreasonable expectations with less people.	12/22/2019 10:38 AM
160	They try to sell us what the company tells them, I'm not buying !!	12/22/2019 7:53 AM
161	Hated them before. Because of being rats. Stand point hasn't changed	12/22/2019 7:36 AM
162	Managers work in fear daily of losing their jobs, so therefore they keep constant pressure on anyone working under them	12/22/2019 7:22 AM
163	my manager is a good guy hes doing what hes told from higher. basically a dont kill the	12/22/2019 7:10 AM

## PSR Survey

messenger situation. but the guys pullin the strings making the decisions for him they are terrible people.

164	It has out people in positions that are yes men and have no common knowledge over what they are managing. I dont feel safe with my current management.	12/22/2019 7:02 AM
165	They only care about the schedule not a employee	12/22/2019 5:41 AM
166	Everything is about pinching pennies.	12/22/2019 4:57 AM
167	They make you feel as if you have no self worth.	12/22/2019 4:54 AM
168	It's pretty much drawn a dividing line between the craft employees and the supervisors over them. There's no trust from either side at all	12/22/2019 4:47 AM
169	Terrible. No longer and friendly place to work. Constantly looking over your shoulder in fear of doing something wrong	12/22/2019 4:46 AM
170	I loved my job, actually looked forward to going to work for the first time ever. Now because of greed I am furloughed and I despise the railroad	12/22/2019 4:44 AM
171	My supervisors have stopped trying and eased up on the stinkeye a little since they can see that the ultimate goal is failure and resistance is futile.	12/22/2019 4:44 AM
172	Yes, Supervisor is threatening employees jobs.	12/22/2019 4:37 AM
173	Have lost a lot of our local leadership. Both managers and foreman have had their jobs cut .	12/22/2019 4:22 AM
174	It's putting stress on everyone	12/22/2019 2:49 AM
175	Has a negative effect	12/22/2019 2:48 AM
176	Always looking behind you. Afraid of having something made up to get rid of you.	12/22/2019 2:38 AM
177	Your always worried about doing your job correctly. Even if you do everything right they will still write you up if it fails for something else you should have seen.	12/22/2019 2:37 AM
178	Things are a lot more tense between employee and manager due to the fact that everyone is expected to do the job of at least 2 employees at this point	12/22/2019 2:22 AM
179	My supervisor is just as scared for his job as I am. We are being told not to turn in injuries to him because he doesn't want the negative feed back on his name	12/22/2019 2:18 AM
180	Everyone is on edge. They tell you to work safe and follow the rules but that just a cover up for them when things go south.	12/22/2019 2:14 AM
181	It's turned the place I work Into a them against us	12/22/2019 2:14 AM
182	I'm not convinced psr is embraced	12/22/2019 2:10 AM
183	Very parted, desire two separate goals and outcomes.	12/22/2019 2:07 AM
184	Only have one left and he's on borrowed time.	12/22/2019 2:05 AM
185	I feel bad for them for the position that their in having their job always in the line but I have to watch out for my safety first. I won't let them dictate what safety protocols are important.	12/22/2019 1:53 AM
186	They have almost stopped all communication with us on what the state of the railroad is. They seem to be very scared of having any relationship with us and that if they do upper management will remove them from the shop and force them to a new location.	12/22/2019 1:43 AM
187	Disconnected	12/22/2019 1:40 AM
188	The supervisor and managers are told to run trains by their supervisors. They are not given much choice, comply or else! So they understand when we write up defects however only defects that seem to matter are the ones the FRA inspectors write up on what seems like a semi monthly basis. No where near often enough!	12/22/2019 1:39 AM
189	It's increasingly an us vs. then environment. I've heard multiple times that everything we do could be contracted out. I feel like if you are an agreement employee they don't consider you an employee of the company. The only reason you have a man number is so the can discipline you when the need arises. There are multiple situations where we feel something needs	12/22/2019 1:35 AM



## PSR Survey

addressed or repairs made and that it would be in the best interest of our company to protect their investment, management will say they need to make a judgment call and signs off the concerns.

190	Strained as the manager and supervisors are pressured to decrease costs and cut so deep that we on the floor can not sustain a level of quality that is needed to provide a safe product to our customers or the public.	12/22/2019 1:34 AM
191	Managers are fired if they dont play along and the ones that are left are out for blood.	12/22/2019 1:31 AM
192	All trust is gone with management. They are the ones pushing this down our throats and walking people out the door just for profits and to inflate the stock price with fabricated numbers.	12/22/2019 1:17 AM
193	Supervisors hide more	12/22/2019 1:07 AM
194	It hasn't.	12/22/2019 1:05 AM
195	Local managers are even more stressed but the idiots up top are a joke	12/22/2019 1:03 AM
196	We're just a number. They are constantly looking for ways to either reprimand us or fire us	12/22/2019 12:55 AM
197	It hasn't.	12/22/2019 12:52 AM
198	Do not trust them... It's all about the shareholders.	12/22/2019 12:41 AM
199	Mistrust, anxiousness, and loss of respect.	12/22/2019 12:26 AM
200	Enough that I made the decision to pursue a career elsewhere where the company values its employees.	12/21/2019 11:05 PM
201	Always on edge now. Always going crazy if work isn't being done in a manner that management who doesn't know the work thinks.	12/21/2019 10:53 PM
202	Management seems more worried at times about the fix or the power getting out on time than getting quality out. Creates some tense moments at times. For the most part has not been terrible on that front though	12/21/2019 10:52 PM
203	Negatively. It seems it's all a headhunter mentality and any mistakes are 100% unacceptable.	12/21/2019 10:37 PM
204	No change.	12/21/2019 9:18 PM
205	Terrible management	12/21/2019 7:33 PM
206	Do not see them as I am furloughed	12/21/2019 6:56 PM
207	Better and worse they slack off now because production is most important but we dont get along because my safety and crew members are more important.	12/21/2019 3:21 PM
208	It's not his fault.	12/21/2019 3:00 PM
209	Great. There are less of them to deal with.	12/21/2019 2:01 PM
210	What relationship? We never see him! He gets mad when we talk to his superior about issues we have. Says we are throwing him under the bus.	12/21/2019 9:24 AM
211	Now they are all about the business and are all job scared corporate puppets whose main concern is trying to write people up. Lot of the time for a rule that the chief Dispatcher just told you to bend or break	12/21/2019 8:56 AM
212	It's created a bad vibe throughout the company	12/21/2019 4:26 AM
213	Improved it. They are under the gun and can cheat less.	12/21/2019 3:21 AM
214	If the manager stays long enough he or she looks drained and stressed out.	12/21/2019 2:24 AM
215	No change , they are just trying to implement a process handed down to them from corporate (in other words, just doing their jobs like we are)	12/21/2019 1:14 AM
216	they put more on us	12/20/2019 11:28 PM
217	Tremendously. Officials are more arrogant than ever and expect us to violate agreements	12/20/2019 11:11 PM



PSR Survey

218	Stressful	12/20/2019 11:06 PM
219	I hate them all	12/20/2019 10:27 PM
220	It hasn't	12/20/2019 10:26 PM
221	They have fired 70% of the which makes it hard to get answers to questions an employee might have.	12/20/2019 9:50 PM
222	No coment	12/20/2019 5:16 PM
223	None	12/20/2019 5:07 PM
224	It hasn't changed much! They for the most part are still Big Jerks!	12/20/2019 4:57 PM
225	There is definitely tension there. We are under pressure and so are they. So when something go wrong or there's a problem it's bigger than it has to be.	12/20/2019 4:10 PM
226	It hasnt	12/20/2019 4:09 PM
227	Haven't seen where it has.	12/20/2019 4:01 PM
228	Has made it pretty rocky.	12/20/2019 3:39 PM
229	Worse can't stand to be around them at even talk to them anymore	12/20/2019 3:32 PM
230	I understand the management part, they are under pressure to produce with less. My relationship with my manager has not changed.	12/20/2019 3:14 PM
231	My belief is that PSR has affected relationships between supervision and employees in a drastic way. Supervision is expected to get as much work done today with sometimes half the work force as they once had and the employees are expected to complete the work as if they had twice the amount of help. This causes friction in the work place due to so much being expected from both the Supervisor and Employees in a timely manner.	12/20/2019 2:53 PM
232	Lower level management is overly stressed, because of need of man power to preform work and upper level is cutting jobs.	12/20/2019 2:26 PM
233	I don't have a supervisor anymore	12/20/2019 12:49 PM
234	Furloughed	12/20/2019 12:32 PM
235	Relationship has gone down hill. They are trying anything they can to get people in trouble.	12/20/2019 12:29 PM
236	Tensions are high and morale is low.	12/20/2019 11:47 AM
237	None. He hates it too	12/20/2019 11:19 AM
238	It's pretty bad when the relationship between crews and managers seems better because there are fewer managers and the ones left think PSR is as big a crock of shit as we do!	12/20/2019 10:59 AM
239	Its made it a more hostile work environment.	12/20/2019 10:56 AM
240	It's non existent.	12/20/2019 10:36 AM
241	Higher stress and expectations that cant always be met.. alot more disgruntled employees	12/20/2019 9:48 AM
242	More tension	12/20/2019 6:07 AM
243	They are under the gun so far more aggressive and vindictive	12/20/2019 5:34 AM
244	Hate his guts	12/20/2019 3:47 AM
245	Overloaded with work constantly chasing falling behind with work	12/20/2019 3:39 AM
246	None we both agree on the same issues	12/20/2019 3:37 AM
247	Our manager will never tell the truth about company business and tries to undermine FRA rules. He cannot be trusted.	12/20/2019 3:08 AM
248	Its hindered it to say the least. It's the plumbers theory. Shit rolls downhill. Unrealistic goals usually followed by a lack of manpower and materials. Any shortfalls will not be tolerated and any suggestions will not be entertained. There is no more constructive conversations in working for a common goal.	12/20/2019 2:37 AM

PSR Survey

249	Limited time has the Managers pushing harder for production some times side stepping safety. This makes for a tense work environment	12/20/2019 2:31 AM
250	It really hasn't	12/20/2019 2:19 AM
251	Friction	12/20/2019 2:01 AM
252	They push us to meet unrealistic goals and give us tools to use that are in disrepair. Every manager is trying to implement new SOP to cut down on time that end up taking longer. They are stressed out because of the unrealistic goals they are having to push onto us causing them to be temperamental and aggressive.	12/20/2019 1:33 AM
253	they no longer know us as people only numbers	12/20/2019 12:42 AM
254	Most of them hate it too. The "do more with less" mentality has fallen back mostly on them. In large terminals field managers are nothing but glorified clerks.	12/20/2019 12:37 AM
255	They are under a lot of stress due to upper management.	12/19/2019 11:44 PM
256	Constantly on us about why cars are sitting or making them move earlier then scheduled bc its tonnage over safety and cars cant be setting bc we are paid to move freight. Even if we have a heavy work load and they aren't scheduled they have us do it anyway bc we might be going by the facility.	12/19/2019 11:40 PM
257	Managers are under more pressure than ever to have single cars moved from one point to another. Requiring many more crews to pick up & or set out cars enroute...Moves that could be done in a block are now done by several crews involving several moves..Its very inefficient.	12/19/2019 11:19 PM
258	It hasn't affected my relationship with my manager. Because even I know he's just a number to.	12/19/2019 11:11 PM
259	none	12/19/2019 10:53 PM
260	They are worried about their jobs (because of their bosses) so they are pushing/rushing us to try and get trains out faster. Not giving us the enough time to do our proper job briefing.	12/19/2019 10:30 PM
261	Not good, safety kind of move aside	12/19/2019 10:15 PM
262	All of our manager's hate it, they always say they are tired of it. Making our relationship stressful	12/19/2019 10:07 PM
263	It has not.	12/19/2019 10:00 PM
264	They hare or as much as we do, but are too spineless to say anything, they just follow along and lie about it just like the rest of them.	12/19/2019 9:53 PM
265	MY RELATIONSHIP IS THE SAME WITH MY MANAGER.	12/19/2019 9:52 PM
266	Working lots of overtime. Sometimes they have to make people work overtime and that doesn't go well	12/19/2019 9:40 PM
267	I never saw my manager to begin with, PSR hasn't changed that.	12/19/2019 9:09 PM
268	I never see them anyway. Their always to busy sleeping in their offices	12/19/2019 8:15 PM
269	Shared dislike for the fewer off days	12/19/2019 8:11 PM
270	They demand to much with so little employees	12/19/2019 8:04 PM
271	NA	12/19/2019 7:43 PM
272	It's hard to believe anything they say	12/19/2019 7:40 PM
273	Supervisor.. they try they best to understand us but they bosses want them to fail us .. on any infraction.. we as grown men & women can't walk on eggshells.. for job or living	12/19/2019 7:30 PM
274	None	12/19/2019 7:16 PM
275	None	12/19/2019 7:16 PM
276	Manager only cares about his numbers and paper work. We have just become a number to them. But they expect you to answer your phone 24/7 no matter what. Always getting threatened with my job when I miss a call. Even though I rarely miss calls.	12/19/2019 6:59 PM

## PSR Survey

277	More stress. They are pressured, and it snowballs into unrealistic expectations. And again safety and rules are pushed aside.	12/19/2019 6:40 PM
278	While our direct supervisor is very reasonable with our daily job briefings and setting out goals for the day, our overall productivity is down simply because it is so nearly impossible to get track time. His level of frustration can be very evident as our projects seem to continue to drag out for so much longer than they have in the past years.	12/19/2019 6:32 PM
279	We are both more stressed.	12/19/2019 6:12 PM
280	Made it worse because their hands are tied by upper management to cut jobs an force employees to do more with less	12/19/2019 6:06 PM
281	Not at all.	12/19/2019 5:57 PM
282	Cant say that it has changed	12/19/2019 5:37 PM
283	No change.	12/19/2019 5:00 PM
284	Never saw them to begin with.	12/19/2019 4:59 PM
285	It's actually made a great relationship. Everyone is stretched thin and they understand that and have been willing to work with us in more ways.	12/19/2019 4:56 PM
286	N/A	12/19/2019 4:47 PM
287	Depends on the supervisor. Some let it go to their heads and some know the difference between good sense and BS	12/19/2019 4:37 PM
288	It's not good. I don't trust my managers to follow through with what they say they are going to follow through with. Managers now are viewed as company employees who have to get someone fired in order to keep their management job. Most of our managers do not know track work, don't know how to plan track work and does not know what kind of man power, equipment ect, that certain jobs need to have to complete the work safely. A majority of our managers don't know how to look for and find defects. The one thing the carriers make sure they are good at is watching men, writing them up, and getting them fired.	12/19/2019 4:34 PM
289	There's more arguments now to the tool shops everywhere from what I can see, everyone can see the state of the tracks declining and supervision only cares about moving freight through their territory.	12/19/2019 4:21 PM
290	New to Me.	12/19/2019 4:16 PM
291	Less confident in them. They want us to do nothing about issues. Major repairs are needed and disregarded because they cost money	12/19/2019 4:10 PM
292	It has made the relationship my re volatile.	12/19/2019 4:08 PM
293	They are scared out of there boots they look tired so they really don't talk much to you anymore they just want to try an get threw the day it seams	12/19/2019 4:01 PM
294	N/A	12/19/2019 3:57 PM
295	No change	12/19/2019 3:26 PM
296	Made it worse... rush rush rush. Do as I say	12/19/2019 3:23 PM
297	We're pushed harder to do more unsafe work practices	12/19/2019 3:22 PM
298	None	12/19/2019 3:03 PM
299	No improvements to my knowledge	12/19/2019 3:00 PM
300	I personally have no faith or trust in any of em. They do not do what they tell you. Most senior managers will shake your hand while pissing on your leg.	12/19/2019 2:56 PM
301	They are getting pushed more and more for us to get more done with less people so it creates a lot of high tension between management and union employees	12/19/2019 2:55 PM
302	Manager treated employees like shit befote the current issues. Just getting worse	12/19/2019 2:53 PM
303	Has allowed me to speak frankly with supervisor regarding scheduling work and somewhat	12/19/2019 2:50 PM

PSR Survey

	allowed me to build my own work schedule	
304	he trying to micro manage and contracting more.they want more out of you with less time to work and money	12/19/2019 2:37 PM
305	Didn't really have one	12/19/2019 2:27 PM
306	Tensions are much higher. Elevated stress to move trains.	12/19/2019 2:27 PM
307	I have been fortunate to maintain good relationships with my managers. For the most part I thing many people out here do only because it has been made clear that the calls are not their doing but calls from way above their pay grade to help this sorry company's wall street profits go up. We all understand we are just trying to keep a job and waiting for PSR to hit the company so hard they don't have a choice but to go back to "railroading" before too many more people have to be injured or die	12/19/2019 2:16 PM
308	more stress	12/19/2019 1:50 PM
309	Don't want them around	12/19/2019 1:44 PM
310	Good boss	12/19/2019 1:34 PM
311	No.	12/19/2019 1:10 PM
312	No difference to me	12/19/2019 12:53 PM
313	For the most part, I feel bad for my immediate supervisor...he is being told by higher ups that he has to write up his guys	12/19/2019 12:46 PM
314	None	12/19/2019 12:33 PM
315	Supervision has resorted to threatening our jobs and treating us as if we aren't important assets to the company.	12/19/2019 12:31 PM
316	Deteriorated	12/19/2019 11:50 AM
317	Downhill. They don't provide any ideas. Just make that move happen.	12/19/2019 11:37 AM
318	I don't feel local supervision is all that bad in most cases mostly I feel it's on the mid tier level as those supervisors must try and make a name for themselves	12/19/2019 11:27 AM
319	Our supervisor is a down to earth guy he hasn't changed	12/19/2019 11:12 AM
320	Made it worse	12/19/2019 7:31 AM
321	Manager is now 4 hrs away	12/19/2019 6:36 AM
322	As with I would suspect most departments PSR has implemented its own unique set of challenges that make the relationships more important than ever.	12/19/2019 5:09 AM
323	All of the exempt officers from Roadmasters to all the way to top of the company. Act like they dont care just worried about their safety record and their bonuses for their safety record. 100,000 dollars plus in bonuses to upper of 1 millions just in safety bonuses	12/19/2019 4:34 AM
324	Hasn't	12/19/2019 4:32 AM
325	I have a good working relationship with my manager but i can see the strain on him witch brings up concerns of job cuts	12/19/2019 4:18 AM
326	Untrustworthy, they usually tell you anything to make you do whatever they asked wether it's against contract or unsafe	12/19/2019 4:15 AM
327	Supervisor/manager relations amongst engineering employees seems very segregated	12/19/2019 4:12 AM
328	Under qualified supervision managers with 1-2 years railroad experience use to have minimum 10 years to be management	12/19/2019 4:08 AM
329	I've had multiple supervisors. The best ones really just leave their employees alone. Many supervisors know our working conditions aren't very good but let me put it this way. I wouldn't climb into a foxhole with most of them.	12/19/2019 3:49 AM
330	Change some	12/19/2019 3:46 AM

PSR Survey

331	So far it has not affected me personally	12/19/2019 3:42 AM
332	It hasn't yet.	12/19/2019 3:21 AM
333	Never saw much of them before or after the implementation of PSR.	12/19/2019 3:18 AM
334	More pressure to get work done. Managers don't let experienced workers do the job we know	12/19/2019 3:18 AM
335	We're pushed to have work done in unrealistic goals	12/19/2019 3:17 AM
336	Compounded stress rolls down hill	12/19/2019 3:13 AM
337	They are all about production now not safety	12/19/2019 3:13 AM
338	It probably has taken away the personal relationship!	12/19/2019 3:11 AM
339	It makes people hate the company because of this 2020 stuff. All the cutting off and bumping a specially during the holiday seasons when things are supposed to be good with families.	12/19/2019 3:10 AM
340	Yes he is more pressured that means we get more pressure	12/19/2019 3:03 AM
341	I am fortunate to have a great manager as my direct supervisor. The management above his level cares about cost above all else including safety	12/19/2019 3:02 AM
342	No one is happy on the property	12/19/2019 3:00 AM
343	Okay I guess cant the welds he wants do to time	12/19/2019 2:49 AM
344	It hasn't.	12/19/2019 2:45 AM
345	Hasn't really changed as they are in the same boat. The blame lays squarely on the board of directors and others who will get more wealthy while destroying countless lives and the railroad.	12/19/2019 2:36 AM
346	In light of the recent downsizing management the remaining managers are constantly in fear of more cuts in staff and budget as well as their own ass. The extra strain on them has them looking to cut cost anywhere they can to show that they like the koolaid, Severing ties with trusted employees resembling that of a human sacrifice! All in order to ensure they have a job and a place at the masters side!	12/19/2019 2:36 AM
347	Same	12/19/2019 2:36 AM
348	He knows I'm not a fan	12/19/2019 2:35 AM
349	Not sure	12/19/2019 2:34 AM
350	Stressed	12/19/2019 2:20 AM
351	We are just numbers in a ledger to be removed by any means necessary.	12/19/2019 2:14 AM
352	It hasn't changed	12/19/2019 2:05 AM
353	We seem to have become more distant and less connected as a team. They have us do more training on a computer by ourselves than in our work groups. We used to get together a lot more in our work groups to take training together and address our safety concerns.	12/19/2019 1:59 AM
354	Simply it has eliminated and sort of relationship. Local management is spread so thin that you never see them.	12/19/2019 1:57 AM
355	I feel like the manages are under undo stress now more than ever, which in turn they take out on us.	12/19/2019 1:56 AM
356	we see him less because he has multiple gangs and spends less time with us	12/19/2019 1:49 AM
357	They expect double the work since they furloughed everyone with under 15 yrs	12/19/2019 1:46 AM
358	The managers are so afraid for their that they either quit or they'll do anything without regard to anything but preserving their job. Again, morale as low as ever seen.	12/19/2019 1:36 AM
359	Nothing has changed mostly distance from each other more	12/19/2019 1:34 AM
360	Managers are quick to write workers up for anything!	12/19/2019 1:34 AM
361	We hardly even talk	12/19/2019 1:25 AM

PSR Survey

362	If you have a good moral manager with integrity,if your manager treats everyone with respect the relationship will be alot better than before,it comes from upper level management how the employees are treated it seems.	12/19/2019 1:23 AM
363	Extremely adversarial. Always trying to get their numbers at every opportunity. Then the ones that do the discipline/dismissal move on, typically quoting their jobs. After that no experienced railroaders from the craft will take the jobs and lower themselves to the despicable heartless bastards the railroad wants in these positions. The railroad's only recourse is to hire the dumbest, most inexperienced idiots off the street who further do no understand railroading to carry out their discipline/dismissal agenda.	12/19/2019 1:22 AM
364	My Supervisor is no longer in a supervisor position.where is the	12/19/2019 1:21 AM
365	Manager is in fear of losing their job if employees are not followed and pressured to perform unsafe work.	12/19/2019 1:21 AM
366	Push push thats what they want us to do the gangs , not a very good relationship	12/19/2019 1:17 AM
367	Production	12/19/2019 1:16 AM
368	PSR has affected me because some supervisors/managers still show favoritism towards some people and they show with no remorse about it.	12/19/2019 1:10 AM
369	I have always had a decent working relationship with my immediate managers, the ones working on the ground with us and they too see how bad its all becoming.	12/19/2019 1:05 AM
370	No respect, he has NEVER ran a large train and yet he is telling me I am doing it wrong. As I AM a locomotive engineer, and was proud to call myself one.	12/19/2019 12:56 AM
371	No change	12/19/2019 12:50 AM
372	The good ones are still trying to make everything work but it's like watching a dumpster fire. Upper management and c level managers don't spend enough time in the field to know up from down.	12/19/2019 12:49 AM
373	Made it worse.	12/19/2019 12:47 AM
374	Idk	12/19/2019 12:45 AM
375	It's worse than ever	12/19/2019 12:44 AM
376	Managers just want cars moved now and care less about safety.	12/19/2019 12:38 AM
377	If a supervisor is friendly with the employees they typically get transferred the company wants supervisors to be distant from employees	12/19/2019 12:33 AM
378	It hasn't	12/19/2019 12:26 AM
379	It hasn't changed	12/19/2019 12:26 AM
380	?	12/19/2019 12:25 AM
381	Not good relationship at all	12/19/2019 12:25 AM
382	I've had 3 different roadmaster in 2 years. I've had a good working relationship with all of them	12/19/2019 12:23 AM
383	Much more tense in all areas. They are being pushed and so are we to the point of an untrusting tense relationship	12/19/2019 12:23 AM
384	Has not. No one knows if they will be let go and when	12/19/2019 12:21 AM
385	Never had one	12/19/2019 12:20 AM
386	N/a	12/19/2019 12:19 AM
387	Strained to trust and confidence	12/19/2019 12:14 AM
388	There is a complete disconnect in planning and most times the correct quality repair for a problem is pushed to the side and a shortcut is taken to return tracks to service or max operating speed	12/19/2019 12:13 AM
389	More work load with no help. We never do enough	12/19/2019 12:12 AM

PSR Survey

390	No one cares about us except for us brothers and sisters who work side by side. More more more, with less guys. Fatalities and injuries will pile up.	12/19/2019 12:11 AM
391	Puts a strain on the relationship because they expect you to do more with less.	12/19/2019 12:11 AM
392	I never see managers anymore.	12/19/2019 12:10 AM
393	Not at all	12/19/2019 12:06 AM
394	It has made everyone's life a lot more stressful	12/19/2019 12:05 AM
395	More stress	12/19/2019 12:05 AM
396	Cut throat environment. My immediate supervisor was a listening ear, now they are under so much pressure they don't have time for anyone. That is if they don't get fired first. High turn over rate.	12/19/2019 12:02 AM
397	My relationship with my manager that o report to hasn't changed cause he understand	12/18/2019 11:59 PM
398	No affect. We do our jobs. Just scared if we will have jobs tomorrow	12/18/2019 11:59 PM
399	It has stressed the relationship because of more stress from upper management being thrown on him and return being thrown on workers who already has a full load on them	12/18/2019 11:56 PM
400	It hasn't	12/18/2019 11:51 PM
401	1	12/18/2019 11:49 PM
402	More disconnect. We have the supervisor delegating operators and laborers to pull responsibilities of foreman and assistant foreman. With this in fighting and a rush to "production" we have already experienced a degradation in safety and have already had an accident.	12/18/2019 11:47 PM
403	No change	12/18/2019 11:47 PM
404	Still want the work done with no overtime. Then bitch when it doesn't happen.	12/18/2019 11:43 PM
405	More stressful. Expecting to get more work done with less ppl	12/18/2019 11:41 PM
406	Na	12/18/2019 11:39 PM
407	I don't know he was eliminated as part of PSR.	12/18/2019 11:35 PM
408	Horribly. They push too hard and expect too much. And they cater to transportation before they cater to the men.	12/18/2019 11:35 PM
409	Puts a lot of pressure between company and union employees	12/18/2019 11:34 PM
410	We don't get enough done anymore and they all changed their attitude	12/18/2019 11:34 PM
411	Less friendly, they seem more stressed.	12/18/2019 11:34 PM
412	None what so ever	12/18/2019 11:33 PM
413	No	12/18/2019 11:33 PM
414	More stress and responsibilities added	12/18/2019 11:30 PM
415	More pressure on them and shit rolls down hill	12/18/2019 11:30 PM
416	I try not to talk to them	12/18/2019 11:29 PM
417	More tensions because as they say sh*t rolls down hill. He gets pressure from about to get more done with less money. So we get pressured to do more than our passion and do other positions to make up for lack of manpower.	12/18/2019 11:29 PM
418	It has declined and their moral has very noticeably shifted downward.	12/18/2019 11:29 PM
419	I see a lot more of him now, than I do my family.	12/18/2019 11:27 PM
420	In most cases when you have the window to work I feel like it's always a rush	12/18/2019 11:27 PM
421	Everything from day to day is very unsteady and "grey". Our supervisor is stressed from being called and hassled all day long about track time and slow orders etc. etc. that his stress is then involuntarily passed along to us. Which at the time makes tensions and attitudes rise!	12/18/2019 11:25 PM



PSR Survey

422	They've become more of a company man then looking out for us (employees).	12/18/2019 11:24 PM
423	Has definitely put added pressure. Do more with less is the current climate	12/18/2019 11:22 PM
424	Don't really notice	12/18/2019 11:21 PM
425	Not in a good way!	12/18/2019 11:19 PM
426	Not yet!	12/18/2019 11:19 PM
427	That has remained unchanged. I never have anything other than a professional relationship with any manager	12/18/2019 11:19 PM
428	Not good. Nothing but push. Nothing good enough	12/18/2019 11:18 PM
429	Theirs more accountability on both sides	12/18/2019 11:18 PM
430	No change	12/18/2019 11:17 PM
431	There more of a jackass now days because the pressure the upper bosses put on them	12/18/2019 11:16 PM
432	Same	12/18/2019 11:14 PM
433	Strained	12/18/2019 11:13 PM
434	They expect you to do alot more with alot less , that builds frustration between us because they want things done no matter how it gets done	12/18/2019 11:11 PM
435	None	12/18/2019 11:11 PM
436	N/A	12/18/2019 11:11 PM
437	It has worsened due to pressure from the top	12/18/2019 11:11 PM
438	Diminishing	12/18/2019 11:10 PM
439	Due to psr the company has cut several managers and supervisors had had some type of knowledge and or experience and replaced them with people of little to no knowledge	12/18/2019 11:09 PM
440	We feel tension. The dispatcher won't give up time except on Mondays. Which is the one day we don't have a mail train so they are always planning for big jobs on Monday only and we should with out a doubt be able to accomplish at least four a week if not five	12/18/2019 11:09 PM
441	Not much but no trust in the company just fear all around	12/18/2019 11:09 PM
442	Expected to do more	12/18/2019 11:09 PM
443	With the cutbacks in personal to include lower management it isn't very often we have contact with managers	12/18/2019 11:08 PM
444	We don't have managers we have people who think they own plantations	12/18/2019 11:08 PM
445	Not good expects too much in too little time.	12/18/2019 11:08 PM
446	N/A	12/18/2019 11:08 PM
447	worse than the last 26 years	12/18/2019 11:07 PM
448	He's just a company man, towing the line... I know they don't care for it.	12/18/2019 11:07 PM
449	I think there's a big divide between worker and manager	12/18/2019 11:06 PM
450	It's the same for now	12/18/2019 11:06 PM
451	BNSF has a program Maintenance Excellence. As far as I can tell from this program is it's allowed Transportation to call the shots on when and where we go to work.	12/18/2019 11:06 PM
452	Turned them on us	12/18/2019 11:04 PM
453	It's made it worse. Every day you wonder who's job is being cut. Supervisors are constantly asking more from you with less time and equipment to get it done	12/18/2019 11:04 PM
454	Supervisors are under the gun and more stressed than ever before in my 11 years on the railroad which of course trickles down to us the workers.	12/18/2019 11:02 PM

PSR Survey

455	It actually makes it harder on everyone not having enough manpower	12/18/2019 11:02 PM
456	There is no relationship between contact employees and managers anymore, the company is pressuring them to write employees up, for anything or try to find a reason, that y oi u are always on guard with them, which makes for an unsafe work environment.	12/18/2019 11:01 PM
457	My manager is good at keeping his job pressures his problem for the most part	12/18/2019 11:01 PM
458	A lot more tension	12/18/2019 11:00 PM
459	It all about the company	12/18/2019 11:00 PM
460	Yes, Write ups are ridiculous	12/18/2019 10:59 PM
461	There worried about there job at all times	12/18/2019 10:58 PM
462	No adverse affects	12/18/2019 10:58 PM
463	Destroyed any chance of working relationship due to ignorance and continued harassment	12/18/2019 10:57 PM
464	Works work and I don't take it personally but I can see the stress that's been added to the managers.	12/18/2019 10:56 PM
465	All about moving trains, and not are saftey	12/18/2019 10:55 PM
466	My dislike for my manager has increased.	12/18/2019 10:54 PM
467	More strained and adversarial	12/18/2019 10:54 PM
468	Me stress on both . Over wages an trying get stuff done with less people	12/18/2019 10:54 PM
469	It seems that management has been under the gun. They seem more stressed and have to figure out how to adapt to the change from executive decisions. A lot of those changes so far haven't added any value to our jobs. And us as workers haven't seen much positives out of the changes our managers are tasking us with. We're not communicating as well as we could.	12/18/2019 10:53 PM
470	Relationships nonexistent it's not a career just a paycheck.	12/18/2019 10:52 PM
471	Not at all we are all disgruntled together	12/18/2019 10:52 PM
472	The supervisor i had last year seemed to do his best to split the difference but i hear others have not done so well, production numbers are by far the most important thing	12/18/2019 10:49 PM
473	Direct supervisor/manager understand. It's idiots above them.	12/18/2019 10:47 PM
474	Strained	12/18/2019 10:47 PM
475	He has more pressure put on him so he has to push everything	12/18/2019 10:47 PM
476	He gets frustrated more because we can't get alot of work done.	12/18/2019 10:46 PM
477	Worst it's ever been.	12/18/2019 10:45 PM
478	Same	12/18/2019 10:45 PM
479	Bad	12/18/2019 10:45 PM
480	Had had 5 new bosses in 4 years locally.	12/18/2019 10:45 PM
481	More expected from less people with less tools/equipment means more hostility between workforce and management.	12/18/2019 10:45 PM
482	Have not	12/18/2019 10:45 PM
483	They constantly are giving you jobs to do that they don't know how to do and with a lot less man power	12/18/2019 10:44 PM
484	We all despise each other. No matter what, nothing is done fast enough now	12/18/2019 10:44 PM
485	Seems the people under management does not matter any more. Us people are just numbers to management . Just run the trains and cut our jobs off	12/18/2019 10:44 PM
486	Always asking questions with no answers	12/18/2019 10:43 PM

PSR Survey

487	Negatively, he's stressed out more often	12/18/2019 10:43 PM
488	It has strained relationships amongst Engineering and Transportation crafts	12/18/2019 10:43 PM
489	They tend to worrying more about the time it takes to complete a job compared to the job being done safely or good quality workmanship.	12/18/2019 10:42 PM
490	Hasn't	12/18/2019 10:42 PM
491	There has been a push or a rush on getting projects done	12/18/2019 10:41 PM
492	Strenuous	12/18/2019 10:40 PM
493	No it's the reason I'm home I was suspended for making a video about the scheduling and how PSR and the schedule to supplement that type of Railroadng has affected time from our families and we didnt have a say in it	12/18/2019 10:40 PM
494	It hasn't	12/18/2019 10:40 PM
495	It made it worse	12/18/2019 10:39 PM
496	There's been really no changes that I have noticed. Just do your job safely and go home .	12/18/2019 10:34 PM
497	The roadmasters just want more and more. Agreement violations are common. Discipline is over the top anymore.	12/18/2019 10:26 PM
498	Every body is overly stressed and on their tip toes.	12/18/2019 10:15 PM
499	☐☐♂	12/18/2019 10:02 PM
500	It's declined.	12/18/2019 9:41 PM
501	Na	12/18/2019 9:34 PM
502	They are all scared for their jobs right now, so either 1. They are trying to take everyone to the grinding stone and make themselves look important, OR 2. They are distracted by the chaos PSR implementation has brought about and are just as much a safety liability as any one else is at the moment.	12/18/2019 9:19 PM
503	I have a good working relationship with my direct supervisors.	12/18/2019 8:45 PM
504	Horribly. The rift between management and employees has never been so bad. The yard and train masters are being stressed by the chain of command and in turn they're taking it out on us. Too many cuts, too little rest. There's not enough sensibility and rationale to function properly at work to have a positive relationship with management.	12/18/2019 8:35 PM
505	Better because they are on the chopping block also	12/18/2019 8:23 PM
506	Very disgruntled employees	12/18/2019 8:20 PM
507	It has created way to much resentment. Once good relationships, have turned into managers that have to choose work obligations, over keeping their guys happy.	12/18/2019 8:03 PM
508	I once respected them, now I feel that they have every single one sold their souls to the devil	12/18/2019 7:50 PM
509	No one trust anyone these days. More tension and stress	12/18/2019 7:48 PM
510	Managers don't care about anything except making departure time. Even if that means leaving without bulletins and messages.	12/18/2019 7:47 PM
511	Ok	12/18/2019 7:27 PM
512	He stressed, takes it out on employees. I wouldn't consider it a relationship	12/18/2019 7:18 PM
513	It hasn't	12/18/2019 7:11 PM
514	In Boston our management takes hand out from contractors Way too many managers. Morale is very a low. Many workers make more money on there second job. Just show up at railroad for insurance and pension very inexperienced The railroad passes everyone on track test just to have people. Could be bad	12/18/2019 7:10 PM
515	I'm furloughed now due to PSR.	12/18/2019 6:49 PM

PSR Survey

516	I currently do not have a supervisor (FT Labor Rep), but feedback from membership is that there are certainly strained relationships between members and supervision given the pressure to the supervisor from senior management to perform more efficiently and do more with less as well as continually test employees to find mandated safety failure quotas internally from the Company.	12/18/2019 6:31 PM
517	Yes Discipline & Claims Grievance Blatant disregard for Agreement	12/18/2019 6:23 PM
518	Some supervisors are breathing down our necks demanding that we move freight without any consideration to safety at all. Some are demanding that we overlook safety issues just to move freight. Others have simply given up and do not care if freight is moved at all. PSR is back firing on the carriers and the front line employees and customers are the ones suffering.	12/18/2019 6:21 PM
519	Feel like there is a lot of friction between our managers, and employees	12/18/2019 6:19 PM
520	N/A	12/18/2019 6:12 PM
521	He has a boss, we all have bosses. He is told to get it done, we try to do it as quickly as possible and all hope and pray no one is killed, hurt or losses their job.	12/18/2019 6:08 PM
522	My supervisor understands PSR is not good for us but he doesn't want to lose his job either.	12/18/2019 6:08 PM
523	Managers seemed more stressed out and on edge with in turn makes for a poor environment.	12/18/2019 5:48 PM
524	They expect more numbers then before. And less concern for safety. Safety is taking a back seat to car counts in their eyes	12/18/2019 5:16 PM
525	The relationship with supervisors is more adversarial they are in discipline mode to justify their jobs, use against them attitude.	12/18/2019 5:09 PM
526	Hate to say it but I have had to go on medicine due to the stress of it all and me getting into arguments almost dailey with one of them	12/18/2019 4:47 PM
527	A lot of resentment even though it's not there fault	12/18/2019 4:44 PM
528	hasn't	12/18/2019 3:55 PM
529	Not much change	12/18/2019 3:46 PM
530	No he is as afraid of layoffs as I am . He has a family also	12/18/2019 3:22 PM
531	It's always been poor, but now they are scared for their jobs due to unnecessary budget cuts and are trying to watch us for rule violations to justify their existence making my job even more stressful.	12/18/2019 3:17 PM
532	The company doesn't want its employees to have relationships with it's managers.	12/18/2019 3:17 PM
533	Badly	12/18/2019 3:12 PM
534	Fortunately our managers are just as scared as we are. Every day coming to work not knowing who's next on the chopping block. If anything the management is kept in the dark besides mandatory directives that they just pass along to us. They have little to no idea what's going on.	12/18/2019 2:49 PM
535	Managers have informed me multiple times that if our yard doesn't find a way to produce with less manpower then they will shut part or all of our yard down. This is after they have abolished hundreds of jobs in our yard throughout the past year.	12/18/2019 2:43 PM
536	Na	12/18/2019 2:28 PM
537	You cant take them seriously they are a joke.	12/18/2019 2:25 PM
538	More tension to work with	12/18/2019 2:13 PM
539	It's only affected it negatively. He is very negative and seems wore out by the company	12/18/2019 2:13 PM
540	Used to work as a team, management have now become hostile and almost impossible to work with.	12/18/2019 2:05 PM
541	Yes, they have no idea of the company Plans jus as the employee don't either.	12/18/2019 2:04 PM
542	Yes	12/18/2019 1:49 PM
543	None.	12/18/2019 1:46 PM

PSR Survey

544	He is right and everyone is wrong even if you prove that he is breaking rules. If you tell him that is Against the safty rules he then threatens to send you home for refusing to do your job.	12/18/2019 1:44 PM
545	More harassment	12/18/2019 1:44 PM
546	Manager are put under an incredible amount of pressure to make the numbers work regardless of whatever circumstances that may arrive. No matter what the issue the train or car must move so say the numbers.	12/18/2019 1:38 PM
547	I don't like the lies the supervisors feel the need to tell to keep morale up it's extremely sad work environs t	12/18/2019 1:09 PM
548	We use to have a working relationship with our managers. Where they actually cared about us, now we are expendable assets with a number nothing more.	12/18/2019 1:07 PM
549	It doesn't affect	12/18/2019 12:13 PM
550	15years service with plans to retire and I quit	12/18/2019 11:51 AM
551	the supervisors now days are doing just what they are told to do. they are not the mans man of yester year. i think relationships with bosses are struggling.	12/18/2019 11:50 AM
552	No they're still malicious mean and rude	12/18/2019 11:45 AM
553	We are fortunate to have a good management team... however, it is beyond clear that they know they can be fired at the drop of a hat. They are under tremendous pressure to comply and get more done with less resources. This pressure tends to be placed on us and it causes conflict.	12/18/2019 11:39 AM
554	It's about the same.	12/18/2019 11:13 AM
555	No. I rarely see or hear from a manager	12/18/2019 11:12 AM
556	The best supervisor I have ever worked under was fired	12/18/2019 10:50 AM
557	The manager I have been associated with it hasn't changed. There is more pressure on everyone to make sure to clear the track on time	12/18/2019 10:42 AM
558	Bad they trying to fire us more with less people	12/18/2019 10:30 AM
559	Don't hardly see any and the ones we have are being run ragged .	12/18/2019 10:17 AM
560	N/A	12/18/2019 10:07 AM
561	More animosity in workplace.	12/18/2019 9:37 AM
562	It has made our relationship better. My manager is just as angry as I am about the decisions being made, which gives us a bit of common ground we didn't used to have.	12/18/2019 9:34 AM
563	Not much other than they are being run to death and look like hell all the time.	12/18/2019 9:24 AM
564	Collapsed the bridge of relationship, cause supervisors and managers are so stressed out because of company expectations they seem they are always to busy	12/18/2019 9:10 AM
565	Who? Never see them.	12/18/2019 9:09 AM
566	It hasn't. I rarely see him. Probably because he now has more work to do also	12/18/2019 8:46 AM
567	Poorly	12/18/2019 8:45 AM
568	Crap, it crap but that's what the company wants. They dont want you to work together to solve problems.	12/18/2019 8:36 AM
569	I do not know.	12/18/2019 8:36 AM
570	Stressed it major. Now we have to be on duty for 8 hrs for some trains and all locals for strange reason. You would think they would want you to get back on the board and rested quicker. And we have to put off our ticket before 12 hrs. Which is a bad idea, it just makes me feel rushed. Not good for a dangerous environment.	12/18/2019 8:31 AM
571	Supervisor are highly stressed to make impossible happen and can't say anything but yes sir to their bosses. They pressure us to break rules and compromise safety to cover their jobs. It's a	12/18/2019 7:49 AM

PSR Survey

	failing business plan.	
572	No major change	12/18/2019 7:28 AM
573	Safety which was once a priority is now secondary to moving freight as fast as possible. With that in mind the relationship is strained. The human element of being an employee is gone.	12/18/2019 7:21 AM
574	Always hurrying us	12/18/2019 7:18 AM
575	Managers or so scared for the future of their jobs, that they no longer put safety first and are forced to require employees to work in unsafe conditions as well as improperly inspect set up and maintain equipment to a safe level.	12/18/2019 7:06 AM
576	There is no management	12/18/2019 6:31 AM
577	QSP desk never available, no time on the track, so the foreman take the blame, manager s are yes men, very strained relationship with my director	12/18/2019 6:30 AM
578	My supervisor initially was decent to work for. He would help you when you needed and he would look out for everyone. After PSR came into the picture, he became less personal and more critical of how we did things. He began to micromanage every little thing instead of feeling like he could trust his team to take care of tasks.	12/18/2019 6:26 AM
579	It has added a lot more strain to our relationship	12/18/2019 6:08 AM
580	Worse. Managed never cared about the operations staff to begin with. Why would anything get better because of it.	12/18/2019 6:02 AM
581	All we get is it's out of our control	12/18/2019 5:58 AM
582	Managers are no longer trusted	12/18/2019 5:50 AM
583	They have a job to do as we as well, they seem tired alot	12/18/2019 5:48 AM
584	It's very hard to respect someone who has never done what you do.	12/18/2019 5:45 AM
585	N/a	12/18/2019 5:40 AM
586	My managers and supervisors change so often I never even get a chance to meet then before it's someone new. No consistency.	12/18/2019 5:38 AM
587	Can't stand them	12/18/2019 5:22 AM
588	Most supervisors have been furloed on my area	12/18/2019 5:13 AM
589	There is no respect for managers or supervisors.They try to micromanage aspects of the company that they know nothing about.	12/18/2019 4:54 AM
590	No reasoning with our management when we try to do our job. We find defects. They let them go. Why even inspect trains for FRA defects?	12/18/2019 4:52 AM
591	Hasn't	12/18/2019 4:52 AM
592	Our management pushes us to constantly do more with less putting safety in jeopardy.	12/18/2019 4:42 AM
593	Yes. Made it more stressful and even hostile at times.	12/18/2019 4:32 AM
594	What manager??? I rarely see any management. All instructions are relayed via a white board in the crew room or no instructions are relayed at all. Our managers are too busy worrying about weather they will have a job the next day. There is no relationship	12/18/2019 4:28 AM
595	They are constantly changing because they are furloughing non stop	12/18/2019 4:16 AM
596	I try to avoid them.	12/18/2019 4:15 AM
597	I've always got along with supervision but it does seem like that it's us against them and I wish we were team	12/18/2019 4:06 AM
598	NA	12/18/2019 4:03 AM
599	It's been more stressful. They are under more pressure, and that pressure gets passed down to the crews. Managers are also using this time to harass crews and use politics for their own benefit.	12/18/2019 4:01 AM



## PSR Survey

600	It has destroyed the relationship because its all about the company goals and profits instead of being about they finished product and safety of your fellow brother	12/18/2019 4:01 AM
601	Relationships are good with supervisors haven't had any issues	12/18/2019 3:54 AM
602	What managers they fired 80 percent of them. The ones that are still there work a area so huge you never see them.	12/18/2019 3:52 AM
603	Hasn't	12/18/2019 3:51 AM
604	They seem to bring a trickle-down effect of the higher ups pushing crews to act unsafely to put times in front of safety as a priority	12/18/2019 3:50 AM
605	Both the employees an supervision stay stressed trying to do same work load with minimum support,supply ,man power.	12/18/2019 3:48 AM
606	Hasn't changed my relationship with my supervisor or manager. It's not their fault that PSR was implemented. Most of them feel the same as the workers because they are getting laid off too or getting their jobs moved around	12/18/2019 3:47 AM
607	I have no contact nor do I know who he is.	12/18/2019 3:46 AM
608	Only money matters now	12/18/2019 3:43 AM
609	More confrontational. They can give direction or answer questions because they don't know.	12/18/2019 3:40 AM
610	Good/bad	12/18/2019 3:39 AM
611	Anxiety, fearful. They are hunting crews to justify their jobs and justify the lack of control over the PSR. No accountability from up top as to why trains are delayed. They just blame the crews. Even though every train I get on is typically 114+ hours late.	12/18/2019 3:23 AM
612	More times than not we have had more disagreements on the size of jobs and the lack of man power.	12/18/2019 3:22 AM
613	They treat you like you are nothing. No appreciation for your efforts	12/18/2019 3:19 AM
614	There are no relationships with management. It is strongly discouraged by the company for them to fraternize with unionized employees	12/18/2019 3:14 AM
615	PSR brought a Proficiency Testing program to my railroad that requires managers and supervisor to test us on safety rules and practices in the field. This would be a great program if it had anything to do with safety but it is, unfortunately, about policy. We are told routinely by management that they have a quota to get a testing fail. So instead of providing coaching, training or leadership, they stand back and evaluate or scrutinize our work habits after the task is completed. There have been times we have asked for direction on a task and we get either a vague response or no response. I used to have respect for management when I started in 2005 because they were visible and present on the jobsite to guide us in safe work practices as well as hitting production goals. This is something we do not have anymore due to their quotas to get proficiency fails.	12/18/2019 3:05 AM
616	PSR? Management should always assume the role of teacher, coach, mentor. Not a tester. Managers should protect the company from the FRA, not by degrading the employees, but by insuring rule compliance through proper training!!!!	12/18/2019 3:01 AM
617	It seems more hostile as they've cut multiple management jobs so there over zealous to take coaching and exceptions to your work to justify there job	12/18/2019 2:57 AM
618	He's about to be laid off so negatively	12/18/2019 2:55 AM
619	Railroads are and have been a hostile work environment.	12/18/2019 2:55 AM
620	Not really affected it	12/18/2019 2:49 AM
621	It has strained all professional relationships	12/18/2019 2:42 AM
622	It has increased stress and anxiety in everyday activities.	12/18/2019 2:41 AM
623	There is no relationship management is a revolving door. New ones every 1 to 2 years	12/18/2019 2:31 AM
624	Hasn't made a difference one way or the other.	12/18/2019 2:20 AM



PSR Survey

625	Its strained	12/18/2019 2:18 AM
626	Not yet	12/18/2019 2:18 AM
627	Bumping heads with Management and Supervisors. They are never happy, they want more and more. We are not appreciated for all the hard work we give our all to help make it work for them but they don't care. They are being pushed we are being pushed.	12/18/2019 2:14 AM
628	Worse now	12/18/2019 2:11 AM
629	Psr has moved all the mangers around now they only bother you when your train is late in a way it's nice they don't hide and watch	12/18/2019 2:11 AM
630	Not me personally, many are much younger & don't say much, but I think they are put under a lot of pressure.	12/18/2019 2:09 AM
631	Dont know	12/18/2019 2:08 AM
632	No. It's still a them against us work environment. I have never worked for a company that I feel hates me as much as CSX does.	12/18/2019 2:07 AM
633	They treat us like a piece of garbage. As if they actually hate us.	12/18/2019 2:05 AM
634	Managers under so much pressure even the good ones turn bad. It definitely been a negative impact!	12/18/2019 2:05 AM
635	They are in the same boat, they get shit on by the ones above them. Just like us. They screw them also	12/18/2019 2:05 AM
636	They come around to make us work faster because of short time!	12/18/2019 2:03 AM
637	Haven't really talked to him about it.	12/18/2019 2:03 AM
638	The only words my supervisor had ever said to me was that I'm furloughed	12/18/2019 2:02 AM
639	No specific changes noted.	12/18/2019 2:00 AM
640	The pushing from above him to do more than we are capable of	12/18/2019 1:57 AM
641	Splendid	12/18/2019 1:55 AM
642	Made worse	12/18/2019 1:53 AM
643	It's made the local manager is running scared for the managers that they have to deal with. They call it the trickle down effect	12/18/2019 1:52 AM
644	Better unless not meeting the extreme goals they expect	12/18/2019 1:52 AM
645	Allways concerned if my job will get cut off	12/18/2019 1:51 AM
646	We have received numerous emails about dwell time, which affects my job requirements none whatsoever, and being told to force customers to order in cars from our yard, which is not my responsibility at all.	12/18/2019 1:50 AM
647	Are managers are pushing us to do more work with less people very on safe	12/18/2019 1:49 AM
648	My relationship with my supervisor has stayed the same. We are both Good Men.	12/18/2019 1:47 AM
649	Its more of a hostile work environment. We as workers have always had our jobs dangled in front of us like carrots on a string. We for years have heard your job depends on safety if you dont don't safe the works going to leave. Now management is honestly adraid for their job no body is safe and its ruined everyone's attitude	12/18/2019 1:40 AM
650	Furloughed	12/18/2019 1:39 AM
651	It has drove a wedge between us	12/18/2019 1:37 AM
652	Tensions	12/18/2019 1:35 AM
653	Your fine if you hit there unreasonable numbers but when you don't you constantly look over your shoulder	12/18/2019 1:33 AM
654	No different. They find a way to manipulate the critical rules to still get that discipline on you.	12/18/2019 1:33 AM

## PSR Survey

Their favorite is 1.13 failure to comply with instructions. They will put any minimum infraction under that rule. We are constantly watched by drones, cameras, etc. just waiting on the smallest slip up.

655	Not much if at all	12/18/2019 1:29 AM
656	Things are more tense	12/18/2019 1:23 AM
657	They seem more stressed, which in turn makes everyone stressed	12/18/2019 1:16 AM
658	He understands what we have to deal with most of the time. But we also need to get jobs completed so it adds more time to our day or more days for a project	12/18/2019 1:14 AM
659	Not really	12/18/2019 1:10 AM
660	At first they were hunting people trying to force as many workers out as they could. Now, nobody cares.	12/18/2019 1:07 AM
661	The managers are so scared for their jobs with the constant cuts, they have stopped listening to the experts performing the work and are constantly making decisions that lead to shoddy or incorrectly performed work.	12/18/2019 1:04 AM
662	Managers have no ethic or care about their employees. Shareholders make the calls on everything and have no idea what's going on	12/18/2019 1:03 AM
663	Luckily our local managers are very good even to the point of getting themselves in trouble to keep it off of us when possible	12/18/2019 12:59 AM
664	Not good	12/18/2019 12:57 AM
665	Less transparency	12/18/2019 12:54 AM
666	There in the same boat I'm fortunate to have a good supervisor but they have to do what there told	12/18/2019 12:50 AM
667	Higher stress environment. Many have left because of stress and are out on disability.	12/18/2019 12:44 AM
668	Depends on the supervisor/manager	12/18/2019 12:44 AM
669	toxic relations between, workers and management.	12/18/2019 12:41 AM
670	Who?	12/18/2019 12:36 AM
671	PSR has brought more managers closer to the employees because now neither party knows if they will have a job in a month or a week not just the employees anymore.	12/18/2019 12:27 AM
672	They are just doing what they're told to do.	12/18/2019 12:20 AM
673	hasn't	12/18/2019 12:14 AM
674	I try to avoid all supervision as much as possible.	12/18/2019 12:13 AM
675	We are viewed as cattle.	12/18/2019 12:13 AM
676	Made it more stressful	12/18/2019 12:13 AM
677	It hasn't. Their buffoonery and incompetence is only magnified by PSR.	12/18/2019 12:11 AM
678	None	12/18/2019 12:10 AM
679	All managers are gone since implementing	12/18/2019 12:07 AM
680	If you hold up a train or stop a train you have a lot of explaining to do and you need to have a meeting with your manager	12/18/2019 12:03 AM
681	Managers rush you out the door. That just slows us down.	12/18/2019 12:03 AM
682	Never see them	12/18/2019 12:00 AM
683	It has caused a barrier between us because when they talk to us it is just about keeping cost down and taking care of stockholders	12/17/2019 11:57 PM
684	They are totally different people	12/17/2019 11:55 PM

PSR Survey

685	Stronger than ever	12/17/2019 11:53 PM
686	no different they see it also	12/17/2019 11:50 PM
687	Of courses. Everyone under tremendous pressure to make the impossible happen	12/17/2019 11:50 PM
688	Don't talk to management unless I need to	12/17/2019 11:50 PM
689	Depends on who he or she sides with	12/17/2019 11:47 PM
690	Added strain that already existed. I try and give the benefit of the doubt as the likelihood they could be laid off as well as me are very real possibilities.	12/17/2019 11:46 PM
691	Adversely affected the relationship.	12/17/2019 11:44 PM
692	It has implemented a climate of hostility fr managers towards craft workers.	12/17/2019 11:43 PM
693	I feel pressure that to continuing to work safely I might be penalized for not producing more.	12/17/2019 11:43 PM
694	They have to listen to the top board members and can not listen to what we have to say about our work.	12/17/2019 11:42 PM
695	Tentions are brewing	12/17/2019 11:40 PM
696	Can't trust none of them.	12/17/2019 11:36 PM
697	Still The same	12/17/2019 11:29 PM
698	Local mgmt hates it too but they are at the mercy of upper mgmt	12/17/2019 11:29 PM
699	It's more tense. Everything you say gets scrutinized. There are 20 questions for the simplest task. Management doesn't manage. All they do all day is call one another asking if so and so is done yet.	12/17/2019 11:26 PM
700	Lol. Yeah that's a joke too. Management is always on their ass cursing at them and supervisors (train masters and road formen) of engineers are on ours. Causing anxiety and poor moral.	12/17/2019 11:21 PM
701	There is no relationship with managers and trade employees, just the rule by intimidation thumb, nothing more, nothing less and that starts at the top with their daily conference calls which orders witch hunts on a daily basis, or managers will be held accountable themselves, who operates like that... The Nazis, that's who...	12/17/2019 11:21 PM
702	Supervisor seem more pressured	12/17/2019 11:16 PM
703	They are just doing what there told. Some of them are buying everything the railroad tells them.	12/17/2019 11:14 PM
704	It makes you feel that they are out to get you fired now	12/17/2019 11:12 PM
705	It hasn't affected me, but it has greatly stressed him to get the work completed with less time.	12/17/2019 11:11 PM
706	Boss/employee relationships are the worst I've ever seen them by far.	12/17/2019 11:08 PM
707	Worsened. Managers are using bulling/ intimidation/ threats of losing jobs. Threats of insubordination.	12/17/2019 11:07 PM
708	More demand to hit numbers with less time, man count, and equipment .	12/17/2019 11:03 PM
709	Destroyed it. They want us to hurry up and disregard safety until something terrible happens	12/17/2019 11:00 PM
710	Hardly see them. When I do they are not there to fire you.	12/17/2019 10:59 PM
711	Unchanged	12/17/2019 10:59 PM
712	Management, even the ones who treated people decent are scared for their jobs as much as agreement personnel.	12/17/2019 10:58 PM
713	I dont see them very much anymore.	12/17/2019 10:58 PM
714	We have no foreman , only manager.	12/17/2019 10:58 PM
715	No trust are respect	12/17/2019 10:57 PM
716	Feel rushed all the time	12/17/2019 10:56 PM

PSR Survey

717	Mangers are ok	12/17/2019 10:54 PM
718	he is always trying to fire me so its tense	12/17/2019 10:52 PM
719	My supervisor and I used to have a pretty good relationship. Now he is more against us than for us. Reprimands us for everything. Constantly telling us to work faster and faster. Has us doing tasks out of out craft. Plays favorites for those who will bow down to his every demand. It's way out of hand.	12/17/2019 10:52 PM
720	Worsened	12/17/2019 10:52 PM
721	Gotten worse they are under stress and are placing us under more pressure and stress which leads to a frayed relationship	12/17/2019 10:51 PM
722	Made it worse. Don't talk anymore.	12/17/2019 10:48 PM
723	Same relationship	12/17/2019 10:46 PM
724	One silver lining is this. Some, but not nearly enough have realised they're just as expendable as us. They've seen the monster for what it is. Others just buy into it, and try to crack the whip to handle anyone who isnt running through their ass.	12/17/2019 10:43 PM
725	None local management are just small fish they have nothing to do just follow their orders	12/17/2019 10:42 PM
726	Negative	12/17/2019 10:36 PM
727	PSR has consistently declined, constant pressure to make origination times by disregarding rules, safety, common sense, etc, has become the standard operating procedure. If not complied with the threat of a fabricated write up ie. delay of train, will be assessed. waycross ga. is a prime example.	12/17/2019 10:30 PM
728	No	12/17/2019 10:30 PM
729	No relationship to be had with management!	12/17/2019 10:28 PM
730	No change.	12/17/2019 10:24 PM
731	It's good until something goes wrong to where the train will be delayed , after 24 years I kind of know what to do to get engines running again , so I do my best but then the TM yells why aren't you moving , I tell time engine issue , well why didn't you call me I have number to call . I tell them I have it under control . TM yells I'm getting my ass chewed because you aren't moving . So when things are fine the TM is calm but once something goes wrong there is a complete different attitude.	12/17/2019 10:22 PM
732	PSR is meant for UNP to provide better returns for investors money, while running the company into the ground. They know they have dedicated employees that will work to get the job done.	12/17/2019 10:21 PM
733	No one wants to see a supervisor anymore because when they do it's usually to deal out discipline.	12/17/2019 10:18 PM
734	There is a huge disconnect. No trust in those relationships	12/17/2019 10:17 PM
735	More strain is out on the relationship because of all the statistical data that is fed into the company. Everything seems to be run by the numbers not what is needed to run a well maintained and safe railroad.	12/17/2019 10:17 PM
736	It has caused heated discussions due the silly things they are wanting done, like shoving a train over 12,000 ft long and 13,000 tons uphill with 3 units to set out just a few cars then picking up more with a conductor having to ride a shove in certain situations.	12/17/2019 10:16 PM
737	Hasn't changed.	12/17/2019 10:14 PM
738	I rarely seen one, most of them have been terminated. When you do see one, they get our concerns however are speak up for us in fear of losing their own jobs. They just instruct us to make silly moves and if you have a better/different idea they threaten you with a failure to comply which is terms for dismissal	12/17/2019 10:12 PM
739	They want to know every of your day. Micro management like never before	12/17/2019 10:05 PM
740	Less time at home	12/17/2019 9:58 PM
741	You don't see them, too busy I guess covering other jobs. We didn't have any foreman's when I	12/17/2019 9:54 PM

## PSR Survey

	got cut off which was about a week ago, something about getting the burn rate up or something like that.	
742	Most managers that are left are never seen, just instructions on the dry erase board.	12/17/2019 9:54 PM
743	Hasnt affected	12/17/2019 9:51 PM
744	Extreme animosity even by railroading standards	12/17/2019 9:46 PM
745	No	12/17/2019 9:45 PM
746	More tense and more animosity	12/17/2019 9:43 PM
747	I don't see them anymore because I'm out of a job	12/17/2019 9:42 PM
748	It really hasn't they are all still two - faced.	12/17/2019 9:40 PM
749	More hostile, less or no cooperation.	12/17/2019 9:40 PM
750	It hasn't	12/17/2019 9:38 PM
751	Not good	12/17/2019 9:38 PM
752	No	12/17/2019 9:33 PM
753	It really hasnt. It has effected the home life more than anything cause we are always working or getting called in cause the man power is down	12/17/2019 9:28 PM
754	I don't trust any management at this point. They say one thing and the next day it is completely different.	12/17/2019 9:26 PM
755	I never see or speak to any management, they're never around.	12/17/2019 9:24 PM
756	Widely depends but at times unrealistic expectations are set and often unachievable	12/17/2019 9:17 PM
757	I don't ever see my manager or supervisor. Psr makes employees feel like they dont matter because everything is about profit	12/17/2019 9:15 PM
758	I don't ever see them to answer that	12/17/2019 9:14 PM
759	Worst then every all they worry about now is getting trains out with the total number of cars on time the hack with safety or anything else	12/17/2019 9:10 PM
760	What superviy? they've got them so thinned out we hardly ever see them	12/17/2019 9:08 PM
761	Well seems as tho we can't do our job anymore without them right there waiting on us to not remember a rule and then it's like a game of tattle tell need to back off and the production will follow	12/17/2019 9:08 PM
762	Seems managers are more stressed trying to meet deadlines	12/17/2019 9:04 PM
763	Moral is way down. Threats from upper management affect day to day focus	12/17/2019 9:03 PM
764	Talking to a supervisor about PSR is useless. The conversation usually ends with, "Just get it done."	12/17/2019 9:01 PM
765	Terribly. Mini dictators	12/17/2019 8:59 PM
766	A neg.	12/17/2019 8:59 PM
767	\$5 is \$5 dollar	12/17/2019 8:58 PM
768	I do not have a relationship with the manager as there is none to be found. The ones we do have left have to manage more people and more projects. It appears management morale is low.	12/17/2019 8:58 PM
769	Managers/supervisors feel like the enemy. I'm constantly watching over my back to see who's watching me. They encourage you to break rules when it benefits them and charge you when you get used to breaking rules they encourage you to break.	12/17/2019 8:52 PM
770	more stressful, more of a dictatorship than a leader.	12/17/2019 8:48 PM
771	Improved,	12/17/2019 8:48 PM

PSR Survey

772	More tense there all the time on to us about overtime and spending money on things we need to do our job.	12/17/2019 8:47 PM
773	Work in fear of constant discipline. Or loss of income	12/17/2019 8:46 PM
774	Management is willing to bend the rules to meet new demands.	12/17/2019 8:46 PM
775	What relationship? They're so scared of getting fired, they're putting pressure on you to cut corners, and get it done no matter what. Then they look for reasons to blame you if things don't work out. They are afraid to tell their bosses that their new goals are not possible or plausible because of safety for fear of being fired.	12/17/2019 8:45 PM
776	Fortunately our managers at the local level see thru this and placate both the company and the workers and we are just going thru the motions	12/17/2019 8:45 PM
777	PSR has affected so many of our attitudes and regard for the company. We all have worked for a company that actually valued us as employees in the past, now this is no longer the case. Person to person I can get along with most anyone, the people who have decided to implement this PSR on us I can't agree with them at all.	12/17/2019 8:45 PM
778	Negatively.	12/17/2019 8:43 PM
779	There is none. The supervision is getting younger and less experienced with what goes on daily.	12/17/2019 8:42 PM
780	I can't trust them anymore. They know less about the rules as they get changed a cpl times a week usually.	12/17/2019 8:41 PM
781	About the same. Manager knows psr is a joke as we do. He just can't question it like we can openly	12/17/2019 8:39 PM
782	Never see him but all the managers are told to fire As many people as possible	12/17/2019 8:39 PM
783	It's worse. You are no longer a human you're a number.	12/17/2019 8:38 PM
784	Do really think it had to much yet ?.	12/17/2019 8:37 PM
785	Nothing gets bad order. Not able to do your job probably. Putting the public in danger.	12/17/2019 8:30 PM
786	What management? They have cut that workforce as well, since psr I've had 3 managers. I have met him once, and only talk to him on the phone. But again management seems concerned/ distracted about there jobs as well. A lot less interaction with them than before.	12/17/2019 8:29 PM
787	Not at all	12/17/2019 8:27 PM
788	There is no relationship for discussion on how something should be done it's their way and hurry up and do it even if it is wrong and you know it. Because you have been doing it for 30 years. And they have 2 years of working on the railroad	12/17/2019 8:24 PM
789	Don't have one anymore cause they micro manage so much you don't want to work for them anymore	12/17/2019 8:18 PM
790	Supervisors are under alot of pressure and are much more likely to dismiss you.	12/17/2019 8:16 PM
791	Supervisors /managers are a revolving door since PSR was implemented. They manage with a iron fist. Only concerned about the numbers.	12/17/2019 8:16 PM
792	Stressful	12/17/2019 8:12 PM
793	Supervisor, no change. Manager, it's horrible.	12/17/2019 8:12 PM
794	Negatively. Too much stress is upon the supervisor.	12/17/2019 8:10 PM
795	It goes above my direct supervisor I don't blame any of the lower level management in my case they do what they can but they have to protect their job like myself. I was proud at one time to be employed by the railroad but now it is just a job , the pride is gone and uncertainty has taken its place.	12/17/2019 8:07 PM
796	They can see it's a joke just like we can	12/17/2019 8:04 PM
797	Hasn't really changed.	12/17/2019 8:04 PM



PSR Survey

798	Hasnt	12/17/2019 8:03 PM
799	It has strained my relationship and made working safely harder.	12/17/2019 8:00 PM
800	It makes things difficult, especially when your manager is pressuring you to do something in accordance with PSR and it conflicts with safety, union duties and other things	12/17/2019 7:59 PM
801	They're cramming the work down your throat meanwhile they're busy chasing my conductors with drones trying to catch them breaking rules that they change with updates every couple of days	12/17/2019 7:58 PM
802	Everyone is afraid to lose their job. Nothing is able to stop them really feel helpless. So the management is just trying to not get fired even if it means you getting fired.	12/17/2019 7:55 PM
803	Went from bad to worse.	12/17/2019 7:52 PM
804	Yes	12/17/2019 7:51 PM
805	Makes me hate coming to work. Every little thing that happens, people are gripping and asking questions and wanting to know why it happened and why we didn't find the problem before it happened. It makes coming to work dreadful.	12/17/2019 7:50 PM
806	My relationship has stayed the same. We continue to communicate effectively with each other	12/17/2019 7:49 PM
807	Same	12/17/2019 7:44 PM
808	I always try to make good with my supervisor I try to appease his deadline and be safe and look out for each other in the process but I see the most important thing how it breaks us all down how it effects my supervisors and my fellow co-workers including myself how upper management or corporate management seem to not care anymore about the people below them ...like upper management is more worried about they're pockets and the pressure from maybe the top leaders that's a forget about who truly keeps them running keeps things going and how shorthanded we are how underpaid we are and that's more along the lines of the amount of abuse stress and time we take away from our bodies friends and families... PSR is an acronym that really stands for " Problems Suffocating Railroads "	12/17/2019 7:41 PM
809	They don't keep us informed as to how to keep our jobs until it's to late to try and make a difference.	12/17/2019 7:37 PM
810	Tense, stressful, strained and generally degraded. The sole focus is on work performance and nothing more is important, safety is a buzzword and tossed around but shop performance is paramount.	12/17/2019 7:36 PM
811	Psr doesn't affect anything my relationship with supervisors is fine till they start trying to get rid of everyone with stupid rule changes every day so its hard to keep up with. And the inward facing cameras recording every move you make does not create a good work environment.	12/17/2019 7:35 PM
812	Management has been cut as well, less contact and even harder to contact when questions/ concerns arise.	12/17/2019 7:33 PM
813	THERE IS NO RELATIONSHIP!!	12/17/2019 7:29 PM
814	It's strained previously amicable relationships.	12/17/2019 7:26 PM
815	It hasnt	12/17/2019 7:22 PM
816	Yes if you try to do your job correct the managers start harassing you	12/17/2019 7:21 PM
817	Not really	12/17/2019 7:15 PM
818	If one can be found, he is more concerned with psr than your safety. Forced by upper management to get rule failures on employees. Reduced work force and company tries to run those employees off.	12/17/2019 7:15 PM
819	Local lower level management relationships have remain the same. While upper management runs and hides from looking personnel in the face. Lower management feels like we do. They are just waiting for their jobs to be cut.	12/17/2019 7:14 PM
820	It hasn't. They are told what to enforce on us. It's not their fault	12/17/2019 7:10 PM
821	Hasn't changed	12/17/2019 7:10 PM

PSR Survey

822	Stressed	12/17/2019 7:09 PM
823	I rarely see a manager on duty.	12/17/2019 7:01 PM
824	What management? Cut the managers and no testing or contact.	12/17/2019 7:00 PM
825	No change	12/17/2019 6:59 PM
826	There is no relationship. Its get the work done in 7 hours. I don't care how it had to get done but get it done in 7 hours or we will we fire you. The managers aren't the ones at fault. It's all the Managers at the top making this happening. The local managers are just following orders. It's the CEO and CFO and all the other big wigs. We have to ask our self's when money is more important than human life. According to the class 1 railroads it's all the time.	12/17/2019 6:54 PM
827	The working relationships with Supervision and Carrier Management are so far deteriorated, I do not believe they are salvageable due to the Carrier dividing the workforce on a daily basis for Corporate Greed, to include the Management scared to speak against the PSR initiative due to fear of being fired	12/17/2019 6:52 PM
828	Badly	12/17/2019 6:52 PM
829	Made it much more standoffish and confrontational.	12/17/2019 6:50 PM
830	Less managers now their to busy to even get in contsct with	12/17/2019 6:50 PM
831	I maintain an excellent relationship with management. However, the workload/time constraints place on contract employees are multiplied many times for management. Naturally, this results in less quality/face time spent with supervision and the end result has a negative impact, in general, for all involved.	12/17/2019 6:49 PM
832	I'm nothing but a number to management. Most times it feels like they would rather be rid of the employees.	12/17/2019 6:49 PM
833	Bad seems like them dont care anymore just doing what paper pushers say to do.	12/17/2019 6:48 PM
834	I can definitely tell the stress that is on my supervisor and manager now! We do not see the supervisor on jobs like we used to or a manager because they are stretched	12/17/2019 6:46 PM
835	No longer trust the process. It changes too often and without collaboration.	12/17/2019 6:46 PM
836	Not really any	12/17/2019 6:41 PM
837	They're scared for their jobs so the will do whatever they can to keep their jobs.It has got worse .They don't care about moral and just worry about getting there trains out on time with less crews.	12/17/2019 6:40 PM
838	PSR has made everything to do with the railroad worse.	12/17/2019 6:38 PM
839	I was a supervisor . You can never please the management.	12/17/2019 6:38 PM
840	Worse	12/17/2019 6:36 PM
841	I have less supervisors so I now have more responsibilities, train settings my own trains, calling around to get instructions on work for my pick up and set outs ect.	12/17/2019 6:34 PM
842	None	12/17/2019 6:32 PM
843	It has created tension, where there were absolutely none before this started	12/17/2019 6:29 PM
844	Just another thing that can be used to write me up	12/17/2019 6:26 PM
845	It has turned our work environment into a very hostile workplace. Management rules us with threats and intimidation.	12/17/2019 6:23 PM
846	Caused lots of tension	12/17/2019 6:20 PM
847	The managers in my area don't like the psr at all! Forcing them to do things like laying off employees which in turn effects there family's!	12/17/2019 6:18 PM
848	Managers are more stressed and are more likely to charge an employee	12/17/2019 6:17 PM
849	Well once u find a manager that sticks around longer than 6 months then said boss seems to want to help but Eventually his boss find out and make us work even harder	12/17/2019 6:14 PM

PSR Survey

850	It has gotten away from the time you could management to give you some heads up and now it's just get the trains out and any cost!	12/17/2019 6:13 PM
851	You can't ever talk to one cause they fired them all.	12/17/2019 6:12 PM
852	What managers??? Very seldom visible.	12/17/2019 6:12 PM
853	NA	12/17/2019 6:11 PM
854	Union Pacific has horrendous Manager/workforce relations. They have never had good relations, in my 8 years here.	12/17/2019 6:10 PM
855	Well I'm furloughed so I don't even talk to managers anymore most of them don't answer their phone for us furloughed men/woman	12/17/2019 6:08 PM
856	Well since safety isnt a top priority any more relationships have been better with management	12/17/2019 6:03 PM
857	Constantly on us to take up the extra work, doing work of carmen etc	12/17/2019 6:03 PM
858	My manager and I get along great, PSR puts us in enormous stress to keep illegal actions from happening on the daily basis.	12/17/2019 6:02 PM
859	They hate us and try to always make sure to tell you what you did wrong down to the smallest thing they can find.	12/17/2019 6:00 PM
860	My manager is like an absent parent. You never see him but he always has emails giving vague information.	12/17/2019 5:59 PM
861	All the care about is getting the trains out of the yard.	12/17/2019 5:56 PM
862	Being new I cannot compare what it was like prior to PSR. Although I do see constant pressure on the supervisors that makes for a unsafe and unnecessary pressure on crew members below them.	12/17/2019 5:55 PM
863	It's fine	12/17/2019 5:53 PM
864	Supervisors seem to be much more punitive since PSR. The company is manipulating and creating a potential manpower "shortage" to force federal government to allow crew reduction	12/17/2019 5:53 PM
865	Hardly ever see always text	12/17/2019 5:51 PM
866	Very complicated. Hard to communicate.	12/17/2019 5:49 PM
867	Very negatively	12/17/2019 5:49 PM
868	Management has been cut to the bare bones, so management interaction has been scarce.	12/17/2019 5:48 PM
869	Very negatively! We receive constant grief over time spent per car or finding to many FRA defects . Even if you have many repairs to make , this is no excuse for taking more time. Doing you job well will surely get you in trouble with. Management. Quality is frowned upon because it slows the movement of freight.	12/17/2019 5:48 PM
870	The one bright spot they've fired most of them.	12/17/2019 5:48 PM
871	Strained it	12/17/2019 5:46 PM
872	N/a	12/17/2019 5:45 PM
873	Worsened it. No trust in management. They will fire anyone for minor infractions, even if employee has no record. Direct supervision can't handle anything and won't back the employees.	12/17/2019 5:43 PM
874	I think it made the managers leave us alone and let us do our job without someone always over our shoulders, but it's effected it. Managers lie. Managers are graded based on how many failures they get. It's not how a company should operate.	12/17/2019 5:43 PM
875	Negatively more so because they to are stressed and have more work and responsibilities than ever before	12/17/2019 5:42 PM
876	Made it worse, can't trust management. It's a war "us vs them" mentality that affects morale and relationships.	12/17/2019 5:42 PM

## PSR Survey

877	I don't feel it h has made a difference. I feel they are in the same boat as us everyone not sitting in a high rise office in Omaha is affected by this in a negative way	12/17/2019 5:42 PM
878	Do see them much they're spread thinner than ever	12/17/2019 5:37 PM
879	Our management team has become extremely hostile. They refuse to answer their phones or hold meaningful conversation with safety issues. They refuse to take our grievances seriously and their only concern is moving freight as fast as they can, damn the consequences.	12/17/2019 5:32 PM
880	It has change that relationship	12/17/2019 5:30 PM
881	PSR has not had any affect on my relationship with my Supervisor.	12/17/2019 5:30 PM
882	It's not a good relationship, they are laying everybody off and want everything done faster so it takes less crews and no relief	12/17/2019 5:29 PM
883	They hate transportation crews more now then ever	12/17/2019 5:27 PM
884	There's no leadership to begin with. If there was a relationship before I would say now it's even worse.	12/17/2019 5:26 PM
885	The worker is scum! Just a number. You can't tell him nothing in fear of retaliation or being fired. He's just a machine there to push you to your breaking point. Constantly holding a rule book over your head trying to fire you to lower the workforce numbers. To make the shareholders happy.	12/17/2019 5:25 PM
886	They overlook rules and procedures to make locomotives to keep their bosses happy.	12/17/2019 5:21 PM
887	Management under this plan are merely puppets who are expected to expedite the desires of their superiors. Many of the middle and upper managers seem to have little to no experience and are placed in their jobs to be "yes men". Relationships with managers on a local level has changed little to the point that the employees know that they trying to hang on to a job like the rest and hoping that somehow this experiment will end and that railroading will become a customer service based industry and not a stock shares game.	12/17/2019 5:21 PM
888	More stress, less communication, just get it done	12/17/2019 5:16 PM
889	I am a 24yr employee and have never seen such anger and aggression between the employees and company	12/17/2019 5:14 PM
890	Stressful Theres to much on management	12/17/2019 5:14 PM
891	No effect	12/17/2019 5:13 PM
892	Animosity. They are robots. No more hiding in the weeds and busting us for safety glasses, just where they can make cuts to keep their jobs. We now have 7 yard jobs and 8 trainmasters.	12/17/2019 5:11 PM
893	Never see manager	12/17/2019 5:10 PM
894	Poorly. Though it is their job it to make sure the work is done, and it wasn't personally their decision to work short handed, it still causes friction when forced to do the work of two men.	12/17/2019 5:07 PM
895	They expect the same numbers with less	12/17/2019 5:06 PM
896	What manager we never see anyone. They all hide so they dont have to listen to us.	12/17/2019 5:04 PM
897	Keeping trains running without delays is the most important priority for them.	12/17/2019 5:02 PM
898	None	12/17/2019 5:01 PM
899	Our boss is a idiot no railroad experience just let's cars go	12/17/2019 4:59 PM
900	First line supervisors are pretty much on the same page as crew base for the most part. It's upper management that has never worked in the craft that has higher expectations than reality.	12/17/2019 4:59 PM
901	They aren't around	12/17/2019 4:58 PM
902	Its like a war u just dont want to see them	12/17/2019 4:56 PM
903	There is none	12/17/2019 4:55 PM
904	what relationship?	12/17/2019 4:54 PM

PSR Survey

905	Much anxiety and stress	12/17/2019 4:54 PM
906	They charge everyone to edge of termination so you can't report any violations or safety concerns.	12/17/2019 4:53 PM
907	badley because they have hired managers that dont have a clue what craft people do or there jobs	12/17/2019 4:53 PM
908	They micro manage every single thing and stick their noses into every single thing. What used to run like a well oiled machine, is now 24 hour a day chaos. Partly due to them, but mostly due to idiotic operationa changes.	12/17/2019 4:52 PM
909	Almost never see them unless there's trouble	12/17/2019 4:49 PM
910	It has damaged my relationship with my managers.	12/17/2019 4:48 PM
911	Worsened	12/17/2019 4:47 PM
912	I do not trust they have my safety in their best interest.	12/17/2019 4:46 PM
913	It's miserable. Denies the most rightful claims and just says "they" when he feels bad. Man up if you can't handle the job. 2 faced and it's embarrassing. We can't trust any of them.	12/17/2019 4:43 PM
914	Not really affected that aspect.	12/17/2019 4:43 PM
915	It has actually improved my relationship with my manager. It used to be that management was 'against us' so to speak. Now they have been affected by PSR as well and they are just as affected as transportation employees. They understand our concerns and worries and are on our side. My local manager has gone as far as to keep backups of all reports and issues he sends to his superiors because the reports keep coming up missing for some reason when there are safety issues or operating issues.	12/17/2019 4:43 PM
916	I never see my supervisors now. They are never around.	12/17/2019 4:39 PM
917	Work faster with less people	12/17/2019 4:39 PM
918	They have made it clear that we are on one side and they are on the other. Not that I'm looking for friends but a nice civil workplace would be nice. We also are forced to start jobs and not finish because they have a schedule that they feel must be followed to a T. There are also far less railroaders as supervisors. What they bring in to manage are people with engineering degrees that know nothing about what it takes to maintain track or manage a workforce. They also are more like puppets being controlled from the office and encourage to find the employees doing wrong and disciplining them.	12/17/2019 4:39 PM
919	Never met him	12/17/2019 4:36 PM
920	Who is my manager????? The amount of changes has left us not knowing who we belong to....	12/17/2019 4:36 PM
921	Terminated, when they laid me off	12/17/2019 4:36 PM
922	Very high pressured environment to meet quotas for management and employees .. Do what ever at what ever cost to meet quotas with lees time, less personnel, less supervision	12/17/2019 4:35 PM
923	Yes more stress and tension between the workers and management	12/17/2019 4:35 PM
924	Negatively. Tensions are higher, every interaction with a supervisor while on duty just means we're getting more work rolled onto us that a few years ago another crew would be called to do.	12/17/2019 4:34 PM
925	We still get the work done	12/17/2019 4:33 PM
926	It has distant the relationship between managers and craft	12/17/2019 4:30 PM
927	Tasks not getting done on time	12/17/2019 4:29 PM
928	No	12/17/2019 4:29 PM
929	We are rushed to make quotoa and take shortcuts	12/17/2019 4:26 PM
930	NS doesn't have relationships with the T&E employees. Not much. 98% cannot use my first name or my last name.	12/17/2019 4:26 PM
931	Managers are more "what can we do to get these trains out of the terminal faster?" We are	12/17/2019 4:24 PM

## PSR Survey

being held to cut corners of safety to save a few minutes. We are not allowed to spend any time looking over our locomotives in The particular yard I work in before our shift. We are required to sign the daily cards and be moving in 20 minutes. I understand we have to move freight to make money, but we need to get back to the basics of doing it safely. Shorter trains would help SO much by keeping things moving throughout the line and if something does happen crossings aren't being blocked, and things can get moving faster by not having a 15,000 foot train to walk and inspect. Management is much more breathing down your back, cut corners, do anything possible to get trains out as soon as possible. Contract and agreement violations with no compensation. So the answer in short is the the relationships with management and supervisors is worse than it used to be. Much worse.

932	Strained to say the least. Everyone scared for thier job	12/17/2019 4:24 PM
933	What supervisors they all got furloughed	12/17/2019 4:24 PM
934	I think it has gotten worse, because they are testing every day, and slowing down the process by telling us what we did wrong or right. In a month we will have went from like 7 managers to 3 and a lot of critical rules will be unnoticed because of lack of supervision.	12/17/2019 4:23 PM
935	The train masters seem very stressed and worried about getting in trouble with their superiors when things dont go right. (Its a new system there are going to be kinks to work out) That stress and worry is projected toward us leading to a stressful work environment. However that being said the company seems to be more concerned with the cost cutting side of psr than the safety. The newest rule being if crews aren't off duty in under 11 hours it will result in an automatic pulling of the engine tapes for scrutiny. Any nonmovement for a period of 20 minutes or more must have an explanation. This type of micromanaging to try to cut corners is definitely leading to a hostile work environment.	12/17/2019 4:22 PM
936	They are nothing more than puppets trying to protect their bonuses at all cost. Lie, cheat, steal, commit fraud....just try to blame someone else for their lack of knowledge and ability	12/17/2019 4:22 PM
937	Moral is low. Managers are less worried about our safety and more worried about moving freight. This means putting train Marshalling and safety aside	12/17/2019 4:22 PM
938	It has completely destroyed it, men that were honest have become liars.	12/17/2019 4:20 PM
939	It affected it by manager and supervisor rushing u out, making our job briefing not the same, and sometimes messing out focus up.	12/17/2019 4:19 PM
940	All but destroyed it. I give all to my work and family. The RR lifestyle is not conducive to a good family life, but that was understood, because we knew we'd be taken care of and appreciated for doing it. Now, the carriers show their true colors. We're literally nothing more than an expense to them. They hire then furlough without regard to collect tax incentives and the management does everything they can to sabotage the crews and trains to meet their made up phony metrics.	12/17/2019 4:19 PM
941	Stressed	12/17/2019 4:19 PM
942	Pass	12/17/2019 4:18 PM
943	PSR hasn't really affected our supervisor yet but in time I'm sure it will.	12/17/2019 4:17 PM
944	Not much affected there	12/17/2019 4:14 PM
945	Their need for numbers has far out weighted our need for safety. If we go by the rules, they try and make up rule violations. If we don't go by the rules in order to please them, and something happens, it's all in use. Darned either way. Really puts a big rift between agreement and non-agreement.	12/17/2019 4:09 PM
946	Management/supervisors wanted every car to leave the yard, no matter what the defect was.	12/17/2019 4:08 PM
947	The workplace seems more stressful. Not knowing if you stand up for your rights and own safety if you will have a job the next day.	12/17/2019 4:08 PM
948	Well where I work that think that they are above the rules and can do whatever they want. They force crew to violate rules and consist at will	12/17/2019 4:05 PM
949	What relationship. It's a one way street they dont listen to suggestions	12/17/2019 4:04 PM
950	It's the poorest it's been in my 24 yrs, it's there way or no way, they don't even know how to	12/17/2019 4:03 PM



## PSR Survey

	railroad anymore	
951	Badly	12/17/2019 4:03 PM
952	There is no relationship.. what they say goes. Common sense is out the window.	12/17/2019 4:02 PM
953	Management is predatory in nature, managers are vultures.	12/17/2019 4:02 PM
954	Our relationship is in a neutral spot. Neither positive or negative.	12/17/2019 3:56 PM
955	Everyone is at everyone's throat from the top down. Someone is always to blame and it usually lands squarely on the shoulders of train and engine employees. I cannot even get a vacation or personal day which I earned and am due because they have laid so many off we have no one to cover layoffs.	12/17/2019 3:54 PM
956	Basically said do your job and don't worry about what tomorrow brings.	12/17/2019 3:54 PM
957	No effect	12/17/2019 3:53 PM
958	it's made the managers use our jobs against us like do as I say or there are hundreds of people furloughed who will break these rules because they are happy to have a job again	12/17/2019 3:53 PM
959	Yes	12/17/2019 3:53 PM
960	They are terrible now. They are under so much pressure from their bosses that they are writing us up for things that we cant control, and things that weren't discipline offences before.	12/17/2019 3:52 PM
961	That's one thing that has not changed , poorly trained managers result in poor relationships between supervisors and employees .	12/17/2019 3:51 PM
962	A complete adversarial relationship	12/17/2019 3:50 PM
963	They treat us like shit	12/17/2019 3:49 PM
964	Harmed it badly...it is the highway no matter what if you miss one thing....	12/17/2019 3:48 PM
965	I avoid my supervisors like a plague. They are being pressured from upper management and when you do approach them they are rude and will not listen to my concerns.	12/17/2019 3:48 PM
966	Locally most are still good. Higher up, we are only a number and don't care. Just as long as the paperwork looks good.	12/17/2019 3:46 PM
967	He can get any information from the management on the schedule. Some time we don't no where we are going to work the next day till the day before	12/17/2019 3:45 PM
968	Worst because workers do not communicate with managers	12/17/2019 3:45 PM
969	There are no good working relationships anymore.....its an us against them attitude	12/17/2019 3:42 PM
970	Freed me from them. At home now	12/17/2019 3:39 PM
971	Adversarial conditions	12/17/2019 3:39 PM
972	The management is also stressed from the pressure from their supervision and the cooperation.	12/17/2019 3:36 PM
973	They stay in a threatening manner	12/17/2019 3:35 PM
974	You can never had a relationship with management because they are changing so often.	12/17/2019 3:35 PM
975	Added more stress	12/17/2019 3:35 PM
976	Psr hasnt rules have	12/17/2019 3:34 PM
977	Actually have improved a little, low level managers (Trainmasters) are getting their brains beat in by their managers as much as we are now, so we do have some common ground now.	12/17/2019 3:32 PM
978	No change.	12/17/2019 3:32 PM
979	It has created a stressful work environment to where we dread seeing supervisors on the work site	12/17/2019 3:31 PM
980	Absolutely no trust now	12/17/2019 3:31 PM



PSR Survey

981	It's makes it harder to meet production which results in more upset feelings when demands not met and the supervisor can't even complete his tasks	12/17/2019 3:29 PM
982	Personally I get along great with my bosses, but I do see everybody getting short tempered with each other.	12/17/2019 3:28 PM
983	My manager LIED straight to my face. Told me furloughs were not going to hit our department. I went ahead and moved into a bigger house and guess what? Less than 24 hours in they furloughed me.	12/17/2019 3:27 PM
984	Managers are all new less than 3 years at my location besides a few who have been around a long time. Hard to even know who they are anymore	12/17/2019 3:26 PM
985	No difference	12/17/2019 3:25 PM
986	Locally we have amazing supervision. It seems that the tone from the train master down is just try and survive this because it will pass. The local supervisors have pretty much zero say in how thing's are done anymore	12/17/2019 3:25 PM
987	They are less concerned about the employees and more concerned about timing and productivity. They are scared of getting punished by their upper managers.	12/17/2019 3:23 PM
988	It has suffered	12/17/2019 3:22 PM
989	Don't see any of them.	12/17/2019 3:22 PM
990	So far it has been fine.	12/17/2019 3:21 PM
991	Well, my company keeps changing managers frequently, so it seems as though there isn't room for a relationship.	12/17/2019 3:21 PM
992	Managers are extremely more stressed about their positions are being required to micromanage every trains work events.	12/17/2019 3:21 PM
993	Has not	12/17/2019 3:21 PM
994	A lot worse, we as train crews are guilty til proven innocent. Technology seems to be the decision making process now. Engineers are not allowed to make decisions based on experience, common sense, and route district specific geographical train handling	12/17/2019 3:20 PM
995	It has affected because they are feeling the affects of psr as transportation employees are.	12/17/2019 3:19 PM
996	Ruined it	12/17/2019 3:18 PM
997	It has put more of a strain on our abilities to communicate about crew rest, train delays, crew changes. The mngmnt mostly comes out to blame the crews for not getting the train to next location in a timely manner. The dispatchers are constantly short tempered with sharp snippy answer ,if one is given.	12/17/2019 3:18 PM
998	Personal level stuff is gone, pride in working for the company now that really treats you like a number now is gone, strictly business now and just the facts. Moral is down and effecting people's work attitudes.	12/17/2019 3:18 PM
999	N/A	12/17/2019 3:17 PM
1000	Have no relationship with management if I can help it.	12/17/2019 3:17 PM
1001	If and when I see them which is not often they appear to not care but will go out their way to try and catch you breaking the rules.	12/17/2019 3:17 PM
1002	More pressure to do more with less in shorter time frames. Managers don't care, just get it done any way possible.	12/17/2019 3:16 PM
1003	It has seemingly created a hostile environment, that seems to be full of harassment, and lots of intimidation. The intimidation seems to have increased to a disgusting level.	12/17/2019 3:16 PM
1004	They are more strict and treat us more like an animal	12/17/2019 3:11 PM
1005	Before they just treated you like your input isn't important. Now that the company also isn't interested in the knowledge the supervisors learned over years of working, either. So now we have something in common.	12/17/2019 3:11 PM

## PSR Survey

1006	We both hate it. It's made both our jobs harder and given us less time to do more work.	12/17/2019 3:10 PM
1007	It has not affected any relationship yet	12/17/2019 3:09 PM
1008	No contact with Mgmt whatsoever	12/17/2019 3:08 PM
1009	Don't like them	12/17/2019 3:06 PM
1010	They are so busy running crews around because they cut all the cabs, that you don't see them anymore.	12/17/2019 3:05 PM
1011	Negativity	12/17/2019 3:03 PM
1012	It has made my relationship with the manager/supervisor almost obsolete due to months of unemployment.	12/17/2019 3:02 PM
1013	Well they want the same production or more with less time	12/17/2019 3:02 PM
1014	Not much, work for several managers during the year, they stopped caring, we never see them, and safety meetings are all but gone.	12/17/2019 3:02 PM
1015	Constant harassment and being followed. There is absolutely no respect for a single supervisor in my area. Being a ground employee, we are treated terribly and quality of life has plummeted.	12/17/2019 3:02 PM
1016	A lot more stress.	12/17/2019 3:01 PM
1017	Supervisors are stressed more than ever so I avoid them all together. I don't want to be targeted because there having a bad day.	12/17/2019 3:01 PM
1018	PSR puts additional pressure on us and puts us in positions/assignments where some of us are not comfortable/safe in doing so.	12/17/2019 2:59 PM
1019	Hasn't	12/17/2019 2:58 PM
1020	The working supervisors are as disgruntled as the employees !	12/17/2019 2:57 PM
1021	Rarely see a supervisor/trainmaster unless it's to rush you thru your work ,,ask for a favor ( non compensated work to be performed or after something has went bad and he/she's there to compile the evidence to prove its not the companies fault..	12/17/2019 2:56 PM
1022	You rarely see one.	12/17/2019 2:53 PM
1023	My direct manager, none. I hate everyone above him now because they enforce this shrewd work ethic that only benefits the shareholders.	12/17/2019 2:52 PM
1024	It has debased morale and put distance between supervisors and employees. The supervisors are also governed by fear of repercussions and follow or made to follow implemented ideas even if they affect the work environment differently. Instead of leading employees, they become puppets expecting employees to be their puppets. Removing free thinking that helps promote efficiency and productivity.	12/17/2019 2:52 PM
1025	Worse because they all are rushing us a lot more than before psr was put into place	12/17/2019 2:51 PM
1026	Caused tension	12/17/2019 2:50 PM
1027	Timed breaks, can't use restroom if not on break, constantly watching you work.	12/17/2019 2:48 PM
1028	I've been furloughed...	12/17/2019 2:48 PM
1029	Non-existent	12/17/2019 2:48 PM
1030	I avoid him as much as possible. He is also under the max stress level	12/17/2019 2:47 PM
1031	Yes they are more impatient which leads to more stress that can cause mental slip ups.	12/17/2019 2:46 PM
1032	I don't even know who my manager is have never met or spoke to him	12/17/2019 2:45 PM
1033	Stressed on occasion because the workforce is too small for the work load.	12/17/2019 2:43 PM
1034	Seems like a lot more tension with everyone and seems like everything is a secret	12/17/2019 2:43 PM
1035	They just want you to work for free now so hard to talk to some of them	12/17/2019 2:43 PM
1036	No difference	12/17/2019 2:42 PM

PSR Survey

1037	We have a manager who is good at making business decisions but a lack of knowledge in maintenance processes has forced me to work in more unsafe conditions.	12/17/2019 2:42 PM
1038	Strained. Everyone is stretched to the breaking point and Tempers flare	12/17/2019 2:41 PM
1039	I don't have one. I go to work and go home. I try not to talk to any managers they're always stressed out and on edge due to car scheduling.	12/17/2019 2:36 PM
1040	Unchanged	12/17/2019 2:34 PM
1041	made it a non-existent one. theres no use in asking for time off to rest or relax. they wont let you miss work for anything.	12/17/2019 2:33 PM
1042	They are only concerned about the stockholders , not rational about anything anymore	12/17/2019 2:31 PM
1043	Worse	12/17/2019 2:31 PM
1044	No change really	12/17/2019 2:31 PM
1045	They are more lax now then they have been in years past and are willing to look the other way as long as it brings them more efficient.	12/17/2019 2:29 PM
1046	It has made it worse due to the bosses being more stressed out with the PSR bullcrap!!	12/17/2019 2:29 PM
1047	Nope	12/17/2019 2:29 PM
1048	Most of them got let go, so I dont know.	12/17/2019 2:29 PM
1049	Tension from both sides.	12/17/2019 2:27 PM
1050	Makes everyone's job impossible	12/17/2019 2:26 PM
1051	Push you go to train before you are ready	12/17/2019 2:25 PM
1052	On day to day not bad they are under as much stress as we are. But when it comes to investigations they find anything we did guilty there is no wiggle room	12/17/2019 2:25 PM
1053	I think my manager hates psr as much as employees do	12/17/2019 2:25 PM
1054	It went from a pretty good working relationship to a bad working relationship	12/17/2019 2:24 PM
1055	They are just as worried about their jobs now, so they aren't to concerned about your issues. Just move the trains and don't talk back and all will be fine	12/17/2019 2:23 PM
1056	This is non applicable to me	12/17/2019 2:22 PM
1057	destroyed!!!!!!	12/17/2019 2:21 PM
1058	Very strained and they just don't care about anything but that train departing before the time it's supposed to. Even if it is just to knock down the signal in the yard. It makes it look like we are delaying the trains when we leave 5 hours after we knock down the signal because there is a problem with our train or the dispatcher doesnt have a clear route for us.	12/17/2019 2:21 PM
1059	They always sucked now more so	12/17/2019 2:19 PM
1060	My manager seems overly stressed, and has become less focused on doing the complete job and more focused on simply doing the logged task as quickly as possible	12/17/2019 2:13 PM
1061	No change.	12/17/2019 2:13 PM
1062	They got rid of em all. 1 man covering a whole state	12/17/2019 2:13 PM
1063	More stress	12/17/2019 2:11 PM
1064	Not applicable	12/17/2019 2:11 PM
1065	I do not have a relationship with my supervisors because there is no trust on my end. I do my job to the best of my ability and only have contact with supervision only when necessary. I have become much more withdrawn.	12/17/2019 2:11 PM
1066	Afraid of getting written up. I use to get along with most supervisors, but I am sure they are under more pressure with this PSR being forced on us.	12/17/2019 2:10 PM

PSR Survey

1067	makes us hate them	12/17/2019 2:08 PM
1068	None. There under pressure too	12/17/2019 2:06 PM
1069	Never had a good relationship with management before but now we are more on the same page because at the same time management agrees this is bad and a dangerous railroad to work for now	12/17/2019 2:05 PM
1070	They're more stressed and it trickles down.	12/17/2019 2:04 PM
1071	Made me an obsolete part of the relationship.	12/17/2019 2:02 PM
1072	Made things worse!	12/17/2019 2:01 PM
1073	PsR puts a strain on having a good working relationship with management.	12/17/2019 2:01 PM
1074	Management looks at us like we are parasites. I cant get time off approved. They talk to me like I'm a moron. All I am is a number that gets in their way.	12/17/2019 2:00 PM
1075	Yes they will throw your ass under the bus to save there own sorry ass. The Canadian bunch that has come to town thinks the rules don't apply (fra or company) to them yet hang you on the smallest thing.	12/17/2019 1:59 PM
1076	They are constantly looking over my shoulder or from above with drones. They are pressured to fire us as much as they are to keep things moving. That makes it unsafe for us.	12/17/2019 1:57 PM
1077	Always a push to get as much done as possible with less resources. Constantly pushing the safety boundary.	12/17/2019 1:57 PM
1078	Still a good relationship, but a lot more stressed out	12/17/2019 1:54 PM
1079	There is no longer a relationship between managers & workers. Managers are almost made to be hostile towards us.	12/17/2019 1:54 PM
1080	Worse. Constant intimidation. Poor communication. Operations over safety.	12/17/2019 1:53 PM
1081	He is scared of his own shadow.	12/17/2019 1:53 PM
1082	Completely negative. Experience is over looked in order to meet the unrealistic goals for production and on time performance. There is no set process, only, run by the seat of your pants and current daily demand.	12/17/2019 1:49 PM
1083	more with less	12/17/2019 1:48 PM
1084	Truly now its get out and go psr doesn't care about safety	12/17/2019 1:45 PM
1085	Hasn't it eliminated managers	12/17/2019 1:45 PM
1086	The management is under increasing pressure to make preformance improvements wether they are realistic or not.	12/17/2019 1:45 PM
1087	Just don't see them as much as they are spread so thin!	12/17/2019 1:44 PM
1088	I was laid off	12/17/2019 1:44 PM
1089	Na	12/17/2019 1:44 PM
1090	I dont like working for the railroad anymore	12/17/2019 1:43 PM
1091	N/a	12/17/2019 1:43 PM
1092	Just have to read between the lines ! Have to do what it takes to make departure! I'm positive lower management hates psr more than us !	12/17/2019 1:43 PM
1093	It has put a bad taste in all of our mouths due to the work load and added stress of not knowing if we have a job tomorrow, due to greed	12/17/2019 1:41 PM
1094	Basically it's do as your told or you're out. This isn't an improvement.	12/17/2019 1:40 PM
1095	What supervisor/mnager	12/17/2019 1:39 PM
1096	I'm furloughed so pretty negatively	12/17/2019 1:39 PM
1097	Made it eorse	12/17/2019 1:39 PM

PSR Survey

1098	All new	12/17/2019 1:36 PM
1099	My current position it hasn't affected much	12/17/2019 1:34 PM
1100	Hasn't effected my relationship with my supervisor	12/17/2019 1:33 PM
1101	They are wolves. They prey on the weak, they make our jobs hellish. They are bullies	12/17/2019 1:32 PM
1102	Move move move	12/17/2019 1:29 PM
1103	All manger are taribly	12/17/2019 1:28 PM
1104	Some managers haven't changed in our area. But others are scared for their jobs so they are pressured to be real assholes. More than before. Push for production over safety	12/17/2019 1:27 PM
1105	The managers are all afraid of being fired. They do as they are told no matter how stupid the demand is. They have no choice	12/17/2019 1:27 PM
1106	Negatively	12/17/2019 1:27 PM
1107	Has not	12/17/2019 1:27 PM
1108	Well, being more strict, being told this will work or we don't need you, or none of us will have a job.	12/17/2019 1:26 PM
1109	I've always had a good relationship with my manager.	12/17/2019 1:26 PM
1110	My supervisors tell me that they too are scrutinized to the same level, pertaining to train schedules. It would seem they have become more relatable. However, I remain on guard while dealing with supervisors and lack confidence in their decisions.	12/17/2019 1:26 PM
1111	I hate them all. For the most part, they slave drive and have to violate agreements to get anything done	12/17/2019 1:26 PM
1112	Yes, they expect way too much from way to Little	12/17/2019 1:25 PM
1113	None	12/17/2019 1:23 PM
1114	The job is stressful and expectations are to high	12/17/2019 1:23 PM
1115	Management will lie, cheat, steal as long as the work gets done and they get credit. No human compassion. Horrible	12/17/2019 1:22 PM
1116	Hostility has severely increased for managers as the are now required to answer to the failures. Which determines their bonus	12/17/2019 1:22 PM
1117	Strained	12/17/2019 1:22 PM
1118	Terrible they don't worry about the employees no more	12/17/2019 1:20 PM
1119	More of a push to get things done as opposed to doing them correctly.	12/17/2019 1:19 PM
1120	Rarely see them as they cut a lot of them off	12/17/2019 1:16 PM
1121	What relationship	12/17/2019 1:16 PM
1122	Same, but they ride them and shit runs down hill!	12/17/2019 1:14 PM
1123	They are more afraid of getting fired than we are So again rush rush rush	12/17/2019 1:13 PM
1124	We're pretty lucky to have management that have come from the field and know what it's like but they have a job to do as well and it shows.	12/17/2019 1:12 PM
1125	Stress and the customers do not get serviced regularly now	12/17/2019 1:10 PM
1126	They dont care about us	12/17/2019 1:09 PM
1127	Since, PSR I have avoid making contact with my supervisors. They are under more stress and always on edge during a normal conversation.	12/17/2019 1:07 PM
1128	Hasn't	12/17/2019 1:01 PM
1129	They rush you and treat you like garbage	12/17/2019 1:00 PM

PSR Survey

1130	Haven't seen my manager in at least 6 months.	12/17/2019 1:00 PM
1131	I've definitely got to know more of them, either I have to change gangs or they do.	12/17/2019 1:00 PM
1132	Its creating animosity among everyone...but that's what the r.r wants divide and conquer	12/17/2019 12:57 PM
1133	Hasnt	12/17/2019 12:53 PM
1134	It seems as it is stressed we have less people and more work	12/17/2019 12:52 PM
1135	Has not	12/17/2019 12:52 PM
1136	Hasn't affected it	12/17/2019 12:50 PM
1137	It hasn't	12/17/2019 12:49 PM
1138	We have always been treated as disposable at NS	12/17/2019 12:48 PM
1139	Luckily my supervisor is a very understanding guy.	12/17/2019 12:46 PM
1140	Managers always preach to us about safely but when it comes down to safely vs production, production always Trump's safely.	12/17/2019 12:46 PM
1141	Bitter	12/17/2019 12:42 PM
1142	It hasn't. Never really talked to him before, don't really talk to him now, not unless I need to.	12/17/2019 12:41 PM
1143	He is under pressure to get things done as well	12/17/2019 12:37 PM
1144	I don't trust my managers and only interact with them if it's absolutely necessary. I feel that management's only goal is to find ways to thin the workforce.	12/17/2019 12:36 PM
1145	I never see him.	12/17/2019 12:27 PM
1146	None	12/17/2019 12:26 PM
1147	Poorly.	12/17/2019 12:23 PM
1148	Worse	12/17/2019 12:23 PM
1149	Worsened it. They seem more stressed and micro-manage even more now. Push employees out the door without giving proper job briefings. Ask us to violate our rules as well as the Federal Regulations.	12/17/2019 12:21 PM
1150	No trust bad attitude	12/17/2019 12:20 PM
1151	It's the worst I've seen in my eleven years.Management treats workers like trash looking for a way to fire you.They ignore a experienced workers opinion just to make their engine quota	12/17/2019 12:19 PM
1152	Very strained. He want everything done and I can't give him blood from a stone.	12/17/2019 12:18 PM
1153	I avoid them because they are to scared to listen to reason and talk about PSR because if they talk against it they will be fired	12/17/2019 12:16 PM
1154	Created a combative environment where you have to fight to do your job safely	12/17/2019 12:16 PM
1155	What manager. I never see them. They fired them all.	12/17/2019 12:14 PM
1156	There no longer is any. My supervisor is stuck making demands of us that were given to him by his boss who doesnt understand what we can and cannot do. Also it's not unusual to have a new supervisor every 6-12 months.	12/17/2019 12:13 PM
1157	Butt heads	12/17/2019 12:13 PM
1158	It hasn't. But my manager is one the few left that understands real railroading and not this new age BS	12/17/2019 12:06 PM
1159	It hasn't. They don't like it either.	12/17/2019 12:01 PM
1160	Terrible. They want stuff done quickly with no concerns of safety. They want to fill their pockets with money and push us to the limits	12/17/2019 12:01 PM
1161	no	12/17/2019 12:00 PM



PSR Survey

1162	Terrible	12/17/2019 11:54 AM
1163	We're much closer. He dislikes it as much as I do.	12/17/2019 11:45 AM
1164	Not much has changed	12/17/2019 11:43 AM
1165	Has not	12/17/2019 11:42 AM
1166	Stressed	12/17/2019 11:36 AM
1167	Has not	12/17/2019 11:36 AM
1168	There is none.	12/17/2019 11:31 AM
1169	Lots of pressure on management to just get the train over the road. As they've seen many of their co-workers lose their jobs, they are pressured to bend the rules or else they may lose their job. No excuses for not moving the train, period.	12/17/2019 11:22 AM
1170	There very strict just let us do our fn job	12/17/2019 11:16 AM
1171	Relationships with management is not allowed	12/17/2019 11:09 AM
1172	A lot of tension do to pressure from upper management to him	12/17/2019 11:04 AM
1173	Management is less safety oriented and put under cosiderable pressure for time delays, also have no support structure to support them(hostlers,limos,Carmen,mechanics)	12/17/2019 11:01 AM
1174	Never had a relationship	12/17/2019 10:58 AM
1175	There is no relationship left with mangement. They a seen as the enemy, with nothing but hate and discontent towards them.	12/17/2019 10:55 AM
1176	I'm 62 years of age and management doesn't really bother me. With 45 years on the railroad there isn't anything they can tell me with regard to maintaining the track.	12/17/2019 10:53 AM
1177	In my area positively because they don't agree with the methods either.	12/17/2019 10:51 AM
1178	Equally nihilistic, a joint feeling of hopelessness. Feel more pressure from above, because they fear for their jobs.	12/17/2019 10:51 AM
1179	PSR has applied a lot of unnecessary stress on the management team of csx, and that has transferred down to everyone else. Which creates an uncomfortable working environment	12/17/2019 10:48 AM
1180	We're lied to continually, threatened of our positions,forced to work against current and previous agreements and contracts that were implemented to enhance safety and productivity.	12/17/2019 10:43 AM
1181	More managers from the working crafts now but they're under so much pressure they forget where they came from	12/17/2019 10:28 AM
1182	Managers are required to meet a quota of O-test failures that in essence reduce the workforce therefore cutting cost. That has created a hostile environment for me as an employee.	12/17/2019 10:10 AM
1183	It doesn't	12/17/2019 10:06 AM
1184	They used to be on our side now not so much	12/17/2019 10:01 AM
1185	I feel like they are more on edge because with less of us means less of them and they are very much aware of what exactly is going on.	12/17/2019 9:50 AM
1186	the same	12/17/2019 9:36 AM
1187	None that I can see.	12/17/2019 9:35 AM
1188	No affect in that area thus far	12/17/2019 9:03 AM
1189	It got me furloughed.	12/17/2019 9:02 AM
1190	It has added more stress and strain in our relationship as his bosses keep putting it on him, it just rolls downhill.	12/17/2019 8:53 AM
1191	Never see my manager, they have cut most of them off.	12/17/2019 8:52 AM
1192	Always stressed thinking he will be in the next group to get cut off. It definitely shows on how he treats us.	12/17/2019 8:52 AM

PSR Survey

1193	Yes, our managers are under duress to make more with less	12/17/2019 8:41 AM
1194	It has made it very strained they are always worried about being fired or reprimanded for not getting work done or trains out on there scheduled time that their stress and anxiety directly affects the way they treat us	12/17/2019 8:39 AM
1195	Haven't see them or talked to them	12/17/2019 8:31 AM
1196	Hasn't	12/17/2019 8:29 AM
1197	Everyone is on edge all the time	12/17/2019 8:27 AM
1198	Have to bounce around to much to build a relationship	12/17/2019 8:26 AM
1199	It's a combat zone now. If a train has a delay regardless of the situation we are accused of deliberate and malicious intent (Fireable offenses) that we the employees caused it.	12/17/2019 8:17 AM
1200	He is usually panicked, try to figure out how to skirt safety and FRA rules due to a lack of manpower	12/17/2019 7:59 AM
1201	Always being rushed. No time for job briefings. Always rushed to get train moving	12/17/2019 7:58 AM
1202	Those relationships are and have been non existent so nothing had changed.	12/17/2019 7:56 AM
1203	I have a cordial working relationship with all of my ground level supervisors in my terminal. However, the unnecessary stress put on us all by PSR and it's unrealistic timetables have caused short tempers on both sides of the fence. Fortunately for me, both of us know why we are irritable with each other and are able to let it go from there. The managers know PSR does not work on a network such as ours, but they are forced to go through with it under the threat of termination. All of our supervisors have aged years above their actual age due to the stress of implementing a system that does not work.	12/17/2019 7:55 AM
1204	The managers that I have been around are new and cover a large area that I guess requires a lot of phone calls and meetings to keep an eye on the few people that are working.	12/17/2019 7:52 AM
1205	It has made all relationships strained between agreement and nonaggrement.	12/17/2019 7:47 AM
1206	Not negative as far as attitude but there is a definite push to keep things moving, slow orders off (when sometimes the criteria for removal has NOT been met)	12/17/2019 7:47 AM
1207	Not well. Everyone is so stressed arguements and tempers are extremely high	12/17/2019 7:30 AM
1208	I have no relationship with management anymore. We are just pawns that do their bidding. I could care less about them.	12/17/2019 7:27 AM
1209	I don't talk to managers much, they have eliminated so many of them	12/17/2019 7:19 AM
1210	Rarely see them. The company has precisely eliminated all but the bare minimum. Makes it difficult to get a hold of or in touch with in times of need.	12/17/2019 7:13 AM
1211	It hasn't	12/17/2019 7:10 AM
1212	If we cut corners and work faster, they tend to leave us alone. If we work at our "normal pace" (prior to PSR) we are hounded and threatened with insubordination/termination. Most of us have to because we are scared for our families.	12/17/2019 7:10 AM
1213	None that I'm aware of	12/17/2019 7:07 AM
1214	None	12/17/2019 7:05 AM
1215	It has caused a lot of unnecessary friction	12/17/2019 7:05 AM
1216	I rarely seem them and they are worried if they will still be here next month	12/17/2019 6:54 AM
1217	Puts a strain on the good relationship we had	12/17/2019 6:53 AM
1218	Any time I am forced to watch contractors come into the property I cringe. They typically do more damage than good. If this is a mobile crew, then their risk factor is multiplied several times over. Being on a new territory every day with different obstacles, types of operation, geographical challenges etc... How can they be truly prepared to put out fires if they spend all their time trying to figure out protection? My manager actually finds this frustrating as well because every time they come into town he has to loan out one of the locals to babysit them.	12/17/2019 6:53 AM

## PSR Survey

	We don't have anyone to spare most days, so there goes another project rescheduled til next Tuesday...	
1219	We have very few and most of them are the shuttle drivers now.	12/17/2019 6:47 AM
1220	They want to rush everything.its not about safety but about numbers	12/17/2019 6:43 AM
1221	Supervisors are scared they will be fired. They are difficult to talk with because they are preoccupied with saving their jobs.	12/17/2019 6:41 AM
1222	Hasn't. I can honestly I have a good Supervisor right now.	12/17/2019 6:40 AM
1223	Negativly	12/17/2019 6:36 AM
1224	Negative.	12/17/2019 6:35 AM
1225	They change so often, it's hard to answer	12/17/2019 6:24 AM
1226	The lack of understanding or compassion when employees try to work through issues. Countless times I have seen a manager attack a persons character to make it seem they were creating this problem	12/17/2019 6:15 AM
1227	Nothing has changed in this aspect, they see some of the same issues.	12/17/2019 6:10 AM
1228	Not good	12/17/2019 6:09 AM
1229	Hasn't affected it.	12/17/2019 6:09 AM
1230	Manager is under more stress which puts us under the same.	12/17/2019 6:05 AM
1231	Everyone is unsure where they stand. Most are afraid to take action.	12/17/2019 6:04 AM
1232	well Non progressive is a better term to use than what I had in mind	12/17/2019 6:01 AM
1233	Furloughed	12/17/2019 6:00 AM
1234	It hasn't	12/17/2019 5:58 AM
1235	None. My immediate supervisor is a good man but he is trying to push the corporate agenda. If and when he fails they will replace him with someone else.	12/17/2019 5:54 AM
1236	no	12/17/2019 5:52 AM
1237	Seriously? Relationship? They come out to podium in the morning, thanks us for a safe day (as to preserve their bonus) and are then mia for the rest of the day while we work in the rain, snow wind, blistering heat etc. When a coworker retires it is pathetic and sad. A freakin crappy cake, a ball cap and a hand shake after 30 plus years of your life devoted to a company that couldn't give a crap less about you. Why the hell do we stay? Pride. We used to have pride, now we our embarrassed and stuck.	12/17/2019 5:47 AM
1238	Not much change in our relationship. But he's disgruntled about PSR as well	12/17/2019 5:40 AM
1239	Less management, and over worked management, makes them irritable as they are tired and over worked	12/17/2019 5:39 AM
1240	As a track inspector, it's more stressful. I used to enjoy coming to work. Now it's a battle, my job is to find the defects, but with less man power, less work gets done.	12/17/2019 5:32 AM
1241	My relationship between my manager and I has not change. It's still basically the same; however, they are not hard on us anymore on rule violations because they want for us to switch efficiently and service our customers. The disciplining has gone down significantly.	12/17/2019 5:31 AM
1242	They're covering up accidents and injuries, but too many people are willing to go go go, cut corners for the company and to date it's all worked out, like a coworker said today, "it's a house built from a deck of cards"	12/17/2019 5:29 AM
1243	Two out of the three that I had quit .	12/17/2019 5:26 AM
1244	What relationship? We have never had good working relationships with those guys. They bully us, threaten us behind closed doors, they create a hostile work environment, and then KEEP it hostile.	12/17/2019 5:23 AM
1245	Not well I'm not trusting anyone. When i have opened up to them about what going on in my life	12/17/2019 5:21 AM

PSR Survey

	they use that information against me or others.	
1246	What relationship	12/17/2019 5:21 AM
1247	We aren't able to speak freely with him at all. There's no trust there.	12/17/2019 5:20 AM
1248	Moral is way down. Employees get told just what they want to hear but nothing is ever done. Attitudes all around are extremely poor	12/17/2019 5:18 AM
1249	They openly look the other way with regards to rule violations as long as the work gets done.	12/17/2019 5:18 AM
1250	Don't see em anymore or interact with them one bit.	12/17/2019 5:18 AM
1251	There is none, increases bully mentality disregard for safety and protocols	12/17/2019 5:15 AM
1252	It has made the junior officials much more stressed than normal. I try not to call them if not necessary, and I just do my assigned work and go home.	12/17/2019 5:11 AM
1253	Hostile toxic work environment	12/17/2019 5:08 AM
1254	It's a great relationship	12/17/2019 5:07 AM
1255	Makes you feel more like a number and not part of a team.	12/17/2019 5:03 AM
1256	my supervisor took the csx buy out since he has left we have not had a direct supervisor since 2017	12/17/2019 5:03 AM
1257	No trust at all or respect	12/17/2019 5:02 AM
1258	It hasn't	12/17/2019 5:00 AM
1259	When he is getting pressured to get more ties it is passed down to the Workers	12/17/2019 4:58 AM
1260	made it worse!	12/17/2019 4:54 AM
1261	The managers only care about fuel savings and departure times now. The company has dramatically increased their pressure on managers to eliminate costs even if it hurts the customer or eliminates jobs. No one is looking to increase business. They just want to make money through cutting budgets. So lower management and employees are all kinda in the same situation of being at the mercy of policy makers.	12/17/2019 4:54 AM
1262	Decreased employee relations with management	12/17/2019 4:53 AM
1263	I always am professional with supervisor/manager. But have taugt about resigning over psr	12/17/2019 4:50 AM
1264	I think made closer because he doesn't know if he or us will lose our job.	12/17/2019 4:48 AM
1265	Bad	12/17/2019 4:43 AM
1266	NA	12/17/2019 4:40 AM
1267	It's a constant stress, I feel as if their problems are now mine and that my job is constantly at stake. If they don't have enough budget they will push me out	12/17/2019 4:26 AM
1268	They are under pressure to .to produce numbers . I see the stress on them	12/17/2019 4:26 AM
1269	They're no longer testing us or coaching us to be better employees	12/17/2019 4:23 AM
1270	Actually better for me cause we have less to answer to	12/17/2019 4:20 AM
1271	Managers are getting thinned out also for the mighty dollar so I don't see a manager too often.	12/17/2019 4:16 AM
1272	Couldn't tell you,got new managers same time as i got the new "unified plan" trained both of them as new hires in the last 4 year's too	12/17/2019 4:16 AM
1273	Nothing changed there yet	12/17/2019 4:13 AM
1274	They ask us to help them keep their jobs...	12/17/2019 4:10 AM
1275	All my managers have never been very personable. It's all about the bottom dollar, because with success, comes a that a boy from the glass palace. Recognition from corporate is their only goal. They'll say they care to your face, but their actions speak louder.	12/17/2019 4:08 AM
1276	No change	12/17/2019 4:06 AM

## PSR Survey

1277	Has become more confrontational, less ability to input ideas or opinions on doing my job in the safe and right way. Train lengths dangerously too long.	12/17/2019 4:05 AM
1278	Psr has strengthened my relationships with managers because we are both worried about losing our job by closing entire yards.	12/17/2019 4:01 AM
1279	No	12/17/2019 4:01 AM
1280	The manager put in place by PSR has completely ruined morale and I'm considering quitting even though the company has six years invested in me as a member of management	12/17/2019 3:54 AM
1281	Not at all	12/17/2019 3:52 AM
1282	Most of them have been let go. I've personally seen my road forman of engines once this year.	12/17/2019 3:51 AM
1283	it's not what it used to be there's no employee appreciation or attaboys given	12/17/2019 3:51 AM
1284	I feel I have better relationships with management, we no longer waiver from day to day on what our expectations and goals are	12/17/2019 3:50 AM
1285	More threats	12/17/2019 3:50 AM
1286	I hardly see a supervisor, I don't even know my own supervisors name or phone number	12/17/2019 3:48 AM
1287	Everyone is pissed because we are told one thing and it changes ever 30 seconds so it's terrible because we stay mad at each other	12/17/2019 3:47 AM
1288	There is no relationship. No idea what expectations are anymore.	12/17/2019 3:46 AM
1289	He's a lot more stressed because so many defects and not enough hours in a day to get them all fixed with the man power we have	12/17/2019 3:46 AM
1290	Negatively.	12/17/2019 3:46 AM
1291	Worse relationship. They expect you to perform miracles without the proper materials, lacking manpower, and missing, broke or damaged Equipment.	12/17/2019 3:45 AM
1292	Its ok	12/17/2019 3:43 AM
1293	Managers are overworked and appear tired and angry. The positive for laborers is that managers don't have time to follow and harass them.	12/17/2019 3:41 AM
1294	Worse	12/17/2019 3:41 AM
1295	He is under alot of stress and takes it out on us.	12/17/2019 3:41 AM
1296	N/a	12/17/2019 3:38 AM
1297	Lies and threats from management to perform tasks faster or face discipline.	12/17/2019 3:36 AM
1298	I no longer have a regular manager. The trainmaster from another terminal 80 miles away handles everything. Before that we had a manger specific for our route and we saw him a lot and he was helpful.	12/17/2019 3:36 AM
1299	There is no relationship, it's just numbers now . Car counts to be exact	12/17/2019 3:35 AM
1300	Negative	12/17/2019 3:35 AM
1301	It's the same	12/17/2019 3:34 AM
1302	Never had a relationship with them other than testing	12/17/2019 3:34 AM
1303	I have been removed from service. One of the safest, most productive gangs in the southern region. One gang cannot do every assignment. We need more gangs to maintain the railway properly.	12/17/2019 3:32 AM
1304	Our supervisors and managers are in a tough spot because most of them are one of us but they have to support the company. I would say the changes made this far have strained many people's relationships with their manager	12/17/2019 3:30 AM
1305	I am fortunate that my current MTM handles things pretty well. It mostly gets stressful when managers are making you be 5 different people because we are short handed. Managers get	12/17/2019 3:30 AM

## PSR Survey

even angrier when you bid off or take vacation cause he's already robbing Peter to pay Paul with his labor force.

1306	There has never been a relation ship with the sorry ass managers.	12/17/2019 3:29 AM
1307	Made them harder to talk to. They are getting threatened if they don't write us up. So naturally there is a line or a wall if you will between them and us.	12/17/2019 3:27 AM
1308	Bosses have become PSR puppets. They have tunnel vision trying to make it work and now they can't focus on supervisor responsibilities like taking care of employees, making sure we have the supplies and support to get the work done etc.. instead there giving out start letters for not getting the work done or out on time when the timeline is impossible.	12/17/2019 3:27 AM
1309	It hasnt	12/17/2019 3:26 AM
1310	Does not change the relationship of the people. May make managers a little more nervous or walk on egg shells if you will. But if you attend work with a positive working attitude then it does not matter if it's a PSR railroad or not.	12/17/2019 3:24 AM
1311	It has created an us against them mentality. Decisive and hostile work environment at times. It's hard to focus on your job when you always fear your job being cut	12/17/2019 3:23 AM
1312	No commit	12/17/2019 3:17 AM
1313	I used to desire locals but i find myself passing on most of them now due to possible conflicts with management over getting the work finished in the given time. It seems that the immediate supervisors are under so much pressure from above that someone has to be handled for the simplest mistakes. It is 100% employer vs employee now more than ever.	12/17/2019 3:17 AM
1314	I don't feel they approve of PSR anymore than anyone else close to ground level!	12/17/2019 3:16 AM
1315	It makes things worse them trying to hurry you up	12/17/2019 3:14 AM
1316	No change with supervisor. They understand time is very limited.	12/17/2019 3:14 AM
1317	Management is tasked with getting trains moved at any cost, and they will do whatever they can to move them, including intimidation and threatening of disciplinary action for not doing as they say even though it is against GCOR rules	12/17/2019 3:12 AM
1318	Better because they are in the same boat as we are, afraid to screw up and get fired or be let go	12/17/2019 3:10 AM
1319	None	12/17/2019 3:08 AM
1320	Negativity is coming from both ends mgmt gets uptight when you are not allowed enough time to get done what needs needs done. If they do not allow me the time that I think we need to safely do the job I don't act and wait until a window where I can get the time asked for. Boss doesn't like that because it interrupts his schedule!	12/17/2019 3:04 AM
1321	No change.. I work section as track inspector.. PSR is no different, 56.5" keeps trains on the track...	12/17/2019 3:03 AM
1322	Manager also have more territory so you don't encounter them as often as before	12/17/2019 3:01 AM
1323	Never see them	12/17/2019 2:58 AM
1324	It hasn't	12/17/2019 2:56 AM
1325	I believe we are now both in the same place, looking for the day they cut us off.	12/17/2019 2:56 AM
1326	No	12/17/2019 2:56 AM
1327	It has made things stressful for everyone. More work on one person. Cut backs which have created stress. Etc.	12/17/2019 2:55 AM
1328	Added stress to work in an environment where there is not enough employees or equipment to do a job	12/17/2019 2:53 AM
1329	No comment.	12/17/2019 2:52 AM
1330	It doesn't affect my craft other than the deferred maintenance that they claim they are just being selective on maintenance which equates to the same result, little to none	12/17/2019 2:50 AM



PSR Survey

1331	Cutting jobs and being asked to do more with less stresses an already tenuous relationship.	12/17/2019 2:50 AM
1332	Management at CSX has taken unethical behavior to a new level.	12/17/2019 2:50 AM
1333	My manager doesn't agree with what's happening with PSR, but they can't do anything about it except get on board or get shipped out.	12/17/2019 2:49 AM
1334	I've always had a good working relationship with management.	12/17/2019 2:48 AM
1335	It has clearly pitted manager against employee	12/17/2019 2:47 AM
1336	Strained	12/17/2019 2:47 AM
1337	Yes. They are more pressure to get the job done and some manager use their position to push employees to get the job done without concerns for safety.	12/17/2019 2:43 AM
1338	Same. I don't see him all that often.	12/17/2019 2:43 AM
1339	Used to be able to speak with and get to know them on a more personal level. Now it seems that is no longer acceptable. Supervisor/manager used to have authority to simply take a small work group breakfast as a moral/team building/safety meal at their discretion. This is no longer allowed to .y knowledge. These "little" things were great for moral and relationship building and safety. I really think it made workers "believe " in the safety culture, and one another. Seems now carrier wants a separation of exempt officers and scheduled workers.	12/17/2019 2:43 AM
1340	We no longer have a relationship. As I said , moral is at an all time low.	12/17/2019 2:42 AM
1341	The whole work atmosphere is more stressful, everyone fearful of loosing there job	12/17/2019 2:41 AM
1342	Lots of turnover. New management every few quarters.	12/17/2019 2:39 AM
1343	Depends on the manager, but generally speaking before PSR the managers worked with employees to get work done and everyone was happy. Those personal relationships are gone and it's all about finding the smallest things to fail proficiency tests on.	12/17/2019 2:39 AM
1344	It's taken everything personal out of the equation. Instead of a team it's dog eat dog to keep your job and take care of your family	12/17/2019 2:38 AM
1345	Tense at work	12/17/2019 2:38 AM
1346	N/A new job headquartered	12/17/2019 2:36 AM
1347	Dont see the manager hardly.	12/17/2019 2:36 AM
1348	Not	12/17/2019 2:35 AM
1349	Always pushing for faster, not necessarily better. Just sign it off and get it out of here.	12/17/2019 2:33 AM
1350	I have always gotten along with my manager, he respects and appreciates me. He will listen to my ideas and take them into consideration. Our relationship has not gone bad in any way, however I can tell he is stressed from the PSR management. He is forced to get more done with less people and minimal equipment. We continue to have a good relationship but there is no doubt he is being forced by his bosses to come down on us and "lay down the law."	12/17/2019 2:32 AM
1351	The managers as a whole from what I have seen are always super stressed out with tie counts amount of footage on rail side and lack of track time and late clears	12/17/2019 2:29 AM
1352	Poorly there is no moral working here no more	12/17/2019 2:29 AM
1353	They are pushing for speed over safety for sure.	12/17/2019 2:28 AM
1354	Yes	12/17/2019 2:28 AM
1355	Everyone is in fear of their jobs being cut. Managers are on edge just as much as everyone else.	12/17/2019 2:27 AM
1356	It has scared him just as much as us. So were constantly going back and forth.	12/17/2019 2:27 AM
1357	Keeps everything mixed up	12/17/2019 2:26 AM
1358	They only seem to care about driving stock price up and by what ever means it takes	12/17/2019 2:22 AM
1359	I am furloughed....need I say more?	12/17/2019 2:21 AM

## PSR Survey

1360	Fewer managers so don't get to see mine very often	12/17/2019 2:19 AM
1361	It's raised the stress level on supervisors. In return the supervisor try's to rush the crews. Resulting in more unnecessary risks	12/17/2019 2:19 AM
1362	Morale less , I don't trust these managers as they dangle your Job over you head. you work in fear.	12/17/2019 2:19 AM
1363	Not his fault	12/17/2019 2:17 AM
1364	It hasn't with my current supervisor. All others on the bigger system hangs want numbers.	12/17/2019 2:17 AM
1365	Feel distrustful of a company i really like and want them to do well	12/17/2019 2:16 AM
1366	My managers/supervisors hate it just as much as everyone else!	12/17/2019 2:14 AM
1367	Supervisor Revolving door when it comes to supervision	12/17/2019 2:13 AM
1368	We have had at least 3 different managers in the last 3 years. It's hard to form a working relationship of trust and understanding. They are under such pressure just as we are. The problem nisnt with the front line managers it's those who are 2 steps or more above them .	12/17/2019 2:12 AM
1369	Sometimes unable to provide proper materials & tools.	12/17/2019 2:12 AM
1370	Its fine cause they don't make the decision	12/17/2019 2:12 AM
1371	Made it real tense there production versus our safety	12/17/2019 2:11 AM
1372	Never had one before	12/17/2019 2:11 AM
1373	You have to cover yourself..!!	12/17/2019 2:11 AM
1374	Since managers have been reduced as well I see them a lot less.	12/17/2019 2:09 AM
1375	Made it worse	12/17/2019 2:08 AM
1376	I don't have a relationship with any of them I'm furloughed.	12/17/2019 2:08 AM
1377	Simply put, it's us against them!	12/17/2019 2:08 AM
1378	N/A	12/17/2019 2:08 AM
1379	NA	12/17/2019 2:07 AM
1380	It has driven a wedge between crews and company officers.	12/17/2019 2:06 AM
1381	Many lower level managers seem discouraged, just as crews are. It seems to every operations employee that everyone is expendable, regardless of business demands and employee productivity. This lack of morale among ALL employees has put a strain on everyone.	12/17/2019 2:05 AM
1382	Hate each others guts	12/17/2019 2:04 AM
1383	When not reaching production goal, the pressure of the why not is awful	12/17/2019 2:02 AM
1384	Put a major strain on it	12/17/2019 2:01 AM
1385	"You will comply, or accept the alternative" the practice of intimidation is used regularly.	12/17/2019 2:00 AM
1386	Completely nonexistent. I am a rules guy, so they don't talk to me anymore.	12/17/2019 1:59 AM
1387	Managers are like robots repeating what's been pounded into their heads or else...	12/17/2019 1:58 AM
1388	They treat you like shit	12/17/2019 1:57 AM
1389	Negative	12/17/2019 1:57 AM
1390	They are slave drivers. But if it's not us it's them.	12/17/2019 1:56 AM
1391	Allot. I have no idea who my manager even is. Haven't been able to work in months.	12/17/2019 1:55 AM
1392	It's all about production,not safety or quality	12/17/2019 1:53 AM
1393	They still don't care	12/17/2019 1:51 AM
1394	PSR didn't apply to my last manager. He was a do as I say not as I do Lund of a guy.	12/17/2019 1:51 AM

PSR Survey

1395	Same	12/17/2019 1:50 AM
1396	Pushing more work not enough men	12/17/2019 1:50 AM
1397	I have a good relationship with my current supervisor but when this so called precision railroading started I spent a couple of years working around supervisors who were looking for any reason to write a person up or take you out of service.	12/17/2019 1:49 AM
1398	Made it less friendly more like a number doing a job	12/17/2019 1:48 AM
1399	Strained it	12/17/2019 1:48 AM
1400	Employees and lower management are all feeling the strains of PSR, so it's stressful for them as well.	12/17/2019 1:47 AM
1401	Strictly buisness	12/17/2019 1:47 AM
1402	PSR hasn't affected my relationship with my manager at all	12/17/2019 1:46 AM
1403	I am lucky to have a reasonable FLS and, as an outcome of the hours spent communicating with them, I have developed a descent working relationship with them. The FLS as well as inspectors are severely overwhelmed with the amount of work load and trying to juggle the work to be done among such few personnel and attempting to meet FRA and company deadlines is a daunting task. FLS and I are in agreement that we have become responders to defects rather that a preventative maintenance. The quality of repairs has become minimal to get the defect satisfied rather than a proper rehabilitation to satisfy class of track or better for a longer term.	12/17/2019 1:46 AM
1404	Made it worse!	12/17/2019 1:46 AM
1405	N/a	12/17/2019 1:45 AM
1406	Only change is we don't get as much done or get it done in a timely manner. So maybe a little strain	12/17/2019 1:40 AM
1407	It's more like a prison atmosphere now around management!	12/17/2019 1:40 AM
1408	Supervision/managers seem to all be looking for a way out/ quit	12/17/2019 1:39 AM
1409	PSR has made it easier to interact with my managers. We seem to all agree that it's a ridiculous endeavor. They are as frustrated with the budget cuts as we are.	12/17/2019 1:39 AM
1410	I don't trust them anymore, they claim they had no knowledge of the changes that were coming but that is hard to believe.	12/17/2019 1:39 AM
1411	I see my supervisor and manager much less. They seem to be overextended. They do seem to be pushing the limits of safety in favor of production and it is showing in near misses and track authority violations.	12/17/2019 1:39 AM
1412	They have no answers. It's one big rumor mill	12/17/2019 1:39 AM
1413	They're under tremendous pressure. They no longer have time to deal with day to day personnel problems due to on time targets.	12/17/2019 1:38 AM
1414	They all lie	12/17/2019 1:38 AM
1415	None. Some supervisors are good some are terrible.	12/17/2019 1:37 AM
1416	No	12/17/2019 1:36 AM
1417	I don't have a relationship with management they are just looking for a reason to send you home I think they get a patch for every person they send home or something	12/17/2019 1:36 AM
1418	It has not affected the relationship between me and my manager yet.	12/17/2019 1:35 AM
1419	They are as fearful of losing their jobs as us and it shows	12/17/2019 1:34 AM
1420	I only see my manager once or twice a year, unless they need something from me.	12/17/2019 1:32 AM
1421	They have fired so many of them that I don't know who my direct manager even is	12/17/2019 1:32 AM
1422	I try to avoid those people	12/17/2019 1:32 AM
1423	The tension is so thick you could cut it with a knife. We are all wondering if today is our last	12/17/2019 1:32 AM

PSR Survey

	working day.	
1424	Really no change at the moment	12/17/2019 1:31 AM
1425	Managers and supervisors of today are just yes men they have no planning skills dont get you what you need to work and they dont stand up for their men anymore	12/17/2019 1:30 AM
1426	He has explained it as what it is. It's just business and the company will do whatever they want to do	12/17/2019 1:29 AM
1427	Definitely more strained and worse.	12/17/2019 1:29 AM
1428	No it is not that level that is applying pressure	12/17/2019 1:28 AM
1429	Employees can have a 99% success rate AND still be on some sort of discipline level.	12/17/2019 1:28 AM
1430	Supervisor Managers still understand our safety sensitive job assignments but are limited when it comes to being able to schedule maintenance projects that allow adequate time for the safe completion of maintenance projects. Example: a ten hour work window was requested to clean out foul ballast, create better drainage, and replace an Interlocker diamond. Only a six hour window was allowed and minimal work was completed leaving the area with minimal drainage and potential for future problems in the area.	12/17/2019 1:26 AM
1431	Have had more conversations. Probably due to the complexity of getting the same amount of work done in shorter time frames. Supervisors have shown increased stress levels resulting in sometimes abrasive conversations with employees. The stress rolls down hill.	12/17/2019 1:26 AM
1432	I feel like we are more divided as a company more than ever they get just as much pressure on them as we do..	12/17/2019 1:26 AM
1433	Never see them anymore. When you do they are really busy and stressed out	12/17/2019 1:24 AM
1434	The same	12/17/2019 1:24 AM
1435	Seems like a lot of managers are on edge and several are headhunting	12/17/2019 1:24 AM
1436	N/A.	12/17/2019 1:23 AM
1437	So far not much has changed it's business as usual	12/17/2019 1:22 AM
1438	Lowest moral and trust in my 15 years on the railroad, very dishonest people in management	12/17/2019 1:21 AM
1439	Not at all	12/17/2019 1:21 AM
1440	Well in my area we have gone through 2 supervisors in less than 2 years and have been working with no management at all for the last 2 months	12/17/2019 1:21 AM
1441	It's put more of a work load on the employees	12/17/2019 1:20 AM
1442	N/A	12/17/2019 1:19 AM
1443	We have no relationship. We lost a good manager during this because he refused to confirm to the new standards now we have a man that refuses to be part of a team. He has a him versus us mentality.	12/17/2019 1:16 AM
1444	Just another guy like us that can't make any decisions! Our manager is a auditor, ticket writer!	12/17/2019 1:16 AM
1445	Supervisors must agree with the plan or they eliminated. We have lost a lot of knowledgeable supervisors in exchange for harassment gurus. Supervisors who use to lead by example are forced into intimidation and harassment of their employees to reach metrics. If the jobs or routes run efficiently they are forced to make cuts. They cannot sustain success under the plan	12/17/2019 1:16 AM
1446	seems they dont care enough and are easier to work with	12/17/2019 1:16 AM
1447	Very much so as everyone is stressed.	12/17/2019 1:16 AM
1448	Unchanged.	12/17/2019 1:15 AM
1449	None	12/17/2019 1:15 AM
1450	Terrible. I have been threatened by trainmasters more now than ever. The amount of harassment has tripled. I had one ask why I couldn't go to the bathroom during my 20 lunch break	12/17/2019 1:14 AM

PSR Survey

1451	No effect.	12/17/2019 1:14 AM
1452	In some cases, it has improved. In most cases it has gotten worse	12/17/2019 1:12 AM
1453	Non applicable.	12/17/2019 1:11 AM
1454	Yes. They never appreciate the hard work in less hrs worked.	12/17/2019 1:10 AM
1455	I'm furloughed	12/17/2019 1:09 AM
1456	They are bullies who push you to take shortcuts.	12/17/2019 1:09 AM
1457	No change at all.	12/17/2019 1:08 AM
1458	Manager don't even care about anything any more. It's all a joke to them too.	12/17/2019 1:07 AM
1459	He hates me. I hate him. He is a young ignorant punk who does not know how to talk to people. Zero leadership skills. All of the decent leaders with experience have been fired and been replaced with "yes men"	12/17/2019 1:07 AM
1460	Since it started I haven't been on a gang long enough to notice. So many cutoffs and bumps you can't stay still	12/17/2019 1:07 AM
1461	The supervisors are worried about their jobs being cut so they are nightmares to work for. They'll throw their own mother under the NS bus to save their job.	12/17/2019 1:05 AM
1462	Supervisors have become increasingly stringent on required items to perform required repairs/work.	12/17/2019 1:05 AM
1463	Everyone is a little more on edge, honestly I dont think our managers like it any more than we do it's not good for the employees in anyway that I've seen besides, stock prices	12/17/2019 1:04 AM
1464	Has made it worse	12/17/2019 1:04 AM
1465	Went from foreman's to supervisors basically with same pay and more bs on us	12/17/2019 1:04 AM
1466	Our manager now helps us work whenever he can due to necessity and he feels sorry for us trying to work without sufficient manpower.	12/17/2019 1:03 AM
1467	Right now the railroad I work for is trying to do PSR unfortunately they are not doing well at it management seems more downtrodden because they are cutting purse strings as of right know PSR hasn't affected our relationship	12/17/2019 1:02 AM
1468	None, relationships are usually distant at best.	12/17/2019 1:02 AM
1469	Most of our management quit or got fired and replaced by off the street hires with zero clue	12/17/2019 1:02 AM
1470	Made us closer to be honest my managers dont respect psr.	12/17/2019 1:02 AM
1471	I feel as if PSR has directly affected my working relationship with my manager, because safety has went out of the window. The rules they do NOT care about as long as they are getting things done so they can report positive reviews to upper management. My manager and I do not see eye for eye over this PSR.	12/17/2019 1:01 AM
1472	They feel more pressure and in return are more stressed and overworked. Their jobs are threatened everyday is measurements aren't reached. I know this because I was a Trainmaster when PSR first came to CSX. I quit shortly after and went back on my tools.	12/17/2019 1:01 AM
1473	It's gotten better they don't care about saftey and they have eliminated most managers so there are less to come around and try to harass us	12/17/2019 1:01 AM
1474	It's been a negative affect . They have expectations that cannot be met with the lack of manpower	12/17/2019 1:00 AM
1475	None	12/17/2019 1:00 AM
1476	A lot all they care about is saving money from there budgets so they get a bonus	12/17/2019 12:59 AM
1477	They change so often I don't bother getting to know them.	12/17/2019 12:59 AM
1478	Stronger	12/17/2019 12:59 AM
1479	Fewer people means getting less work done, which he has to answer for and that gets passed	12/17/2019 12:59 AM

PSR Survey

	on done the line to us	
1480	Awful	12/17/2019 12:58 AM
1481	It has put a clear strain on it. I feel like my managers and supervisors are far less approachable than before.	12/17/2019 12:58 AM
1482	I feel that they push too hard. In management there is a tendency to oversimplify some of the tasks and the time it takes to safely complete those tasks on a quality manner.	12/17/2019 12:58 AM
1483	Very little	12/17/2019 12:57 AM
1484	I don't consider them managers anymore. They're more worried about protecting their jobs than they are managing the employees or yard. If they're not trying to fire someone they're justifying their jobs by micromanaging and creating new ideas that aren't helpful or safe in the workplace.	12/17/2019 12:57 AM
1485	Relationship with managers are the worst I have ever experienced.	12/17/2019 12:57 AM
1486	I try to understand that the new pressures we face are not implemented by my direct supervisor. His position is on the lower level of management, and I cannot fault him for what is forced upon both he and I.	12/17/2019 12:55 AM
1487	Makes it seem like a more hostile work place. Supervisors believe you should live out here and have no home life	12/17/2019 12:55 AM
1488	New management everywhere	12/17/2019 12:55 AM
1489	Divided the workforce even more. Very much an "us vs them" atmosphere.	12/17/2019 12:54 AM
1490	Management doesn't care about the MOW workers	12/17/2019 12:53 AM
1491	Nothing has changed	12/17/2019 12:52 AM
1492	Negative relationship due to added stress on everyone	12/17/2019 12:51 AM
1493	They'll do anything to protect THEIR job even though they don't believe in psr.	12/17/2019 12:50 AM
1494	They are more geared towards productivity and car dwell than the safety of there crews or the working conditions.	12/17/2019 12:50 AM
1495	Considering we went from having lots of managers to way to many it sucks. They all interpret the rules different. You are screwed. Not to mention so many of these managers are straight out of college and don't understand how the job actually works. They play with a train set at home and think it's the same things. Then they fire yardmasters so they can hire more managers. We don't need more managers we need all the yardmasters and workers as possible.	12/17/2019 12:50 AM
1496	What relationship? He is constantly getting pressured to find reason to write us up for something.....	12/17/2019 12:49 AM
1497	I dont hold my manager responsible for stupid discussions made above him.	12/17/2019 12:48 AM
1498	No change	12/17/2019 12:48 AM
1499	My manager is in another STATE. We have no relationship. The UP ran off the one good manager we had in Green River. Another has taken his place, and is good to work with. I'm assuming they will try to get rid of HIM, too.	12/17/2019 12:48 AM
1500	No	12/17/2019 12:47 AM
1501	A common distaste against corporate greed.	12/17/2019 12:46 AM
1502	Less communication. More Schedule bouncing. More unpredictability.	12/17/2019 12:46 AM
1503	I'm just a number an told I should be glad I still have a job	12/17/2019 12:46 AM
1504	Alot of tesstion , moral is at rock bottom management always threatening if we don't get thing done they'll write us up or cut gang off	12/17/2019 12:45 AM
1505	It hasn't.	12/17/2019 12:43 AM
1506	Managers/supervisors expect more work with smaller work force	12/17/2019 12:43 AM
1507	It affected our relationship because they putting pressure on us to get the job done quickly and	12/17/2019 12:42 AM



PSR Survey

	unsafe.	
1508	It has made it more tremulous, like walking through a mine field. He/she is getting reprimanded from above for one man not being able to complete three people's jobs. And then he gets it from the workers who's morale is shot and they dont care anymore.	12/17/2019 12:38 AM
1509	Made it worse	12/17/2019 12:38 AM
1510	9 out of 10 managers don't care about you just getting the job done	12/17/2019 12:38 AM
1511	There are a few managers that are gung ho about it,but most still seem normal	12/17/2019 12:38 AM
1512	My manager is in love with getting people either in trouble with the carrier, fired, or worse, hurt on the job because they are being told to ignore rules regarding safety in order to abide to PSR's no dwell policy.	12/17/2019 12:37 AM
1513	I have none I am looking for another job.	12/17/2019 12:36 AM
1514	It's changed from watching and writing me up for not closing a locomotive door properly, to reprimands for lunches being over 20 minutes.	12/17/2019 12:36 AM
1515	Not applicable because I have never really dealt with them.	12/17/2019 12:36 AM
1516	Don't see them too much as they are stretched thin also.	12/17/2019 12:36 AM
1517	That hasnt changed. Dont trust any management.	12/17/2019 12:36 AM
1518	No relationship!	12/17/2019 12:34 AM
1519	Stressful,	12/17/2019 12:34 AM
1520	Since now that the carrier runs PSR the managment leaves you alone to not make sure you're working safe	12/17/2019 12:33 AM
1521	We have to constantly fight, argue, and toke claim just to get paid what we are owed. It has had a very negative affect.	12/17/2019 12:32 AM
1522	Enemies now	12/17/2019 12:31 AM
1523	I am cautious, not from a safety standpoint, but to avoid discipline.	12/17/2019 12:31 AM
1524	It has created an environment where managers feel like their jobs are threatened if they are unable to get done what is expected, often times making them put more pressure on the people doing the job on the ground. This creates an unsafe environment for not only workers but for the public as well.	12/17/2019 12:31 AM
1525	Most now are afraid to make a decision on fear of losing job. Which makes are jobs harder and more stressful than they have to be.	12/17/2019 12:30 AM
1526	I don't have one. I do what I'm told get my job done and go home	12/17/2019 12:30 AM
1527	No input on safety was forced to do 5 double shifts in a row	12/17/2019 12:30 AM
1528	Has effected tremendously due to the fact I've had about 12 different ones in the last few months from being displaced to different areas	12/17/2019 12:30 AM
1529	Wouldn't know PSR put me out of a job	12/17/2019 12:28 AM
1530	Definitely strained it.	12/17/2019 12:27 AM
1531	Stressful	12/17/2019 12:27 AM
1532	It has put a strain on it. I think mainly because the managers are so stressed.	12/17/2019 12:27 AM
1533	I used to be able to have a conversation about any and everything railroad. Management seemed to WANT relationship before psr. Now? Adversarial doesn't cover how the relationship between labor and management is. It's much worse.	12/17/2019 12:27 AM
1534	This is difficult to answer, the low level management that deals with crews day to day, it has made the relationship better in my opinion. Although this is probably only because the lower managers are just as close to the chopping block as the crews and under just as much stress, if not more. The high up management has only distanced the relationship more. There is no concern for the employee that bust their butt to get the job done or the train crew that gets the	12/17/2019 12:27 AM

## PSR Survey

train from A to B with no problems. It has become an atmosphere where the manager is on one level and the employee is just a number that should be grateful to even be allowed to work.

1535	There is no trust. We all can tell he is very stressed out to the point that he is spinning to much. He dont know weather he is coming or going. And it reflects on the work group.	12/17/2019 12:26 AM
1536	It just shows more and more the company officials do not care about the employees well being	12/17/2019 12:26 AM
1537	Seems more aggressive and has lots of stress.	12/17/2019 12:25 AM
1538	It hasn't, yet	12/17/2019 12:25 AM
1539	Managers are scared to make a wrong decision so they are making promises to upper mgmt about getting slow orders off etc and constantly lying to employees forcing a separation between manager/employees	12/17/2019 12:25 AM
1540	Our management doesn't appreciate us period!! They don't trust our judgement! It's a dictatorship what our management wants weather it's breaking the rules or breaking the team is what they expect	12/17/2019 12:24 AM
1541	Toxic and hostile work place. I would fire him for the way he treats his guys.	12/17/2019 12:24 AM
1542	Not	12/17/2019 12:23 AM
1543	Very little	12/17/2019 12:22 AM
1544	Less communication	12/17/2019 12:22 AM
1545	I have no " relationship" with my leadership especially as PSR implementation expands. They are scrambling to keep their jobs as well in a very hostile environment.	12/17/2019 12:19 AM
1546	It's good but my supervisor is more stressed	12/17/2019 12:18 AM
1547	They don't want you to bad order any cars, because they don't want the swell on cars. So they try to rush you and not give the cars a proper inspection.	12/17/2019 12:16 AM
1548	Some	12/17/2019 12:15 AM
1549	It has gone downhill	12/17/2019 12:14 AM
1550	Their more stressed , trying to work with no supplies.	12/17/2019 12:14 AM
1551	0	12/17/2019 12:13 AM
1552	It has strongly divided us	12/17/2019 12:12 AM
1553	It feels like there is a target on my back. They have laid off so many people, it's like they don't care about us anymore at all. They are looking for any reason to fire us.	12/17/2019 12:12 AM
1554	No comment	12/17/2019 12:10 AM
1555	We are both sitting on the edge along with everyone else, trying to do our best.	12/17/2019 12:10 AM
1556	Local managers are just around to tell us to work faster.	12/17/2019 12:10 AM
1557	That hasn't affected us	12/17/2019 12:09 AM
1558	It has negatively affected the relationship.	12/17/2019 12:05 AM
1559	Made me trust them less	12/17/2019 12:05 AM
1560	Stricter budget, constantly dealing with broken tools, relationships ok but seam like they're under more scrutiny to keep a tighter budget. Which they're moody sometimes	12/17/2019 12:04 AM
1561	Added more tension	12/17/2019 12:04 AM
1562	Not one left to speak of.	12/17/2019 12:04 AM
1563	I have had several new managers this year. But I have stayed on the same spg team all year.	12/17/2019 12:04 AM
1564	It took an already toxic relationship between management and tye, and made it downright dangerous	12/17/2019 12:04 AM
1565	Depends on the manager	12/17/2019 12:04 AM

PSR Survey

1566	Managers seemed focused on only one thing. Departing trains on time regardless of the conditions and safety concerns	12/17/2019 12:03 AM
1567	More fractured, hitting heads of safety vs what the upper management wants, attitude is to keep head down and avoid notice	12/17/2019 12:03 AM
1568	When I started my career, we were on the same Team...1. SAFETY. 2. CUSTOMERS 3. FELLOW BROTHERS, NOW, there is no TEAM, No communication, no motivation at all. As far Management acts like we are machinery, there is no ability to go to Doctors,Dentist appointments. Its TOXIC and very depressing....	12/17/2019 12:02 AM
1569	Terrible	12/17/2019 12:02 AM
1570	I don't trust him. And will not believe what he says	12/17/2019 12:01 AM
1571	They fired the ones we used to have relationships with !! So we have no relationships with supervision. They quit or are fired or we never see them because they have been cut to the bone as well.	12/17/2019 12:00 AM
1572	Don't really know , there's been to many changes in managers ican't Really tell	12/17/2019 12:00 AM
1573	I seldom see supervisor	12/17/2019 12:00 AM
1574	Strained	12/16/2019 11:59 PM
1575	Same as before, maybe better because they are facing job losses as well , something in common	12/16/2019 11:59 PM
1576	Threatened with my job daily for taking too long to do a task i was trained to do and bad ordering equipment	12/16/2019 11:59 PM
1577	He agrees with me	12/16/2019 11:58 PM
1578	I get along well with my supervisor and manager. It's not their fault pat was implemented.	12/16/2019 11:58 PM
1579	Front line supervisors are running scared for their job which makes them difficult to work with sometimes. It's about production. No matter how much you do it's never enough.	12/16/2019 11:57 PM
1580	Obliviously the relationship is longer as strong as before because I no longer work hand in hand with them concerning the safety of their group.	12/16/2019 11:55 PM
1581	Not at all	12/16/2019 11:55 PM
1582	I don't know most of the managers anymore. Lots of new faces coming and going. So there is no relationship with them.	12/16/2019 11:54 PM
1583	They are more scared of getting cut off than we are	12/16/2019 11:54 PM
1584	Commutation have worsen since managers are also afraid of being fired they have micro managed us to the point the people don't care anymore. When we don't care we lose focus on safety	12/16/2019 11:53 PM
1585	It has basically severed friendships..Now it's do what they ask and no more..	12/16/2019 11:53 PM
1586	Has killed relationships	12/16/2019 11:51 PM
1587	None.	12/16/2019 11:51 PM
1588	All of our managers have quit. The new ones don't have any people skills and don't seemed at all concerned with the major stress of the entire staff. They think we are whiny babies that are just full of complaints. Our safety issues are not addressed quickly or professionally. They honestly don't listen to the workers. Even when they specifically ask a question they are rarely quiet long enough to listen to the answer without interrupting. They are full of assumptions about our craft and they treat us with zero respect for what we do with all the obstructions and obstacles they've put in our place.	12/16/2019 11:50 PM
1589	I hardly see mine and when I do he has the mentality that he's a god	12/16/2019 11:50 PM
1590	Not any safety briefings just get the work done	12/16/2019 11:50 PM
1591	N/A	12/16/2019 11:49 PM

## PSR Survey

1592	My supervisor is a salaried employee of the railroad and I am a union employee so there has always been a line between us.	12/16/2019 11:49 PM
1593	The trust isn't there. The trust to make a call about slowing or stopping a train until work is done. The ability to get the work done without being interrupted to give constant updates isn't there. The help getting work windows isn't there. The higher ups are always talking about numbers in terms of traffic, new sources of revenue, helping to be a part of the cost saving measures, but they cancel jobs and keep cutting back on positions we need to keep the rails safe. It's their job and bonuses or our jobs, and they always pick theirs.	12/16/2019 11:48 PM
1594	More pressure on the supervisor to move trains make unsafe work environment, shortcuts!	12/16/2019 11:47 PM
1595	the company is putting them in a position where they will lose all credibility. They know that these short term gains go against the reality of maintaining our infrastructure	12/16/2019 11:47 PM
1596	There hasn't really been a change	12/16/2019 11:46 PM
1597	Strictly business	12/16/2019 11:46 PM
1598	Relationships became tighter. Even thou were different crafts we are on the same page when it comes to lack of materials due to "not really in the budget." PSR eliminated jobs and with Hunter and his hedge fund crew to lower the operating ratio which in turned cut maintenance budget. Its very hard to get jobs done correctly the first time without materials.	12/16/2019 11:45 PM
1599	It's all about the profit	12/16/2019 11:44 PM
1600	That has gotten better because we never know what we are doing so we talk more	12/16/2019 11:43 PM
1601	The managers that are left are under the gun just like everyone else. I have seen more write ups and people being fired since PSR has came along.	12/16/2019 11:42 PM
1602	He is not around as much due to being on to many projects just like us. Working in different states sometimes.	12/16/2019 11:42 PM
1603	Dont know laid off	12/16/2019 11:39 PM
1604	Negatively, the relationships between employees and officials has greatly gone south	12/16/2019 11:38 PM
1605	Not really cause he is a great guy	12/16/2019 11:37 PM
1606	Hardy ever see manager they have laid off or fired due to operating ratio. Which is a direct result of PSR	12/16/2019 11:37 PM
1607	Never ever hear from him and certainly never see him. He's admitted he's much too busy now with numbers and schedules and missed OS's.	12/16/2019 11:37 PM
1608	They have too much pressure on them, upper management are bullies and the constant threats of losing job stressing them out.	12/16/2019 11:37 PM
1609	Mangers are angry and in a hurry they dont care about safety and what's right they cut corners unsafe corners to make company quotas	12/16/2019 11:36 PM
1610	It hasnt	12/16/2019 11:36 PM
1611	Added stress	12/16/2019 11:36 PM
1612	I never see my supervisor.	12/16/2019 11:35 PM
1613	Precision railroad has not affected my position with the manager or supervisor we've worked hard to cover for them and back them through this precision railroading for my supervisors understanding he understands the difficulty for us and him to work through this Precision railroading to get our projects done in a timely manner so he has worked with us like we weren't with them	12/16/2019 11:34 PM
1614	I feel it puts my supervisor under more pressure to get things done quicker. Which puts stress on everyone.	12/16/2019 11:34 PM
1615	They are more reactive than well laid out planning. Minimize manpower to our detrement.	12/16/2019 11:33 PM
1616	Most, not all are pressured more, and more to push production to the max	12/16/2019 11:33 PM
1617	"Relationships" never existed	12/16/2019 11:33 PM

PSR Survey

1618	Never has there been higher distrust of managers. they are likely to tell you anything you want to hear until its time to deliver, then they dry up and disappear. liars. liars who are resentful of advice. they pretend to care until someone actually needs something then they say no or even accuse assertive employees of breaking conduct rules, disrespecting them for just asking. (no kidding!). Managers now are people who have zero leaderships skills, zero genuine concern for their workgroup, zero knowledge to lead or teach ANYTHING. it is truly PATHETIC.	12/16/2019 11:32 PM
1619	UPRR has cut alot of managers out so they are now doing 2-3 times the work as before. Alot more stress to get the job done, quicker is unsafe for everyone.	12/16/2019 11:32 PM
1620	What relationship....they are working managers 80 hours week making them resent us for anything we may or may not do that causes them any more stress	12/16/2019 11:32 PM
1621	Same, just make sure trains can run	12/16/2019 11:32 PM
1622	You mean the only one I have left? It is strained beyond belief. He still tries and puts on a good face, but he has too much work and unrealistic expectations. He is doing the job of 3 people and it shows.	12/16/2019 11:31 PM
1623	Never see him because they're stretched beyond thin too so don't have an answer	12/16/2019 11:31 PM
1624	No different. Supervisor/managers are concerned with production and numbers	12/16/2019 11:30 PM
1625	None	12/16/2019 11:30 PM
1626	I have no idea who it is anymore.	12/16/2019 11:30 PM
1627	worse. excepted to do more with less. and safety is slowly going out the window.	12/16/2019 11:29 PM
1628	It has put s strain. Managers are spread thin and expected to move mountains, thus that work load it passed of to the field staff.	12/16/2019 11:29 PM
1629	Its worse there pushing us to the point that someone is going to get hurt	12/16/2019 11:28 PM
1630	Continuous schedule changes	12/16/2019 11:27 PM
1631	We try to work as efficient as we can. It is never enough for them.	12/16/2019 11:27 PM
1632	We dont have relationships with managers.	12/16/2019 11:27 PM
1633	We are both just a replaceable liability in the carriers eyes. more defects make him look bad and no defects makes me look unnecessary.	12/16/2019 11:26 PM
1634	Things have become stressful, overworking us to a point of exhaustion	12/16/2019 11:25 PM
1635	There is no relationship	12/16/2019 11:25 PM
1636	Same	12/16/2019 11:24 PM
1637	We no longer worry about things that will be a problem in the future. We focus on issues that have been there as a train has gone over them. This causes a risk that would have been nigated by workers before a test car was needed.	12/16/2019 11:24 PM
1638	Less communication	12/16/2019 11:22 PM
1639	No.... I didn't like him before PSR and I sure as fuck dont like him now	12/16/2019 11:21 PM
1640	My manager has turned into a jerk unfortunately. Safety is now being placed by the wayside	12/16/2019 11:21 PM
1641	It has caused a great deal of mistrust and resentment.	12/16/2019 11:20 PM
1642	Has made it hard to believe in anything they say.	12/16/2019 11:20 PM
1643	Managers are quick to pull out of service. A shoot first ask questions later mentality.	12/16/2019 11:19 PM
1644	It has strained it due to the fact he is pressured to get more done with less	12/16/2019 11:19 PM
1645	Everyone is just disgruntled managers are worried about there jobs to they try and cut whatever they can to save there own job and make themselves look good, I would not recommend this job to anyone, quality of life is non existent no way to spend a career as just a number for greed.	12/16/2019 11:19 PM
1646	They are scared too	12/16/2019 11:19 PM

## PSR Survey

1647	they are not going to stand behind you or question anything out of fear of losing their job so it is somewhat strained	12/16/2019 11:19 PM
1648	Frustration and a all new low moral come to mind. CSX is no longer committed to the employees that make money for the company. I feel as a T&E employee that i am no longer an asset to this company. PSR has striped any amount of pride I had in my job and career completely out.	12/16/2019 11:18 PM
1649	none really, just seems like EVERYONE is "under the gun" all the time	12/16/2019 11:18 PM
1650	How can you have a good relationship with someone who has no regard for you	12/16/2019 11:18 PM
1651	Most of them have left to go back to their seniority back to craft because they are overworked and underpaid. Doing the job of several managers.	12/16/2019 11:17 PM
1652	I think the worker relationship with managers has become broken. You are told to reach unreasonable expectations or risk being written up and or fired.	12/16/2019 11:17 PM
1653	They get mad when we find defeats, because there just as afraid to lose there job to call there bosses	12/16/2019 11:16 PM
1654	Supervisors seem overly stressed about work getting done "on-time" due to incessant pressure for higher ups with little time off for rest	12/16/2019 11:16 PM
1655	They are pressured to get as much production out of you as possible. I understand we are here for a paycheck and that's what we do, but even when you are doing your job productively, they still pressure you to hurry up and get more production. Production over safety is what seems to come to play, they won't admit to it, but that's what is reality. So I'd say I have disliked my supervisor/managers a whole lot more since PSR. Alot more disgruntled employees.	12/16/2019 11:16 PM
1656	We are told we got x amount of hrs to get our work done dont go over!	12/16/2019 11:16 PM
1657	Don't have a foreman anymore and our managers, well, we hardly see them	12/16/2019 11:16 PM
1658	They make it clear that we will work their way or be fired. Threats to furlough more or close shop.	12/16/2019 11:16 PM
1659	We have 3500 members and close to 7000 active grievances ... it's self explanatory... management will trash a crew to save his stats for bonuses.	12/16/2019 11:15 PM
1660	Never had one, don't want one.	12/16/2019 11:14 PM
1661	It depends on the manager. If you have a good manager the relationship hasn't been affected. They are in the same boat as us. If you have a bad manager who "drank the company kool aid" its almost impossible to have a good relationship	12/16/2019 11:14 PM
1662	Some of Young supervisors don't have a Clue and all they do is follow a book, they don't understand things change out there in the real railroad.	12/16/2019 11:14 PM
1663	My old manager, I started the same day. My new manger, still feeling him out. Too many "no unnecessary expenses" decisions. Makes my job more difficult.	12/16/2019 11:14 PM
1664	Still the same	12/16/2019 11:14 PM
1665	There is no trust. Everyone has to look over their back,including managers , many managers have quit because of the stress and toll psr has taken on their families due to the extra workloads placed on them.	12/16/2019 11:13 PM
1666	Very surface. Aggressive	12/16/2019 11:13 PM
1667	To be honest. No more than they were before. Most don't care who you are, where you are, and what you are doing till testing time and they (the manager) needs his or her numbers for testing times and purpose.	12/16/2019 11:13 PM
1668	We both are unemployed now thanks the PSR	12/16/2019 11:12 PM
1669	Negative impact. The managers in my location have no seniority rights and it's blatantly obvious that they're worried about losing their jobs. The conversations of 5 years ago went along the lines of asking an employee what can we do to get this customer serviced. Along came PSR and now they tell you that you will service them regardless of anything. Including moving	12/16/2019 11:12 PM



PSR Survey

hazmat without paperwork. Including bad order rail cars. Including close clearances, open doors, defective wheels. Just do it. Throw all the rules out the window and just do it.

1670	Never had a good relationship with him	12/16/2019 11:12 PM
1671	Negatively.	12/16/2019 11:11 PM
1672	Dont know they laid us off.	12/16/2019 11:11 PM
1673	Totally different	12/16/2019 11:10 PM
1674	I'd say it has our supervision stressed and mentally scared, they are just as worried about their jobs being terminated as the craft workers are. I feel as though, from what I can gather, our managers have been pushed to try and "find" things that we can be punished for, and to look for any avenue they can take to discipline and make examples out of craft employees.	12/16/2019 11:10 PM
1675	They are hateful and company driven trying to save their own jobs.	12/16/2019 11:09 PM
1676	My current manager is a pretty level headed individual for the most part. Same goes for the foreman of the gang, but attitudes and tone change real quick when our window is running out.	12/16/2019 11:08 PM
1677	What relationship	12/16/2019 11:08 PM
1678	My direct supervisor is excellent, it's the echelons above them that I never see anymore. They used to visit often and frequent and now it's never.	12/16/2019 11:08 PM
1679	Immediate line supervisor hasn't changed but higher level supervisors demand production more with less manpower	12/16/2019 11:08 PM
1680	What supervisor they got fired	12/16/2019 11:06 PM
1681	My manager are not sure they will have a job . So are they doing there job to the best of there ability?	12/16/2019 11:06 PM
1682	I think they have become weed weasels.	12/16/2019 11:05 PM
1683	Never see him anymore	12/16/2019 11:04 PM
1684	I see the pressure that is put on them	12/16/2019 11:04 PM
1685	I absolutely dread coming to work. We never meant anything to anyone before and now those of us who are left hate that we have put so much into this sinking ship	12/16/2019 11:04 PM
1686	No different we're still being put down	12/16/2019 11:04 PM
1687	It has weaked them.	12/16/2019 11:04 PM
1688	Yes, they want more but give less. They treat use like tools instead of people	12/16/2019 11:03 PM
1689	Not good, he's but hurt that his buddy didn't make manager cut so know he just has his buddy ride around with him, just tip of the iceberg. But we can pay agreement employees to do managers job and draw pay every day of the month but at straight time wage to stay off the ot radar to the tune of 4000 hrs straight time in 1 year, so you tell me	12/16/2019 11:02 PM
1690	Stressed and untrusting.	12/16/2019 11:02 PM
1691	Not much change, still want more with less resourses	12/16/2019 11:00 PM
1692	The push to run longer trains has put a strain on most employee manager relationships. What little trust we had before is almost gone now.	12/16/2019 11:00 PM
1693	Created more tension due to unnecessary pressure	12/16/2019 11:00 PM
1694	It's one of those you can't stop it so might as well get used to it thing	12/16/2019 10:59 PM
1695	Never see him	12/16/2019 10:59 PM
1696	Made it worse since he's on a time frame and scared for his job	12/16/2019 10:59 PM
1697	Nobody likes it but it's the hand we were dealt and we shall overcome this	12/16/2019 10:58 PM
1698	Nonexistent	12/16/2019 10:57 PM
1699	Managers regularly instruct us to operate in an unsafe manner. You can not respect that	12/16/2019 10:57 PM

PSR Survey

1700	High tensions	12/16/2019 10:57 PM
1701	Management is horrible	12/16/2019 10:57 PM
1702	I never see a manager now.	12/16/2019 10:56 PM
1703	I try not to even have a relationship with the supervisor or manager. When before it was somebody that you looked up to and may have considered to be a friend	12/16/2019 10:56 PM
1704	There is tension in the air at the mention of PSR and what it will do long term to the employees and rail industry.	12/16/2019 10:56 PM
1705	Managers are running scared. So they take the stress out on us. Blaming us for taking to long when getting work done or departing town when in fact train is not ready or something is wrong	12/16/2019 10:56 PM
1706	Stressful due to work not being available	12/16/2019 10:55 PM
1707	They are stressed because the same level of work but much less workers.	12/16/2019 10:55 PM
1708	Trying to get more and more out of you.	12/16/2019 10:55 PM
1709	No communication	12/16/2019 10:55 PM
1710	I've been asked to break rules and violate HOS	12/16/2019 10:55 PM
1711	Same as usual	12/16/2019 10:55 PM
1712	Management is nearly impossible to get ahold of. As trainmaster and road foreman, front line supervisors should be not only readily available for quick job safety briefings, but also asking what we as employees need to get the job done. This used to be the case. Now they are incredibly hard to find and they act like they don't have time for your questions. Also they ask a favor for an agreement penalty and when you say okay, they decline the penalty.	12/16/2019 10:55 PM
1713	We see very little of our manager. Ever since they eliminated our local MTM and re-defined our territory, we have been on a down-hill spiral.	12/16/2019 10:54 PM
1714	Can't stand any of them.	12/16/2019 10:54 PM
1715	Who?	12/16/2019 10:54 PM
1716	Same	12/16/2019 10:54 PM
1717	Hostile	12/16/2019 10:52 PM
1718	Has made tensions High, because we get last time to do our job, and we are forced to work later and harder than we've did before.	12/16/2019 10:51 PM
1719	My supervisor is great but hard to talk to. They are overworked and always busy. Hard to talk to them with issues when their phone rings 100 times a day.	12/16/2019 10:51 PM
1720	?	12/16/2019 10:51 PM
1721	It has gone from worse to terrible because crap rolls downhill, even when the proper procedure for doing air brake test have been dismissed to ensure departure times	12/16/2019 10:51 PM
1722	Managers seem to be more distant now, hurry you up to leave office with questions left unanswered. They also try like heck to find mistakes to write you up on	12/16/2019 10:51 PM
1723	Horrible	12/16/2019 10:51 PM
1724	All supervisor cares about is numbers not safety	12/16/2019 10:51 PM
1725	If anything, we have less interaction with management on thru-freight trains. The company is attempting to cut those jobs and create a command center at headquarters to oversee operations remotely. I recently had a recertification for my engineer license. The recert was performed via simulator and overseen by the command center in Omaha. Local management attempted to get me in for a field recertification and was unable to make it happen.	12/16/2019 10:50 PM
1726	Currently being "promised" that we will not implement PSR and have mass layoffs like other companies already have.	12/16/2019 10:50 PM
1727	Supervisors and managers are more and more focused on budget and less on production. We	12/16/2019 10:50 PM

PSR Survey

get a laundry list of things that need to be completed in a short time but are constantly told that there will be no overtime. Either we get it done or they'll bring in a contractor who will.

1728	Horribly. We no longer have rules classes or safety meetings. Do more with less and if you can't get all your work done you are accused of laying down on the job rule checked and wrote up or worse	12/16/2019 10:50 PM
1729	Yes. They agree with what employees are saying but they are in a position they can't state their opinion in fear of dismissal	12/16/2019 10:49 PM
1730	It hasn't effected it	12/16/2019 10:48 PM
1731	THE SAME	12/16/2019 10:48 PM
1732	I'd say worse they are for the company cause they are just as scared for there job as us.	12/16/2019 10:47 PM
1733	My direct supervisor. It has not affected our relationship. He is good at not taking it as a personal attack when the company takes its liberties with us and we have an opinion.	12/16/2019 10:47 PM
1734	Very hostile. They dont want any input. Their jobs are in jeopardy.	12/16/2019 10:47 PM
1735	Very rarely see them	12/16/2019 10:47 PM
1736	More restrictions on overtime. Less money on paychecks and he's home every weekend. Negatively	12/16/2019 10:47 PM
1737	More tension then ever before!	12/16/2019 10:47 PM
1738	Has not	12/16/2019 10:47 PM
1739	Everything thing is a scare tactic out of fear of slowing traffic down.	12/16/2019 10:46 PM
1740	Nights always lead to missed communication	12/16/2019 10:46 PM
1741	It's about doing more with less. They don't care about safety or anything else.	12/16/2019 10:46 PM
1742	Really my supervisor is a good guy but both he and the gang have to be on constant ready because of short work outages	12/16/2019 10:45 PM
1743	I can't answer This cause I don't work for a precision railroad. Sorry	12/16/2019 10:45 PM
1744	I don't see either but once a week	12/16/2019 10:45 PM
1745	Put a lot more stress on the supervision. Which some do not handle well and take it out on the workers.	12/16/2019 10:44 PM
1746	He feels as us workers do, that it doesn't work. Just ask CSX, they have first hand knowledge.	12/16/2019 10:44 PM
1747	Hasn't changed	12/16/2019 10:43 PM
1748	Managers seem to be nicer	12/16/2019 10:43 PM
1749	No opinion	12/16/2019 10:42 PM
1750	Supervisors/ managers seem more stressed and under pressure to make sure groups perform efficiently with smaller windows	12/16/2019 10:42 PM
1751	I do not have a good working relationship with any of my supervisors. I am constantly being hounded to get work done on their schedule, which is usually unrealistic and unsafe	12/16/2019 10:41 PM
1752	Very much more strained due to increased stress to write assessments and find workplace failures to satisfy upper management.	12/16/2019 10:41 PM
1753	They seem to be more intimidating, because the employees are worried their positions will be cut if the supervisors dont like them.	12/16/2019 10:41 PM
1754	Big joke. Non railroad kids making poor decisions.	12/16/2019 10:41 PM
1755	He just wants to get footage and ties in. He's still a Dick	12/16/2019 10:40 PM
1756	yes	12/16/2019 10:40 PM
1757	Negatively, I used to see him all the time, he was always smiling called me by my first name always stopped and made small talk. Now everytime i see him it's at a distance and he's	12/16/2019 10:40 PM

PSR Survey

	rushing away to avoid employees.	
1758	Made it more stressful. More pressure to get more things done with less manpower.	12/16/2019 10:40 PM
1759	I don't get to work with the supervisors I use to. I can't hold on there gangs anymore	12/16/2019 10:40 PM
1760	Communication is almost zero	12/16/2019 10:39 PM
1761	Most of us don't want to talk to him!	12/16/2019 10:39 PM
1762	My supervisor seems to be under a lot more stress now than before PSR. As a matter of fact, he has almost 20 years being a supervisor & considering coming back to his tools.	12/16/2019 10:39 PM
1763	No effect	12/16/2019 10:39 PM
1764	Less communicative and more focused on cutting claims and pulling people out of service for rule related nonsense.	12/16/2019 10:39 PM
1765	Not sure if your going to get fired every day you come to work.	12/16/2019 10:39 PM
1766	They have made folks that have no time on the railroad supervisors in witch a lot of ways doesn't help anybody. Other supervisors just see it as a quick way to the top. It has also made a lot of supervisors more edgy and a lot less personable and not very good to work with.	12/16/2019 10:38 PM
1767	There is no relationship. It's a constant battle between them and us. We rely on ourselves for everything. We are a brotherhood/sisterhood, it's all we have.	12/16/2019 10:38 PM
1768	I think that they are just as disenchantd as the rest of the employees.	12/16/2019 10:38 PM
1769	It has not.	12/16/2019 10:37 PM
1770	Management basic tries to threaten us with this	12/16/2019 10:35 PM
1771	It hasn't yet.	12/16/2019 10:35 PM
1772	It hasn't affected my relationship at all	12/16/2019 10:35 PM
1773	Don't have relationship with them	12/16/2019 10:34 PM
1774	When your supervisor is stressed about keeping their job it has a trickle affect.	12/16/2019 10:33 PM
1775	They have no integrity. Every word out of their mouth is a lie	12/16/2019 10:33 PM
1776	The psr plans have been shoved down front line supervisors throats so bad that they have become unapproachable when it comes to safety measures or a more efficient or more safe way of doing a job. They see the job needing to be done one way and that is the only way they see the job being done. They truly believe we are only here to scare them over when actuality we actually just want to come make our money and go home safely.	12/16/2019 10:33 PM
1777	Hasn't	12/16/2019 10:32 PM
1778	It's worse they make me break rules and cut corners. They threaten me with discipline if I don't do it.	12/16/2019 10:32 PM
1779	Same	12/16/2019 10:31 PM
1780	Supervisors have gained unrealistic standards in what can be achieved in a given amount of time	12/16/2019 10:31 PM
1781	I've had a couple of managers since PSR was implemented. Some are good and some are not so good. It's a numbers game only now. A lot of managers are constantly berated about bad numbers in all areas.	12/16/2019 10:31 PM
1782	Supervisors will lie and use scare tactics to get work done. Everyone except for the oldest of workers are worried daily about losing their jobs if production drops or for various other reasons.	12/16/2019 10:30 PM
1783	What supervisor? So many cameras my supervisor has become an obsolete person in Ft. Worth that is so disconnected from people they supervise that there isn't even anyone to answer a phone for a family emergency.	12/16/2019 10:30 PM
1784	Same	12/16/2019 10:29 PM

PSR Survey

1785	I do not trust or wish to speak to any member of management on my service unit	12/16/2019 10:29 PM
1786	It has uncovered what I feared was true. A lack of regard for any employees	12/16/2019 10:29 PM
1787	It has made it more hostile as work/rest to We are implemented.	12/16/2019 10:29 PM
1788	There is no relationship,more of a dictatorship.	12/16/2019 10:28 PM
1789	It's put a bigger wall blocking reality to upper management	12/16/2019 10:28 PM
1790	I don't ever see them. We went from having 4 down to having 1. He feels like all employees are screwing hom and the higher ups are always ready to fire him.	12/16/2019 10:28 PM
1791	Haha dont even know who that is anymore. Management has been cut to a bare minimum which isnt a bad thing.	12/16/2019 10:28 PM
1792	I use to help my supervisor out with alot of things. I rarely talk to my supervisor now.	12/16/2019 10:28 PM
1793	My supervisor is all doom and gloom now. Constantly threatening our jobs. He constantly makes it a hostile work environment, all the while keeping us in the dark as to where we will be working the next week. I am on a 10hr 4 day work team. We will not be told where we are working the next week until FRIDAY on our rest day. No planning ability at all. Last week I was working in NOLA and when I was 2 hours from home I got an email telling me I was working back near Pensacola. Took my 3 rest days into 32 hours of driving. I would have stayed down there if I had known before I left Thur. THIS IS A NORMAL OCCURRENCE.	12/16/2019 10:28 PM
1794	It hasn't	12/16/2019 10:27 PM
1795	Hasn't effected our relationship but arguments over somethings that changed with PSR.	12/16/2019 10:27 PM
1796	Distance. Management is forced to ram PSR down employees throats st any cost including replacement by contractors	12/16/2019 10:27 PM
1797	Dont get any OT anymore	12/16/2019 10:26 PM
1798	They preach safety but force you to work faster in an unsafe manner all while trying to fire you to justify their jobs	12/16/2019 10:26 PM
1799	What manager? Are they still here ?	12/16/2019 10:26 PM
1800	Managers look the other way so you can break all sorts of rules to "get it done". So on a personal level I dont mind because now I can get away with the small things.	12/16/2019 10:26 PM
1801	The supervision has a go, go, go mentality which increases the opportunity for mistakes/rules violations/safety concerns. This is a recipe for disaster.	12/16/2019 10:25 PM
1802	We are more on the same level because of how horribly the company treats him. We relate more than ever.	12/16/2019 10:25 PM
1803	Management is spread too thin. The only interaction we have with management is when something goes wrong.	12/16/2019 10:25 PM
1804	Safety only matters during job briefing after that it's all about production	12/16/2019 10:25 PM
1805	Everyone is on edge waiting for more job cuts	12/16/2019 10:24 PM
1806	Negatively safety concerns are not addressed at all. Do more with less. Safety and maintenance are nonexistent	12/16/2019 10:24 PM
1807	Hardly see them	12/16/2019 10:24 PM
1808	Made it worse	12/16/2019 10:23 PM
1809	Depends on the supervisor. Some get intimidated by their bosses and want to force us to try do crazy and nearly impossible tasks in limited time frames	12/16/2019 10:23 PM
1810	Lol	12/16/2019 10:22 PM
1811	Relationship? There are no relationships. It has become very hostile. The only communication there is for me personally is when I need initials for a willful violation.	12/16/2019 10:21 PM
1812	Hasn't really affected it. He has his job and I got mine.	12/16/2019 10:20 PM

PSR Survey

1813	I haven't seen my supervisor or manager in a long time . they only show up if problems exist	12/16/2019 10:20 PM
1814	They have become even more rushed and if you've never heard a Union Pacific conference call then you can't really imagine how bad they have gotten in just the two years I've been with the company, and all I've ever heard is just small parts from when a manager or two had it on speaker.	12/16/2019 10:20 PM
1815	My supervisor and manager are both against PSR, but the upper management is squeezing them to produce and it shows in their overall attitude and job performance. They are stressed.	12/16/2019 10:20 PM
1816	Seems like with everything they have nowadays that we have to talk to the managers more cause there is always something wrong whether it be the computers or something	12/16/2019 10:19 PM
1817	About the same. Some managers (exp. Chad Doval) are fantastic and they care about you and your well being. There are others who only care about numbers and metrics and their jobs.	12/16/2019 10:18 PM
1818	Our supervisors are idiots	12/16/2019 10:18 PM
1819	Expected to follow the company's guidelines or else you will be dealt with accordingly.	12/16/2019 10:18 PM
1820	Supervisors have fled in droves. The ones that stick around for any length of time are very underqualified.	12/16/2019 10:18 PM
1821	Most new Roadmasters are ladder climbers. Every 5 to 6 years a new one. They say yes to management or their gone.	12/16/2019 10:18 PM
1822	it's all about production and never about safety...there are no relationships its control and conquer environment	12/16/2019 10:17 PM
1823	There is more animosity.	12/16/2019 10:17 PM
1824	Stretched it thin due to his bosses cutting other supervisors out so now you just have one person responsible for everything with the gang	12/16/2019 10:17 PM
1825	Not better	12/16/2019 10:16 PM
1826	I don't see them ever	12/16/2019 10:16 PM
1827	Treat him the same	12/16/2019 10:16 PM
1828	Not sure at the moment. I would imagine it will have a negative effect due to things not getting done as fast as before because of the lack of track authority.	12/16/2019 10:15 PM
1829	N/a	12/16/2019 10:15 PM
1830	No	12/16/2019 10:15 PM
1831	More pressure on us no matter the cost is how it is put to us to get the job done, which makes it more stressful to work.	12/16/2019 10:14 PM
1832	Strained. Locally the mangers ie: the Roadmaster tries to do his best and does good job . Our division engineer on great lakes is a bully and doesn't listen to his fellow mangers or Employees. Only cares about the bottom line . No personal skills . Asst engineer and mangers of track do nothing except harass local Roadmaster and workers .	12/16/2019 10:14 PM
1833	It really has not. I think everyone is more stressed out with a larger workload though.	12/16/2019 10:14 PM
1834	Creates more stress, trying to do more with less. Feeling used and abused with no additional compensation. All while seeing record profits and stock valuations increasing daily! Very hostile environment	12/16/2019 10:13 PM
1835	Your begging for stuff	12/16/2019 10:12 PM
1836	None	12/16/2019 10:12 PM
1837	?	12/16/2019 10:11 PM
1838	I think it has actually made this aspect a little bit better because they hate it too.	12/16/2019 10:11 PM
1839	A negative relationship. More pressure on management = wore out employees and stress	12/16/2019 10:11 PM
1840	Non existent	12/16/2019 10:10 PM



PSR Survey

1841	I hate my managers and hate coming to work every day. I've worked for UP for 17 year's and I'm looking for other employment. I like my job but every day there's some kind of BS, it's so stressful. I'd rather make half of what I'm making now to have a employer that cared about there employees.	12/16/2019 10:10 PM
1842	Worsening as it goes on.	12/16/2019 10:09 PM
1843	When asked they say they don't know a lot about it	12/16/2019 10:09 PM
1844	It has gotten worse because all they care about is moving trains and not about the safety of the crew and if they are having problems.	12/16/2019 10:09 PM
1845	Lots of tensions	12/16/2019 10:09 PM
1846	I don't see enough of them anymore to be able to answer that question...	12/16/2019 10:08 PM
1847	Local managers are like a revolving door. Currently no idea who is my immediate supervisor	12/16/2019 10:08 PM
1848	Complete disdain for management and all loss of moral	12/16/2019 10:07 PM
1849	Since the implementation of PSR they have hardly any managers. This is a good and inherently bad thing. Without managers nobody is there to help solve problems. The managers we do have now have no railroad experience and do not understand why some actions or requested work is unsafe. This cause a negative relationship between labor and management.	12/16/2019 10:07 PM
1850	Poor , there standards are at epic low.	12/16/2019 10:06 PM
1851	Unknown	12/16/2019 10:06 PM
1852	They practice it at their convenience.	12/16/2019 10:05 PM
1853	Everyone hates everyone	12/16/2019 10:05 PM
1854	PSR has eliminated manager to employee communication by means of dividing the employees in a dog eat dog environment to keep ones job.	12/16/2019 10:05 PM
1855	They are frequently attempting to fire us if we don't do whatever they want. It's made talking about the lack safety and mute point. They don't care anymore.	12/16/2019 10:04 PM
1856	Dont know. Never had a relationship with him.	12/16/2019 10:04 PM
1857	They just say we have to move cars not service customers correctly	12/16/2019 10:03 PM
1858	It hasn't	12/16/2019 10:03 PM
1859	The gang I'm on now is great ... when u r on the big gangs 9002,9002,8501 they r horrible the constant pushing and doing 4 differs jobs to try to break records for nothing .... and all this with being exhausted and still furious how u r home less days then to b right back and have them talk about doing more every day .... we all just laugh and the supervisor just don't know what to do they all know it sucks out here now	12/16/2019 10:03 PM
1860	Since they began laying managers off you seldom see a manager. I've yet to meet my manager of 9 months	12/16/2019 10:03 PM
1861	The higher up the chain management is the less they care about people below them.	12/16/2019 10:01 PM
1862	All managers are worried about losing their job if we don't perform to PSR expectations	12/16/2019 10:01 PM
1863	I hardly see either everything now is communicated through email or phone call	12/16/2019 10:01 PM
1864	There is less trust.	12/16/2019 10:01 PM
1865	They dont care about me because they might lose their job as well.	12/16/2019 10:01 PM
1866	PSR has deepend the divide and put everyone on edge. Fearful for future of our jobs, fearful for unjust job reductions, overall morale drop all around.	12/16/2019 10:01 PM
1867	Want same work done like it's a full gang	12/16/2019 10:01 PM
1868	They are non existent. They do not manage personnel. The current managers are responsible for numbers looking good to show lower operating ratio to drive stock price up. This par is simply to drive stock price up!!	12/16/2019 10:00 PM

## PSR Survey

1869	Do more with less, it's all about the money to the share holders,	12/16/2019 9:59 PM
1870	Definitely making more strained. They are being ordered to make us do things that are fundamental unsafe.	12/16/2019 9:59 PM
1871	There is constant harassment and there's nothing we can do about it	12/16/2019 9:58 PM
1872	Made it worse cause of all the cuts everyone is too busy worrying to build a relationship to work with eachother.	12/16/2019 9:58 PM
1873	Most of my managers have been fired and the rest are scared of getting fired.	12/16/2019 9:58 PM
1874	Better they are out of the bushes	12/16/2019 9:58 PM
1875	Since PSR I have had several supervisor/managers. It's like we are all just waiting to get bumped (due to cuts from PSR) so I really haven't got to even build any type of relationship with them.	12/16/2019 9:57 PM
1876	In some cases it's been hard to articulate what the problem is	12/16/2019 9:56 PM
1877	N/a	12/16/2019 9:55 PM
1878	I think it makes situations more tense, and puts more stress on everyone as a team. I also believe this plays a major role in moral, and work productivity.	12/16/2019 9:55 PM
1879	It hasn't really	12/16/2019 9:54 PM
1880	Managers don't seem to care if your a good employee or not. They don't care about safety running you out the door with no time to look over your paper work or job brief.	12/16/2019 9:54 PM
1881	I never see them anymore	12/16/2019 9:53 PM
1882	Yes there trying to do more with less.	12/16/2019 9:53 PM
1883	Nothing	12/16/2019 9:53 PM
1884	More perceived pressure on everone even if not talked about.	12/16/2019 9:53 PM
1885	Stressed relations between managers and unions. Lower level managers are forced to do things they know are wrong.	12/16/2019 9:53 PM
1886	There are no more relationships with management. We are only IDs and body's to run trains. It's as if the carrier is the good guy, and the craft employee is the bad guy and local level managers are trained little robots to never take the side of us peasants	12/16/2019 9:53 PM
1887	Hostile	12/16/2019 9:52 PM
1888	The only relationship crews have with management is one of mostly animosity. Yes we do what they ask us to do or else we're out of a job. We don't have many options. The way this company has treated its employees over the past 3 years with this PSR, and cutting everything is absolutely horrific. Nobody is ever in a good mood at work anymore, and rightfully so. We're all working as hard as we can for a company that is doing nothing but trying to continue to take from us as much as they can. (CSX)	12/16/2019 9:52 PM
1889	It is what it is	12/16/2019 9:52 PM
1890	Stresses it considerably. They are forced to do more with less and that is taken out on the working man. Morale is at an all time low making it hard to keep employees focused.	12/16/2019 9:52 PM
1891	We interact with them less	12/16/2019 9:51 PM
1892	I got blamed for not finishing the job task when it was no fault of mine.	12/16/2019 9:51 PM
1893	I think the psr has made the managers less accessible to employees and care less for their workers.	12/16/2019 9:51 PM
1894	No change.	12/16/2019 9:51 PM
1895	It seems like it's management against employees now	12/16/2019 9:51 PM
1896	No PSR yet	12/16/2019 9:50 PM
1897	Worsened, they expect one to be at point A and B with out delays. Causing friction.	12/16/2019 9:50 PM

PSR Survey

1898	It varies.	12/16/2019 9:50 PM
1899	Stress filled work enviroment	12/16/2019 9:50 PM
1900	Micromanaging has gone through the roof. Budget and money gets brought up almost daily. Less people trying to do same amount of work and do it in less hours because no overtime.	12/16/2019 9:49 PM
1901	Management has distanced theirselves from responsibilities	12/16/2019 9:47 PM
1902	Depending on the supervisor/ manager sometimes it can be worse	12/16/2019 9:47 PM
1903	Management only concerned with us doing as much as possible with fewer men and spending less on equipment tools and ppe	12/16/2019 9:46 PM
1904	It has put stress on everyone and everything!! Higher expectations with junk equipment!! Trying to do tons more with less doesn't work!! They are pressured and in return so are we. Not good at all!!	12/16/2019 9:44 PM
1905	N/A	12/16/2019 9:44 PM
1906	There is no relationship. He lies to us, steals from us, and threatens us with our jobs	12/16/2019 9:44 PM
1907	Lackluster!	12/16/2019 9:43 PM
1908	My manager is very intelligent; however he has much to learn	12/16/2019 9:43 PM
1909	It's miserable they drink the kool-aid and we have to listen to there hypnotic message	12/16/2019 9:42 PM
1910	It hasn't	12/16/2019 9:42 PM
1911	More pressure from supervisor	12/16/2019 9:41 PM
1912	Not much difference	12/16/2019 9:41 PM
1913	Our supervisors feel the same affects we do. They are out there hours on end with us helping because man power has been cut so short we simply can't get all the necessary things done in a timely manner. When there are only 3 men on a section gang it makes it hard to change rail or anything. 1 man goes on the hirail each day so it leaves a Laborer and Foreman in a section truck to go do hard tasks that 4 men use to do before.	12/16/2019 9:40 PM
1914	I feel as if my manager is struggling as well but trying to put up the good face knowing it isn't right. Its not at a local level	12/16/2019 9:40 PM
1915	Managers are only worried about reducing staff and profiting for shareholders.	12/16/2019 9:39 PM
1916	SAME . NON-EXISITENT WHICH IS FINE.	12/16/2019 9:37 PM
1917	Some managers are easier to get along with than others. As far as management at the top it seems a lot better... more local management sometimes have a bad attitude probably due to stressful working environments.. no manpower to get things done and maintained.	12/16/2019 9:36 PM
1918	Stained	12/16/2019 9:36 PM
1919	Norfolk has changed them so much we don't know them.	12/16/2019 9:36 PM
1920	Very strained now	12/16/2019 9:36 PM
1921	It seems that the managers are as nervous as the crafts.	12/16/2019 9:36 PM
1922	The company policies have molded each one into unpleasant human beings. No heart or pride in your people.	12/16/2019 9:36 PM
1923	My supervisor got demoted	12/16/2019 9:35 PM
1924	Stressed out by both managers and employees!managers know what they are asking us to do is pushing us close to danger but if they don't then they are fired and the employee because one slip and we could derail,cause injury or even kill the population in our city!!	12/16/2019 9:35 PM
1925	N/a	12/16/2019 9:35 PM
1926	It hasn't affected my relationship with my immediate superiors. I can see that they have noticeable increase in stress after PSR began.	12/16/2019 9:34 PM

PSR Survey

1927	It hasn't I don't trust anything about this company	12/16/2019 9:33 PM
1928	Proved they have no respect for our lives	12/16/2019 9:33 PM
1929	I do not want to be approached by any of them. I absolutely despise talking to them I. No one is approachable..no open door policy	12/16/2019 9:33 PM
1930	Is has not	12/16/2019 9:33 PM
1931	Got worst	12/16/2019 9:32 PM
1932	Has put every worker at risk. Managment is more concerend with "First OS" then anything else	12/16/2019 9:32 PM
1933	More stressful	12/16/2019 9:30 PM
1934	Lower management is under more pressure to do more with less by upper management. It all slides down hill	12/16/2019 9:29 PM
1935	We have no relationship. He's more worried about his job than I am.	12/16/2019 9:27 PM
1936	Seems like the good managers are leaving, bad ones being promoted. None of them want to call attention to the problems for fear they will be targeted for termination	12/16/2019 9:27 PM
1937	We used to work together. Now give me the opportunity to take their job and I will in a heartbeat, as the feeling is mutual.	12/16/2019 9:27 PM
1938	Fair	12/16/2019 9:27 PM
1939	Never had one to begin with	12/16/2019 9:27 PM
1940	Same	12/16/2019 9:27 PM
1941	It causes much undue stress. I have also seen managrs start to care less about the company and safety also.	12/16/2019 9:25 PM
1942	It has become a very toxic working environment since every supervisor/manager fears for his/her job constantly. It most certainly has become us against them mentality.	12/16/2019 9:25 PM
1943	managers are under so much pressure that its trickled along to the employee to hurry up by force. Bad relationship	12/16/2019 9:25 PM
1944	Lots of pressure on supervisors	12/16/2019 9:25 PM
1945	Hasn't	12/16/2019 9:24 PM
1946	I haven't seen much change with this personally just they are being more concerned with times and less safety	12/16/2019 9:24 PM
1947	It has not	12/16/2019 9:24 PM
1948	The relationship has deffinetly changed as they keep wanting more and they themselves are afraid of not meeting certain goals because they are job scared.	12/16/2019 9:24 PM
1949	PSR never really affected that. Other management practices sure did, but PSR never really played a part. If I had to say one effect, it was the trickle down of stress on us as maintainance of way employees, union and management alike, to get the work done on tight deadlines and clear for the trains to run, and the ever present fear of God's wrath should we dare hold them up to get the job done.	12/16/2019 9:24 PM
1950	None	12/16/2019 9:23 PM
1951	Feel like your scrutinized more now	12/16/2019 9:23 PM
1952	More tense.	12/16/2019 9:23 PM
1953	Planning has went out the window, we are just "putting out fires", so he is more stressed and often that frustration is taken out on the workers	12/16/2019 9:23 PM
1954	He's always been an incompetent, heartless, emotional cripple. PSR has no effect on him.	12/16/2019 9:23 PM
1955	More stressful	12/16/2019 9:23 PM
1956	Feel like i cant talk to then about problems going on without feeling like being the bad guy or	12/16/2019 9:21 PM

PSR Survey

	afaird of being charged	
1957	Less senior managers, more uneducated EA managers.	12/16/2019 9:20 PM
1958	Only change is they want things done quickly to run trains	12/16/2019 9:20 PM
1959	They just want you to do more with less	12/16/2019 9:20 PM
1960	Neutral. It's above their head they say. Corporate and stockholders..... All for them and none for the workers	12/16/2019 9:19 PM
1961	Not a lot but they're having us switch out cars a lot more in route and pick up cars in route that are not blocked right	12/16/2019 9:19 PM
1962	Managers dont seem to care for their workers as much a past years (5) prior, there boss is only worried about telling them to get more production.	12/16/2019 9:19 PM
1963	I sometimes feel indirectly "rushed" at work by my supervisor and it causes tension.	12/16/2019 9:19 PM
1964	Managers tend to blame more on crews. As well as put more on crews. Do more with less manpower.	12/16/2019 9:18 PM
1965	Negative	12/16/2019 9:18 PM
1966	There is a new manager every month so not sure.	12/16/2019 9:17 PM
1967	I just tell him I dont think it's good for employees and a recipe for failure and it doesnt affect my relationship with him he just does what his bosses tell him and is just a pawn in the game, so I have no reason to be mad or feel he is the problem it comes from the top not the bottom of the company.	12/16/2019 9:17 PM
1968	Our manager was one of the worst managers ive ever worked for	12/16/2019 9:17 PM
1969	Supervisors are stressed to the max and are brow beaten into submission HQ to make everyone else perform to their desired standards. They accomplish this by assessing erratic discipline and self interpretation of carrier and FRA rules	12/16/2019 9:17 PM
1970	Relationship with immediate supervisor is still good. Upper management is not good. Upper management is only interested in the operating ratio.	12/16/2019 9:16 PM
1971	Down	12/16/2019 9:15 PM
1972	Before, the management would involve the local chairman (me) in promoting safety, coming up with new better ways to work safely and sometimes even the transportation plan. Now if you see that supervisor twice a month, you're lucky.	12/16/2019 9:15 PM
1973	Made it worse. All they care about are the numbers.	12/16/2019 9:14 PM
1974	It hasn't. My supervisor is a worthless piece of shit.	12/16/2019 9:13 PM
1975	Hardy every see him .	12/16/2019 9:13 PM
1976	Made it more volatile due to the stress of having to work unsafe to meet there goals and they are afraid of being fired if we do not meet the goals so there stress is higher and is in turn taken out on us.	12/16/2019 9:13 PM
1977	Theyre given absurd goals that have to be met by creating a web of false reports.	12/16/2019 9:13 PM
1978	N/A	12/16/2019 9:12 PM
1979	Strained	12/16/2019 9:12 PM
1980	There is only 8 hours in a day to be worked so as an inspector I don't have time to go in and talk with him.	12/16/2019 9:12 PM
1981	Most supervisors have to go along with this farse, because if they don't do as they are told they'll be replaced by someone who will.	12/16/2019 9:11 PM
1982	Got laid off	12/16/2019 9:11 PM
1983	I know longer have contact with my manager let alone know who it is from any given day because it changes so often in fact I'm on my third manager in the past three months and only have met one of them that introduced himself and actually told me he was my manager. It	12/16/2019 9:10 PM

## PSR Survey

seems like the managers the we consider to be good and actually know the safety rules and show that they care about the employees and not the production do not last very long and the company will bring in someone who is simply a yes-man .

1984	it hasn't	12/16/2019 9:09 PM
1985	It haant	12/16/2019 9:09 PM
1986	Tension	12/16/2019 9:09 PM
1987	They still lie to us	12/16/2019 9:07 PM
1988	A bean counter only looks at the dollar amount and not what it might actually take to complete a job	12/16/2019 9:06 PM
1989	The relationship with first-line supervisors have decreased dramatically and the manager has basically stayed the same.	12/16/2019 9:06 PM
1990	It hasn't only see them when it's PDR time.	12/16/2019 9:06 PM
1991	There afraid of loosing their jobs, so they are being more hard nose or ruthless	12/16/2019 9:06 PM
1992	Shitty as always	12/16/2019 9:04 PM
1993	They appear to be under much more duress	12/16/2019 9:03 PM
1994	Stretched it thin. My manager is also pressured to get more work done with a limited budget that hes given and in turn, he pressures us to do the same.	12/16/2019 9:03 PM
1995	Well furlough greatly affects relationship when you don't have a supervisor sitting at home	12/16/2019 9:03 PM
1996	Neither helped or hurt. The dynamic has changed from struggles between labor and management to office versus field. Our supervisors are under such pressure to perform tasks at break neck speeds in finger tight quarters that we're all feeling the heat of PSR. I guess in a way its pushed management to understand our issues prePSR...so maybe there is a hint to apathy from them to us now. But not enough to rest your hat on.	12/16/2019 9:03 PM
1997	We still have a good relationship. I can say the morale of field managers is in the dumps. Their hands are tied.	12/16/2019 9:02 PM
1998	Never see them unless somebody screwed up	12/16/2019 9:01 PM
1999	NA	12/16/2019 9:01 PM
2000	There always in hurry now you get hurt turn it in they put you out of service even if it was not your fault or they put you in a unsafe situation	12/16/2019 9:00 PM
2001	Worse. Managers don't care about you or what you have going on. They just want to out the door.	12/16/2019 9:00 PM
2002	It hasn't affected relationship with roadmaster but upper management relations is at all time low and alot of very disgruntled employees	12/16/2019 9:00 PM
2003	Na	12/16/2019 9:00 PM
2004	Luckily, locally remained the same	12/16/2019 8:59 PM
2005	It has not	12/16/2019 8:59 PM
2006	More us against them than in the past.	12/16/2019 8:59 PM
2007	I can't really so it has, but I know if we don't use trip optimizer we get harsh feedback and threatened with retaliation.	12/16/2019 8:59 PM
2008	Good communication	12/16/2019 8:57 PM
2009	None	12/16/2019 8:57 PM
2010	Unchanged	12/16/2019 8:56 PM
2011	Really no change If they are honest and tell the truth on the job site then no problems But if they lie everyone's pissed and being focused on the job and safety is tremendously diminished	12/16/2019 8:55 PM



PSR Survey

2012	Not me personally. Besides work load increase.	12/16/2019 8:54 PM
2013	Worse, they're always looking for something wrong	12/16/2019 8:53 PM
2014	Relationship is still the same. Just hear do more with less a lot more frequently	12/16/2019 8:53 PM
2015	Strained. I have a wife and family of 3 young children who I have seen less this year than any other and I'm expected to answer the phone all weekend long to benefit the company as well. Everyone where I work is burnt out and that especially includes the supervisor bc the unrealistic goals are set on him as well.	12/16/2019 8:51 PM
2016	It's all go go go.	12/16/2019 8:51 PM
2017	I don't really talk to them anymore. I used to have a very open line but now I just do my job. Lots of upset workers around me as well upset about the same things	12/16/2019 8:50 PM
2018	I don't think it has as much effect on our department as it does transportation. I do know a lot of people are sitting at home with hungry families because of it.	12/16/2019 8:50 PM
2019	I'm bidding out	12/16/2019 8:50 PM
2020	More detached and alienated	12/16/2019 8:50 PM
2021	No relationships the company piles on more responsibilities. So they are so busy trying to meet expectations that they just do what are told to do or fire them..	12/16/2019 8:50 PM
2022	Hasn't affected it however we don't see him because he's overloaded with more than he should have on his plate as far as the amount of gangs he's in charge of.	12/16/2019 8:49 PM
2023	Na	12/16/2019 8:49 PM
2024	Supervision/management expects us to do more work with less people resulting in longer work days. Management expects us to live out here and put our personal lives second.	12/16/2019 8:49 PM
2025	It has poisoned those relationships. My immediate supervisors are under the axe just like the rest of us. It feels as though we're in a Soviet munitions plant, and any quota missed means the deaths of several people. The environment is toxic.	12/16/2019 8:49 PM
2026	Made or more stressful and difficult to talk to. The ones that will discuss it openly are just as worried about their future as anyone else. They just won't say it in fear of being fired	12/16/2019 8:49 PM
2027	Personally my managers that I deal with feel the same as I do. Though I bet there is no way they would admit that to the bosses.	12/16/2019 8:48 PM
2028	He is under the same and more pressure and stress as I am	12/16/2019 8:47 PM
2029	Really unaware of it as of yet.	12/16/2019 8:47 PM
2030	No change	12/16/2019 8:47 PM
2031	Made it more tense	12/16/2019 8:47 PM
2032	Well, it's gotten worse between all of the employees and managers at some point. We are getting pushed to do our job, then have to do other jobs because we don't have the man power , and it's all because of PSR.	12/16/2019 8:46 PM
2033	Neutral	12/16/2019 8:45 PM
2034	The managers I've spoken with have voiced concern about safety.	12/16/2019 8:45 PM
2035	Can't trust them	12/16/2019 8:44 PM
2036	It hasn't	12/16/2019 8:43 PM
2037	NA	12/16/2019 8:43 PM
2038	Morale is at a all time low. They want us to be "safe" yet they push everyday for longer trains and more exposure for injury.	12/16/2019 8:43 PM
2039	Supervisors under way more stress	12/16/2019 8:43 PM
2040	The relationship with supervision is fine it's the inexperienced management I have problems with.	12/16/2019 8:43 PM

PSR Survey

2041	...	12/16/2019 8:42 PM
2042	Not sure - My relationship with my FLS is one of understanding; he does what he has to in order to help BNSF realize it's goals... Just seems like BNSF goals don't include the workers lively hood (cost of living in Seattle)... We should be equally compensated across the system (fair there is not fair here kinda thing).	12/16/2019 8:42 PM
2043	It hasn't I do what I'm told and that's it.	12/16/2019 8:42 PM
2044	Luckily, my relationship between my manager and supervisor has not affected me. But I know for sure that anything above them are company people and do not even interact with workers like my self.	12/16/2019 8:41 PM
2045	It just seems like our boss is under alot more pressure	12/16/2019 8:40 PM
2046	They have tried to get us to bend rules to complete task with the decrease in time allowed to occupy the tracks	12/16/2019 8:40 PM
2047	There is no relationship, here is what your doing get it done with what you have	12/16/2019 8:40 PM
2048	Remains the unchanged	12/16/2019 8:40 PM
2049	Harder to contact my manager and I'm sure he has many more now to oversee	12/16/2019 8:39 PM
2050	He's okay but his boss is pushing him to work us harder than they already are	12/16/2019 8:39 PM
2051	I never met my supervisor. They're pressed with the extra work load up on them.	12/16/2019 8:39 PM
2052	Not really I just not they have money for contractors not us	12/16/2019 8:38 PM
2053	Manager seems disconnected just seems to be toeing the company line.	12/16/2019 8:38 PM
2054	It's getting harder to trust that they'll do what they say. Every problem is money or budget caused and all decisions are likewise made with money and budget as primary concern	12/16/2019 8:38 PM
2055	Hasn't gotten any better	12/16/2019 8:37 PM
2056	Supervisors are more and more pressured and less experienced from my experience.	12/16/2019 8:36 PM
2057	Made it worst there supervisors are pushing the psr hard	12/16/2019 8:36 PM
2058	Yes. Before all this we had managers that cared about more then just the bottom line. Now all management cares for is stockholders and thier on pockets	12/16/2019 8:35 PM
2059	They have the attitude anymore that they have to watch every little penny spent and are told they can't purchase anything	12/16/2019 8:35 PM
2060	Supervisors are continually pushing you to get done quicker, and even then add more work knowing you don't have the time.	12/16/2019 8:35 PM
2061	Makes things tense	12/16/2019 8:35 PM
2062	More so than ever we are seen as liabilities to management and nothing more.	12/16/2019 8:34 PM
2063	None.	12/16/2019 8:34 PM
2064	With the Manager, no. With the Director, yes.	12/16/2019 8:34 PM
2065	It hasn't, but it has caused employee morale to tank.	12/16/2019 8:33 PM
2066	i never see them, they are there for awhile during the daylight hours	12/16/2019 8:32 PM
2067	Managers hate their job worse then anyone I've ever seen,they're so scared to lose their job	12/16/2019 8:32 PM
2068	Don't Know That Either	12/16/2019 8:32 PM
2069	Strained more now than just 8 months ago. Hiding the short cuts hoping they don't find out. Saying things over the radio just so they can hear it whether it's done that way or not.	12/16/2019 8:32 PM
2070	managers are who they are	12/16/2019 8:31 PM
2071	Not to bad so far	12/16/2019 8:31 PM
2072	Tension/ between Co. & workers	12/16/2019 8:31 PM

## PSR Survey

2073	It has went downhill	12/16/2019 8:31 PM
2074	Depends on the supervisor. And to what degree they like you	12/16/2019 8:30 PM
2075	Working under fear tactics. Looking over our shoulder and in the air trying not to get run off.	12/16/2019 8:30 PM
2076	Managers seem to be stressed out and take it out on the employees	12/16/2019 8:30 PM
2077	They never tell you anything about it	12/16/2019 8:29 PM
2078	Well they make work very uncomfortable. Push push push. Not what I imagine it. Also they yell profanity at you. So unprofessional. The system is wrong on putting people on those positions.	12/16/2019 8:29 PM
2079	Trainmasters are so stressed out and cannot control it. Much less time is spent with the trainmasters.	12/16/2019 8:28 PM
2080	They seem to not care as much about the works anymore. They care more about production numbers.	12/16/2019 8:28 PM
2081	More contentious,	12/16/2019 8:28 PM
2082	More stressful relationships for sure.	12/16/2019 8:27 PM
2083	It has not, everyone at my level feels like psr is an unsustainable temporary way to ruin the company by making some short term profits	12/16/2019 8:27 PM
2084	It's ok when we are caught up, but could be better when trying to catch up to work	12/16/2019 8:26 PM
2085	Manager has never cared about field forces and never will, never had a good relationship with him to begin with. Supervisor is a puppet for managers.	12/16/2019 8:26 PM
2086	Never see them	12/16/2019 8:26 PM
2087	It has worsened any relationship between Management and the workforce. Management is under Constant pressure to do whatever it takes even breaking rules to keep trains moving	12/16/2019 8:26 PM
2088	More pressure to get the work done, which causes a unhealthy relationship from both sides at times.	12/16/2019 8:25 PM
2089	They've replaced experienced management with college kids who are not willing to listen to experienced employee's input.	12/16/2019 8:23 PM
2090	Poorly	12/16/2019 8:23 PM
2091	Keeps them on you about slow orders and they expect more and more . They seem pissed when you dont complete a slow order even if you work 14+ trying to do so but there is just more work needed to complete it. Making them happy now seem unattainable	12/16/2019 8:23 PM
2092	The moral is horrible the supervisors are afraid there going to lose there jobs to so they overlook safety and do whatever the company says , so you have horrible issues with management and workers . The bottom line is everybody is afraid of losing there job so safety is overlooked.	12/16/2019 8:23 PM
2093	They probably fear for their lives now.	12/16/2019 8:23 PM
2094	Negatively	12/16/2019 8:23 PM
2095	Supp/Mang. have been looking for ways to justify their jobs as why do we need a ratio of supervisors per employee's Thats more that what students have per teachers in school. We have a bunch of paparazzi's following us around just so they can get a story to turn in in order to get a feather in their hat. It's ok for them to talk down to us ut look to if we voice our opinion	12/16/2019 8:22 PM
2096	Dont have no relationship	12/16/2019 8:22 PM
2097	N/a	12/16/2019 8:21 PM
2098	Has not most of the supervisors that are working now have had very little time on the track have only worked on system gangs you can tell when you go work on a different area and start working for that Roadmaster that treat you like your a system gang	12/16/2019 8:20 PM
2099	Greatly , this whole push you out the door and get on that train tactic only amplifies the anxiety .	12/16/2019 8:20 PM

## PSR Survey

2100	Many managers have quit because they don't get time off due to so many being cut or quitting . That makes front line managers more relatable to employees. Middle and upper managements relationship with craft has worsened	12/16/2019 8:20 PM
2101	makes us more combative	12/16/2019 8:18 PM
2102	Dont have a job.	12/16/2019 8:17 PM
2103	I feel we are no longer cared about. All that matters is if we get the job done.	12/16/2019 8:17 PM
2104	Stressed. Want miracle amount of production with no track and time. Also, they move us after we have paid for the week at motel	12/16/2019 8:17 PM
2105	Luckily our supervisors jobs are also on the fence so there is a common ground of do what we are told to do even if we know it's going to fail	12/16/2019 8:16 PM
2106	Still the same	12/16/2019 8:16 PM
2107	I don't interact much with my supervisor/manager. I am currently furloughed.	12/16/2019 8:15 PM
2108	My direct supervision has had their territory doubled if not tripled. These gents are under the same pressures as us. Makes for a very hostile work environment. Wether it's to report a meal worked through or overtime needed. Or, a tool being asked for to perform task in a safer manner. Cutting costs is at an all time high, yet the railroad wastes soooooo much in areas that makes you shake your head when drawn in comparisons.	12/16/2019 8:15 PM
2109	They seem to feel the same way as the rest of us.	12/16/2019 8:15 PM
2110	My direct supervisor has remained the same. We have worked together, as always, to get through the best we can and keep everyone out of trouble.	12/16/2019 8:15 PM
2111	Honestly it hasnt really changed with the frontline managers. They seem as frustrated as we are. I can't speak for anyone above them because I do not deal with them on a daily basis.	12/16/2019 8:14 PM
2112	It has become strained because the ones above them are putting pressure on them to get more done so therefore they put more pressure on the men that actually do the work	12/16/2019 8:14 PM
2113	No relationship at all since managers change every year	12/16/2019 8:14 PM
2114	Much better	12/16/2019 8:14 PM
2115	Really pushing numbers	12/16/2019 8:14 PM
2116	Psr has effected all supervisors in a bad way starting from the top down. And unfortunately it effects all other employees . It's sad to say when I come into work when my boss is at the office., I feel like going back home then have to deal with him in the morning s.The company's that do psr are quite frankly don't care .	12/16/2019 8:13 PM
2117	Causing them to be more stressed which rolls down hill to us	12/16/2019 8:13 PM
2118	Low morale, supervisors doing our jobs	12/16/2019 8:12 PM
2119	Nonexistent, it's a revolving door where supervisors are concerned.	12/16/2019 8:12 PM
2120	Less communication .. managers are so focused and prograded on PSR. And less with us...	12/16/2019 8:11 PM
2121	There is no relationships anymore	12/16/2019 8:11 PM
2122	Management is seldom ever seen.. Although the work environment is not as hostile anymore	12/16/2019 8:11 PM
2123	More stressful	12/16/2019 8:10 PM
2124	I dont know, I hardly see them.	12/16/2019 8:10 PM
2125	I hardly see them.	12/16/2019 8:10 PM
2126	There is no longer a management employee relationship. Managers are instructed to test less and push for production more. Attitudes towards managers have gone in the dumps due to the way the company pushes them to ignore safety issues. Employees are tired of it.	12/16/2019 8:09 PM
2127	It has strained the relationship. Again, from the uncertainty of our future and employment standpoint. Of course, he is just a messenger and is only passing information along from upper management.	12/16/2019 8:09 PM

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2128	Well two of or supervisors quit from the pressure of higher management and tough struggles with budget and keeping people happy.	12/16/2019 8:09 PM
2129	No difference they just expect more out of you in a shorter time frame. I am sure that all comes from the top.	12/16/2019 8:09 PM
2130	Depends on the day	12/16/2019 8:09 PM
2131	None	12/16/2019 8:09 PM
2132	Better, they overlook infractions	12/16/2019 8:08 PM
2133	Stressful	12/16/2019 8:08 PM
2134	It has degraded most relationships with managers. They all seem way more stressed out and seem focused on being out to get you more than being a leader.	12/16/2019 8:08 PM
2135	Now it's an us vs them mentality.	12/16/2019 8:08 PM
2136	They keep swapping managers	12/16/2019 8:08 PM
2137	It's created a hostile work environment! Management in every terminal is forced to cut workforce as much as seemingly possible. Then they won't approve personal leave or vacation because they say they don't have the manpower. All while 100+ employees in every terminal have been on the unemployment line for over a year.	12/16/2019 8:08 PM
2138	It sucks , go,go,go, safety out the window	12/16/2019 8:08 PM
2139	A lot more stressful, less money for tools and more production with less people	12/16/2019 8:08 PM
2140	When I was a manager it we went through a realignment and after receiving a bonus in February of 2019 my last manger had HR reverse the funds and took the money from my account.	12/16/2019 8:08 PM
2141	My manager is awesome. Wish I could say the same for the Union	12/16/2019 8:08 PM
2142	None	12/16/2019 8:07 PM
2143	Deteriorating daily	12/16/2019 8:07 PM
2144	Made it worse.	12/16/2019 8:07 PM
2145	My relationship with the management I've been in contact with has been good with every one but the pressure that's on them is passed to us	12/16/2019 8:07 PM
2146	None	12/16/2019 8:06 PM
2147	Added unnecessary friction with the implementation of more o-tests	12/16/2019 8:06 PM
2148	It's terrible	12/16/2019 8:06 PM
2149	Less of them. They have been replaced with educated pupets that dont know right from wrong. My new manager is a 23 year old kid out of college who will willingly go down with the ship.	12/16/2019 8:05 PM
2150	Nothing changed besides the doom and gloom stories about the future	12/16/2019 8:05 PM
2151	Adversely, they seem even more like they are out to get us.	12/16/2019 8:05 PM
2152	As a union rep I am forced to talk to management about safety concerns and reports to fra	12/16/2019 8:05 PM
2153	I've been on a RSG gang the past year. Other then them hiring 22 year old kids straight out of school that have never had a job to speak of their entire life things seem to be good.	12/16/2019 8:05 PM
2154	Everyone is expected to fall in line and do what been told effectively and there really isn't any feedback that's taken. Concerns are heard but are told that it's the new way of railroading so get use to it cause that's the way it is. Useless putting out safety concerns.	12/16/2019 8:04 PM
2155	I would say so they expect everything to be done at lightning speed and threaten you if you dont get it done	12/16/2019 8:04 PM
2156	Yes. There is no longer a friendly relationship with our superiors instead they feel more like slave drivers cracking a whip in order to reach their quotas.	12/16/2019 8:03 PM

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2157	Neutral	12/16/2019 8:03 PM
2158	Never see them ..they seem stressed out	12/16/2019 8:02 PM
2159	I try to avoid him at all cost.	12/16/2019 8:02 PM
2160	It has changed the way work is handled by the work group. We used to be able to put a job off till another day and do a more pressing job today. Upper management has put deadlines on jobs that are in most cases are not realistic and this intern puts pressure on the Roadmasters to get the job done at all costs. But if you tell them that the pressure being put on you is overbearing the response, once again BNSF because that's all I have knowledge of, back to you is your putting the pressure on yourself because it's only perceived pressure because BNSF never puts pressure or deadlines on anything or anybody.	12/16/2019 8:02 PM
2161	I'm not sure how PSR has affected supervision, but our company seems to be placing college educated "kids" into management job rather than promoting from the ranks. This has led to our supervisors pushing to get more production because they don't know what it takes to do a job.	12/16/2019 8:02 PM
2162	It has ruined many relationships and future relationships with current and future supervisor. They don't worry about fixing the track they worry about there budgets so they can receive a bonus at the end of the year. They don't care about safety to the workers and most importantly the public. The workers want to get the job done right but the managers rush us out off the job site so then we get mad at them because we want to fix it the right way but they only allow bandaid solutions.	12/16/2019 8:01 PM
2163	If I had a relationship with one I would tell you	12/16/2019 8:01 PM
2164	Stressed it due to the requirements of needing to be out of yard by a certain time. Sometimes things happen and it's not possible without taking shortcuts or breaking rules.	12/16/2019 8:01 PM
2165	No any he got cut off	12/16/2019 8:01 PM
2166	Our management are all running scared. They are constantly wonder if their job is the next one that getting cut. They are all feeling the pressure of PSR. They have to get the crews to do more with less. The relationships are stained because of it.	12/16/2019 8:00 PM
2167	In Spokane we had a very shitty manager named Mike Alt. PSR got rid of him. That's one thing I love about PSR	12/16/2019 8:00 PM
2168	PSR has created an adversarial relationship between frontline employees and management. Frontline employees now see management as a threat and as someone that is only trying to get them fired. I know for a fact that on my railroad the frontline managers have been instructed to keep TY&E employees purposely unhappy.	12/16/2019 8:00 PM
2169	I live in a constant state of fear and misery.	12/16/2019 8:00 PM
2170	Its worst	12/16/2019 7:59 PM
2171	Management is afraid they will get cut if things don't run smoothly, they have cut my local management in half and it is more difficult to find a supervisor to get safety equipment or to ask questions. My personal supervisors don't agree with what the company is doing but they try to make the best out of it and actually help us more now. Everyone feels under the gun I feel like.	12/16/2019 7:58 PM
2172	Don't see them	12/16/2019 7:57 PM
2173	They don't even know what PSR stands for probably.	12/16/2019 7:57 PM
2174	There is no relationship	12/16/2019 7:56 PM
2175	We are being asked to perform work that a year ago would not have been considered for safety reasons which is causing friction between employees and manager.	12/16/2019 7:56 PM
2176	Who is that! Lack of communication is number 1 priority.	12/16/2019 7:56 PM
2177	My relationship hasn't really been affected, one I know it's not their fault and the ones I've worked for don't like it either.	12/16/2019 7:56 PM
2178	No difference	12/16/2019 7:56 PM
2179	No changes yet	12/16/2019 7:56 PM
2180	A definitive change for the worse	12/16/2019 7:56 PM



PSR Survey

2181	Capitol projects have been canceled due to budget restraints and I have had to apply multiple slow orders on my territory causing hostilities between us	12/16/2019 7:55 PM
2182	Frontline managers dislike PSR as well.	12/16/2019 7:54 PM
2183	Our relationships are the same as always, as long as I'm doing what it takes to make the company money and conform to the policies then it is fine	12/16/2019 7:54 PM
2184	It has become more hostile due to him being under more pressure.	12/16/2019 7:54 PM
2185	Heightened adversarial feelings. Us vs. them. No willongness to work towards a common goal.	12/16/2019 7:54 PM
2186	Not a good relationship anymore. They have pressure on them to push us harder so we get an attitude and our morale is down	12/16/2019 7:54 PM
2187	He basically an idiot. Doesn't no anything about Railroading	12/16/2019 7:54 PM
2188	Rd master has more pressure for us to get that work done in a certain amount of time and higher up don't want to hear the excuses that we have why we can't get out there an do the job so there sometimes safety goes out of the picture	12/16/2019 7:54 PM
2189	The same	12/16/2019 7:53 PM
2190	No longer meet with management as I am retired.	12/16/2019 7:53 PM
2191	Honestly and simply they are just more full of shit than they were prior to psr.	12/16/2019 7:53 PM
2192	N/A	12/16/2019 7:52 PM
2193	There is no relationship with the manager anymore. Their workload has increased just as much as ours. On a territory that is a few hundred miles long and used to have two managers covering the area now there is no manager. So we have hardly any guidance some days we don't hear from a manager and we are lucky if we see a manager once a month.	12/16/2019 7:52 PM
2194	What relationship	12/16/2019 7:52 PM
2195	My relationship remains the same because we have good management in our division but it does get upsetting when pressured to complete a task that both them and I know can't be met yet they pressured us on so if it doesn't get completed it's easy to say the train men dropped the ball	12/16/2019 7:52 PM
2196	Made it worse they have to answer for why it is not working and they retaliate on to the employees for them getting yelled at	12/16/2019 7:52 PM
2197	I have been employed for 19 years in transportation. What started out as a good work environment and an open door policy with management has turned into a chaotic and do as your told and do not question management. Very hostile and one sided work environment.	12/16/2019 7:52 PM
2198	Don't talk to them	12/16/2019 7:51 PM
2199	Nothing have really changed	12/16/2019 7:51 PM
2200	Our manager calling us intoxicated and planning our work week intoxicated affects the relationship daily	12/16/2019 7:51 PM
2201	I'll do my job , he does his , nobody cares about relationships here is all about the money up makes	12/16/2019 7:51 PM
2202	Lack of personnel. Less people and more work. Managers have to cut corners to keep defects out of the red	12/16/2019 7:51 PM
2203	In my opinion it makes their job much more difficult and I think we will lose quality supervisors over PSR.	12/16/2019 7:50 PM
2204	Hasn't affected mine at all in my opinion. I just come to work, do my job as safety as possible and go home.	12/16/2019 7:50 PM
2205	So far it is great but he is about to retire and we will get stuck with someone that may not be as great to work for.	12/16/2019 7:50 PM
2206	None	12/16/2019 7:50 PM

## PSR Survey

2207	Every manager is under high pressure leading to mood swings and a combative work environment with little production	12/16/2019 7:49 PM
2208	It hasn't affected it.	12/16/2019 7:48 PM
2209	The managers still try to blame us when its the dispatcher not giving us the time we need to get the work done	12/16/2019 7:48 PM
2210	They don't care about the amount of work they are putting on fewer men and it creates friction	12/16/2019 7:48 PM
2211	I do not communicate	12/16/2019 7:48 PM
2212	Though it was strained at first, most field managers now see how terrible the business model is. We generally get along well, and still try to service customers and keep safety at a forefront though senior level leadership pushes other agendas.	12/16/2019 7:48 PM
2213	PSR makes the managers push us more and more, wanting us to do everyones job with one position.	12/16/2019 7:48 PM
2214	It's put un needed stress on both the supervisor and myself	12/16/2019 7:47 PM
2215	There's no more moral. The managers are all about worried about getting in trouble by upper management sup their attitude had changed toward crews.	12/16/2019 7:47 PM
2216	They are forced to be the bad guy by the cowards above them. Forced to charge us for circumstances beyond our control.	12/16/2019 7:47 PM
2217	Don't believe it has affected my relationship with my current supervisor	12/16/2019 7:46 PM
2218	No difference	12/16/2019 7:46 PM
2219	n/a as our yard has had managers come and go frequently	12/16/2019 7:46 PM
2220	More pressure on the supervisors to get work done in less time which rolls down to everyone	12/16/2019 7:45 PM
2221	I have many supervisors being on mobile crews, but for the most part I haven't notice anything different	12/16/2019 7:45 PM
2222	Can't talk to them. No trust there anymore	12/16/2019 7:45 PM
2223	More stress on getting things done. Again not enough help. Unrealistic goals. Unfinished projects. Row looks like crap. He/she says tasks need to be done with not really knowing what it takes.	12/16/2019 7:45 PM
2224	Actually better he doesn't give a shit because he knows he's going to be fired	12/16/2019 7:44 PM
2225	I've gone through 4 different supervisors in the last year and the manager is unknown to us at this time. So there is not much of a relationship and the supervisor don't really seem to care about the employees anymore and seem to be stressed about how to get the job done with the resources available to them.	12/16/2019 7:44 PM
2226	I don't trust most supervisors. A select few are still standup people but most aren't	12/16/2019 7:44 PM
2227	It has put a burden on me, I am more fearful everyday to voice my concerns.	12/16/2019 7:44 PM
2228	Actually the relationship with my immediate manager is better, simply because the company has done away with so many jobs, have chased away so much business, have upset so many customers that there are so fewer employees now. The manager no longer has 200 employees to check in with, he has 50.	12/16/2019 7:44 PM
2229	It has gotten much worse. Seems that when you turn down power they try to fire you for delaying trains and being undermined every time you turn in defects.	12/16/2019 7:44 PM
2230	More stressed relationship, we are being pushed to get work done faster. Management has the added pressure of their jobs being in jeopardy	12/16/2019 7:43 PM
2231	Notbsure how to answer	12/16/2019 7:43 PM
2232	It has hurt it. There is an "us against them " mentality	12/16/2019 7:43 PM
2233	Men are working tired and management keeps adding to the workload without having additional forces to help.	12/16/2019 7:43 PM

PSR Survey

2234	I never see them	12/16/2019 7:43 PM
2235	Nothing has changed	12/16/2019 7:43 PM
2236	Always feel pressured to avoid getting in the way of doing the required work.	12/16/2019 7:42 PM
2237	There is even more animosity between craft workers and management now.	12/16/2019 7:42 PM
2238	You can never do enough for them or if you come up with a better safer way they still have to do it there way. So yes it affects the relationship	12/16/2019 7:42 PM
2239	Great i suppose just because of our personal relationships and or dealings though I would venture to say. So overall good.	12/16/2019 7:42 PM
2240	Never see manager	12/16/2019 7:42 PM
2241	Managers are in fear of their jobs due to cut backs . The loss of man power has managers desperate to get things done .	12/16/2019 7:41 PM
2242	You have to wach your every move bc jobs are being cut every day	12/16/2019 7:41 PM
2243	It's made it tougher because we don't know from one day to the next who the supervisor may be.	12/16/2019 7:41 PM
2244	There is no relationship. Because most are just out of college and don't understand what is happening.	12/16/2019 7:41 PM
2245	There is no relationship with them	12/16/2019 7:41 PM
2246	Worse they have have to much pushed on them also . More work fewer employees. Safety , is what goes first easiest to over look !	12/16/2019 7:40 PM
2247	Moral is at an all time low with all workers including some in management	12/16/2019 7:40 PM
2248	Managers in the line of work I do are somewhat removed from most direct influence from their superiors. Other areas, I choose not to work in, I've seen "hit squads" roaming around writing people up and the managers have to tow the line with the company and do their bidding or they will be removed from that position.	12/16/2019 7:40 PM
2249	Poor relations between management and employees . There is more concern to keep your job than do q good job	12/16/2019 7:40 PM
2250	No personal interference	12/16/2019 7:40 PM
2251	I feel my supervisor is stressed and if appears he is more concerned about his job and not me or my working conditions.	12/16/2019 7:39 PM
2252	He expects more because he thinks there are less trains, but it has been harder to get on the track which causes me to underperform for the normal.	12/16/2019 7:39 PM
2253	Horribly. Already a lack of trust, PSR puts emphasis on getting trains out on time, whether or not they have been properly inspected (air, mechanical) and it is further strained by this. Literally have had management make subtle threats over trains being late departing....even when we are ready to go and dispatchers are the ones holding us. Theres no cohesiveness. Their bonuses come from productivity and how many employees they have "handled" for discipline	12/16/2019 7:39 PM
2254	Less trust and more anxiety.	12/16/2019 7:39 PM
2255	Less organization	12/16/2019 7:39 PM
2256	Gotten a lot worse they got them scare of losing their jobs.	12/16/2019 7:39 PM
2257	It's more of a tolerance issue! They only care about the numbers	12/16/2019 7:39 PM
2258	The management seems to constantly be on edge. extremely concerned about losing their jobs which in turn makes the pressure they put on us that much more intense.	12/16/2019 7:39 PM
2259	Little change, although they are less prone to sourcing the material and equipment needed to do the job, unless it's a contractor.	12/16/2019 7:39 PM
2260	There is no supervision, as the PSR has fired or let go of most of the managers/supervisors	12/16/2019 7:39 PM

## PSR Survey

and the ones left are stretched so thin

2261	Luckily my manager has stayed a level course but i have seen alot of managers being moved to new locations constantly	12/16/2019 7:38 PM
2262	Managers and supervisors have no clue what's happening	12/16/2019 7:38 PM
2263	It's made things more tense and they lie a hell of a lot more now.	12/16/2019 7:38 PM
2264	Makes it hard to want to give it my all day in and day out knowing they just care about money and more money	12/16/2019 7:38 PM
2265	Really depends on how good of a person they are some understand that we are tired and over worked others do not care least bit just see the work getting done and could care less about how or who is completing the jobs	12/16/2019 7:37 PM
2266	It hasn't really because I don't think he cares for it either but his hands are tied!	12/16/2019 7:37 PM
2267	It has become a constant issue of explaining the work I have been assigned and the work in progress. My managers (Trainmasters) appear to not hold job briefings when relieving each other at shift change. Failure to do so, causes the working crews to have to explain the work to be done, and lately causes a lot of work changes, not good ones. It's a lot to regroup when planned work changes in mid process.	12/16/2019 7:37 PM
2268	My immediate leaders, like us felt the hurt being they have to be on property with us. So that relationship has maintained and is still strong.	12/16/2019 7:37 PM
2269	Made it stressful	12/16/2019 7:37 PM
2270	Us ground employees have always had a strained relationship with the supervisors and managers. They come and go as they please and seem to forget that we have lives outside of work also. We cant just pack up and leave after a conference call like most train masters do and not be there for the rest of the day while we get in trouble for taking 1 to many days off in a month.	12/16/2019 7:36 PM
2271	It has severely declined it due to the fact he is worried about saving his job and nothing else	12/16/2019 7:36 PM
2272	Supervisors/Managers are stressed out due to the fact of not enough man power to maintain daily work projects.	12/16/2019 7:36 PM
2273	Everyone seems on edge trying to save their own job	12/16/2019 7:35 PM
2274	Na	12/16/2019 7:35 PM
2275	Diminished relationships	12/16/2019 7:35 PM
2276	It's hard approaching management when all they are worried about is saving a dollar and that effects the relationship mtm to employee on a personal level	12/16/2019 7:35 PM
2277	Managers always treat their employees as objects. A tool to get the job done. "If you can't do it, we will get contractors that will".	12/16/2019 7:35 PM
2278	Management expects more with less...it is sometimes difficult to do our jobs	12/16/2019 7:34 PM
2279	More time constraints. He gets pressured more so it trickles down.	12/16/2019 7:34 PM
2280	Made it worse.	12/16/2019 7:34 PM
2281	None	12/16/2019 7:34 PM
2282	Just don't have the time to go the work	12/16/2019 7:34 PM
2283	What relationships??	12/16/2019 7:33 PM
2284	It has put more focus on the supervisors to pay more attention to the quality of work that the workers are doing	12/16/2019 7:33 PM
2285	Less confidence	12/16/2019 7:33 PM
2286	More tension	12/16/2019 7:33 PM
2287	Never see them anymore. If they were out talking to you that would slow down production	12/16/2019 7:32 PM

PSR Survey

2288	Harder to talk to for fear of retaliation because of diminishing workforce. Treats of losing your position	12/16/2019 7:32 PM
2289	Dont see them anymore so i dont have an answer	12/16/2019 7:32 PM
2290	I have no relationship with my supervisor other than trying to deal with his bullying and knows it all attitude.	12/16/2019 7:32 PM
2291	Stressed	12/16/2019 7:31 PM
2292	Trust issues	12/16/2019 7:31 PM
2293	Oddly distance	12/16/2019 7:31 PM
2294	Bad	12/16/2019 7:31 PM
2295	Yes and no, because they don't control shifts or hours that you work.	12/16/2019 7:31 PM
2296	Management is always on edge and overworked Due to severe cuts to arasa supervisors. So I wouldn't say my relationship has changed but my manager has an extremely shorter fuse now.	12/16/2019 7:30 PM
2297	UP management are told from the time they get a supervisor position that they are not to be friendly or work with the workforce. This is actually told to them in thier orientation introduction class when they are chosen for the job.	12/16/2019 7:30 PM
2298	It hasn't affected me.	12/16/2019 7:29 PM
2299	Made it worse. Operational tests are a joke. Almost all of them are pencil whipped. Management seems to want more failures, but only to use to fire the poor performers	12/16/2019 7:29 PM
2300	Since the implementation of PSR, I've seen a manager (including my assigned one) maybe 4 times	12/16/2019 7:29 PM
2301	Sadly managers are all afraid for their jobs consequently they lean on us more than ever	12/16/2019 7:28 PM
2302	It's made it more tense because we are both dodging layoffs all the time	12/16/2019 7:28 PM
2303	It has created a more stressful relationship which is feeding the "us versus them" mentality. They are so worried about their budget that we feel rushed to do our jobs with less people.	12/16/2019 7:28 PM
2304	My manager treats us decent, he is a craft manager and I think he goes to bat for us often.	12/16/2019 7:27 PM
2305	Strained working relationships due to constant need for greater speed, faster moves and less regard for employees safety	12/16/2019 7:27 PM
2306	They are more harassing now than before	12/16/2019 7:27 PM
2307	The supervisor worker relay has and will always be garbage. We don't and can't trust supervision. It's always been that way. I've never worked somewhere where they spend 6 months trying to hire you and the rest of your career trying to fire you.	12/16/2019 7:27 PM
2308	Less people but they still want the same production.	12/16/2019 7:27 PM
2309	I trust them even less. They have no idea what to do. No answers. Job briefings are very vague	12/16/2019 7:27 PM
2310	Stressed. Only worsened.	12/16/2019 7:26 PM
2311	No real difference, they're just the messengers of more bad news	12/16/2019 7:26 PM
2312	Gone downhill	12/16/2019 7:26 PM
2313	They seem more stressed and agitated	12/16/2019 7:25 PM
2314	You can't trust them even more.	12/16/2019 7:25 PM
2315	I have never met my supervisor, we only communicate by email. He does not have time for phone calls.	12/16/2019 7:24 PM
2316	He doesn't care about anything but his check and bonuses. They wont stand up and defend you bc it would throw their ass in the fryer too	12/16/2019 7:24 PM
2317	It makes for a hostile work environment because they are under pressure to do the wrong thing and then expect you to follow.	12/16/2019 7:24 PM

## PSR Survey

2318	I think he is just as flustered as everyone else	12/16/2019 7:24 PM
2319	Yes they seem on the edge up tight and have no answers to the questions the men ask.	12/16/2019 7:24 PM
2320	I was always OK with the railroads safety rules and the idea of them caring about safety over production. Watching the railroad force management to push production with no intentions of valuing safety at the same time I am disgusted at the lack of integrity	12/16/2019 7:23 PM
2321	PSR has made the stress levels rise, not only are the relationships with managers more tense, but relationships with coworkers are more hostile.	12/16/2019 7:23 PM
2322	Yes because of supervisor turnaround, I'm on my third manager in 3 years compared to 2 in 8 1/2 years prior to PSR	12/16/2019 7:23 PM
2323	The same as always	12/16/2019 7:23 PM
2324	None	12/16/2019 7:23 PM
2325	No respect.	12/16/2019 7:23 PM
2326	I feel like managers are more inclined to rush gangs through their tasks in order to meet shorter windows of on track protection time	12/16/2019 7:23 PM
2327	It all good	12/16/2019 7:22 PM
2328	None	12/16/2019 7:22 PM
2329	Not applicable yet.	12/16/2019 7:22 PM
2330	More aggressive and demanding which I believe comes from way over their heads	12/16/2019 7:22 PM
2331	It seems like the managers are more stressed and ready to snap when things don't run right. When its pushing having a late clear, they become frantic and safety goes out the door.	12/16/2019 7:22 PM
2332	They are starting to nitpick at small things that they never used too.	12/16/2019 7:21 PM
2333	Not applicable	12/16/2019 7:21 PM
2334	It has become strained to say the least.	12/16/2019 7:21 PM
2335	Supervisor is more hostile	12/16/2019 7:21 PM
2336	It hasn't. We have the same relationship	12/16/2019 7:21 PM
2337	Hasn't changed	12/16/2019 7:21 PM
2338	no answer	12/16/2019 7:21 PM
2339	Scared of losing my job	12/16/2019 7:21 PM
2340	Not good	12/16/2019 7:20 PM
2341	He definitely calls me more, because service interruptions are tenfold, and I'm the only person left to call.	12/16/2019 7:20 PM
2342	Stress indused	12/16/2019 7:20 PM
2343	None	12/16/2019 7:20 PM
2344	Had created an attitude of not caring, there is nothing they can do because it's the investors making the decisions.	12/16/2019 7:20 PM
2345	N/A	12/16/2019 7:20 PM
2346	PSR is stressful on them as well and it tends to be projected on us	12/16/2019 7:19 PM
2347	Supervisors care about bonuses and atta boys not the welfare of their workers.	12/16/2019 7:19 PM
2348	They often try to push us to do more than we can do in the amount of time given.	12/16/2019 7:19 PM
2349	He is even more irrational than before. Blows up when you didn't attempt to make a thermite world with 30 minutes of track time, or change a rail when given 20 minutes.	12/16/2019 7:19 PM
2350	Has probably made us closer because most managers WANT to fix things the same way the	12/16/2019 7:19 PM



## PSR Survey

guys on the ground want to fix things ...but they are also being told to figure it out ( without spending money )

2351	They call to find out why we haven't gotten track and push for more	12/16/2019 7:19 PM
2352	We'll know when it start	12/16/2019 7:18 PM
2353	Arguments on how many people are needed to complete a job safely. Often times in one on one scenarios the supervisors will tell me they agree, that we don't have enough people and that they would love to have more, but they are given a "headcount" that they are required to adhere to.	12/16/2019 7:18 PM
2354	PSR has made manager employee relations far more hostile at UP railroad.	12/16/2019 7:18 PM
2355	About the same but my workload has gone up a lot	12/16/2019 7:18 PM
2356	It has driven a wedge between management and the workers	12/16/2019 7:18 PM
2357	Makes me Despise my manager	12/16/2019 7:18 PM
2358	Haven't been affected yet. Evidently BNSF is staying with their traditions or what have you.	12/16/2019 7:18 PM
2359	The company puts pressure on them to put pressure on us.	12/16/2019 7:17 PM
2360	My manager is stressed more than before PSR was implemented. Fearful of losing his job if he underperforms.	12/16/2019 7:17 PM
2361	I stay positive when we get a stern talking to about turning in overtime or wanting paid for working through lunch.	12/16/2019 7:17 PM
2362	N/A	12/16/2019 7:16 PM
2363	Not	12/16/2019 7:16 PM
2364	No change	12/16/2019 7:15 PM
2365	Has brought about unease of job security for both agreement and non agreement employees stressing relations all the way around	12/16/2019 7:15 PM
2366	There has become more of a division between the workforce and supervisors. The morale in the workforce is at an all time low	12/16/2019 7:15 PM
2367	None	12/16/2019 7:15 PM
2368	negatively	12/16/2019 7:15 PM
2369	The managers are here for a paycheck and their bonuses. And they will do anything to get them, we are considered to be a liability.	12/16/2019 7:15 PM
2370	Loss of confidence regarding safety of employees.	12/16/2019 7:15 PM
2371	I have no idea who my manager is and now yardmasters are being allowed to send people home. Thus creating an even more hostile work environment.	12/16/2019 7:15 PM
2372	Not much	12/16/2019 7:15 PM
2373	Makes them feel that we are not needed to get trains over the road	12/16/2019 7:15 PM
2374	retirement here.....	12/16/2019 7:15 PM
2375	It adds tension to the relationship because they expect more work done with less manpower.	12/16/2019 7:15 PM
2376	NA	12/16/2019 7:14 PM
2377	I would say the field management has been fine. The middle and upper management have lost respect from the field.	12/16/2019 7:14 PM
2378	Less trusting	12/16/2019 7:14 PM
2379	It really hasn't	12/16/2019 7:14 PM
2380	it has turned most attitudes in the room sour due to the supervisors trying to cut cost and use contractors any chance they can to save money.	12/16/2019 7:14 PM

PSR Survey

2381	Have not	12/16/2019 7:13 PM
2382	They don't know anything	12/16/2019 7:13 PM
2383	It hasn't dnt have a good relationship with them to begin with.	12/16/2019 7:13 PM
2384	Still about getting done with what you have and whatever it takes	12/16/2019 7:13 PM
2385	Seems the same. I try to talk to them as little as possible	12/16/2019 7:13 PM
2386	Well I don't have a job anymore so I guess it terminated that relationship.	12/16/2019 7:13 PM
2387	They are terrible. The management doesn't understand the job and refuse to do theirs. The tools, material, and manpower is not provided buy the railroad and they elect their employees to lie at every level.	12/16/2019 7:12 PM
2388	I feel they're more strict on overtime which is not good they feel their budget is more important then the employees honestly	12/16/2019 7:12 PM
2389	Has not	12/16/2019 7:12 PM
2390	A lot of misunderstanding.	12/16/2019 7:12 PM
2391	Everyone is on the edge worrying about keeping their job	12/16/2019 7:12 PM
2392	It hasn't really affected that	12/16/2019 7:12 PM
2393	No change really implementation of PSR comes from people above them	12/16/2019 7:12 PM
2394	Higher strung, more pressure to meet demands or just get it done.	12/16/2019 7:11 PM
2395	Ive never had one with my manger, he's a back stabbing hollering fool	12/16/2019 7:11 PM
2396	Respect	12/16/2019 7:11 PM
2397	They always want more for less. I believe it creates a stressful working environment	12/16/2019 7:11 PM
2398	It hasn't	12/16/2019 7:10 PM
2399	N/A	12/16/2019 7:10 PM
2400	None	12/16/2019 7:10 PM
2401	All employees are numbers now	12/16/2019 7:10 PM
2402	Makes tensions high. Short manned, limited resources and pressure to get done what needs done in a short window.	12/16/2019 7:10 PM
2403	They are running scared for their jobs and will do anything to save themselves. So I'd say it has ruined good relationships.	12/16/2019 7:10 PM
2404	They for the most part have become incompetent at their own job. Some of which is lack of resources or funding to repair their territories other manager fail because they are incompetent and were brought just to enforce policy and have no experience in the craft they oversee.	12/16/2019 7:10 PM
2405	keep us alert	12/16/2019 7:10 PM
2406	It strains it because of the pressure they are pressured to put on us	12/16/2019 7:10 PM
2407	The managers and supervisors are all more stressed and on edge because of the fear of being eliminated. Many show less pride in their jobs than before.	12/16/2019 7:09 PM
2408	I have a good relationship with my supervision. it has affected them also.	12/16/2019 7:09 PM
2409	It hasnt	12/16/2019 7:09 PM
2410	Hasn't	12/16/2019 7:09 PM
2411	Supervisors are a joke the have no control over anything anymore	12/16/2019 7:09 PM
2412	More tense	12/16/2019 7:08 PM
2413	Huh	12/16/2019 7:08 PM
2414	N/A	12/16/2019 7:07 PM

## PSR Survey

2415	I dont know one person who has a good relationship with my supervisor. It's a battle everyday	12/16/2019 7:06 PM
2416	They are around less often, rules aren't being enforced as much. Get as much as you can done as fast as you can is the underlying feeling most workers have	12/16/2019 7:06 PM
2417	Do not trust any management at this point. It's all about numbers to them and they will whatever it takes to get them.	12/16/2019 7:04 PM
2418	It hasn't.	12/16/2019 7:04 PM
2419	There is a huge distrust between management and agreement employees. Because they honestly only care about their bonus	12/16/2019 7:04 PM
2420	It hasn't with the first level of exempt leadership.	12/16/2019 7:04 PM
2421	The whole moral of the RR has went down hill. It's like the supervisors and managers are out to get the contract employees every chance they get	12/16/2019 7:03 PM
2422	Bad! Because he pushes us to do things in a impossible timely manner	12/16/2019 7:03 PM
2423	Relationship is not good , due to psr we don't get enough safety supplies nor do we get the proper material to do the job due to them not wanting to spend money	12/16/2019 7:03 PM
2424	Puts both of us in a bind as we know repairs need to be made, but can't get the funding to do so	12/16/2019 7:02 PM
2425	Like walking on eggs.	12/16/2019 7:02 PM
2426	They seem much more stressed and pressured to take short cuts and call in less employees when outside of our scheduled hours.	12/16/2019 7:01 PM
2427	There is absolutely no trust.	12/16/2019 7:01 PM
2428	Relationship greatly deteriorated, managers will do anything to save a dollar, including turn customers away, make us use tools that aren't proper, or safe, working correctly	12/16/2019 6:59 PM
2429	Definitely made it more difficult	12/16/2019 6:58 PM
2430	Management is very on edge like you work for a dictator or something!	12/16/2019 6:57 PM
2431	Worse than what it was.	12/16/2019 6:56 PM
2432	They treat us like a number and not company assets. Also they regularly break the contract to try and save money	12/16/2019 6:56 PM
2433	Strained it	12/16/2019 6:55 PM
2434	Stressful.	12/16/2019 6:55 PM
2435	It's all about goals being met for there ratings and bonus	12/16/2019 6:52 PM

Q5 At the end of the day, what are your thoughts on your employer?

Answered: 2,447 Skipped: 19

PSR Survey

#	RESPONSES	DATE
1	Our higher management put out an "if you don't like it, go work for Hardee's" mentality. Those were actual words quoted in town hall meeting in first quarter of 2018 after a change in upper management. Poor words for leadership, showing little value in the workforce.	1/6/2020 3:33 AM
2	I have worked for Union Pacific for 11 years. In the 9 years before PSR I enjoyed my job and saw potential for a retirement with the railroad. I looked forward to going to work everyday and for the most part enjoyed the interactions with my manager and coworkers. The last two years since PSR has been implemented I no longer enjoy going to my job. I no longer have a relationship with management and feel like when I have a problem I can't get an answer. Even though I have the seniority at my location and will not be furloughed, I still wonder if this was the right decision in my life to go into train service. It feels like the carrier is more interested in profiting from their stocks and the sacrifice of employees like myself. I am just a number and no long someone who should go home safe everyday!	1/6/2020 1:15 AM
3	My employer has lost touch with the men and woman that are out in the field 24/7 working to provide for them selfs and the company. Men and woman are on the ground sacrificing there time to be away from there families. To be treated the way we are is appalling and disrespectful. And the railroads denie any wrong doing.	1/5/2020 4:42 PM
4	Quite variable. Depends on which new hoops to jump through have been implemented.	1/5/2020 2:43 AM
5	Hoping to find a new one soon	1/4/2020 12:18 PM
6	Profits over employees are an every day occurrence	1/4/2020 1:15 AM
7	More money from them safety gone and also railroaded and the whole US is paying the price in safety and costing more everything we buy.	1/4/2020 1:10 AM
8	Wish I could leave my career as a railroader	1/3/2020 11:56 PM
9	They dont care about us or our families. We have become a number to them.	1/2/2020 9:42 AM
10	Would not recommend to anyone looking for work never would I have imagined the unsafe Locomotives we would let run	1/2/2020 6:18 AM
11	That they put on a facade that they care for their employees when nothing could be further from the truth. They will continue to push PSR in order to chase an operating ratio that will be unsustainable long term but will ruin the lives of many in the process.	1/1/2020 10:38 PM
12	I use to love working on the railroad . I'm just counting the years and praying my job don't get cut	1/1/2020 10:17 PM
13	Not very good, it use to be a good job. Union just voted and signed and 8 and 6 schedule, the carrier turned around and bulletin the jobs on 5/8's . So much for family time..	1/1/2020 7:43 PM
14	My local manager is doing his best with regards to the way our company is trying to run these monster trains and they way they're treating the employees.	1/1/2020 5:01 AM
15	my first few years were good now its more about the company and the stock holders as an employee you are nothing but a laborer nothing more	12/31/2019 7:33 PM
16	I feel sorry for local mmanagement, because nobodies job is safe. The company is looking to constantly cut jobs, though they have already cut to dangerous levels and are threatening to make more cuts. There is no longer job security, so this is not a career I would recommend to anyone.	12/31/2019 7:33 AM
17	Same	12/30/2019 8:19 PM
18	Its a good job but can be better! My employer sees us as a number and not as a human that helps the employer succeed. If we are happy employees then our company with grow and prosper!	12/30/2019 6:36 PM
19	They don't give a shit about us :the employees: it's all about money and running trains . I get it we are a railroad and that's how we make money is running trains but if we continue on the road we are going down we won't be running trains because the track conditions will be horrible and unsafe	12/29/2019 1:04 PM
20	I feel like my employer is setting us up to fail.	12/29/2019 5:37 AM

## PSR Survey

21	Greed over everything	12/29/2019 4:42 AM
22	anger, disgust as doing the best with less	12/29/2019 2:42 AM
23	Fuck Union Pacific Railroad and any Railroad that embraces PSR. If they truly care about their workers and public safety then PSR would have never been implemented in the first place. When people are getting hurt and killed and PSR ultimately fails it is on the heads of every CEO and their corporate boot lickers. The real railroad workers work harder and put their lives and physical well being on the line everyday for these office rats and punks!!!!!!	12/29/2019 1:34 AM
24	I regret my career choice. I have invested more than half my adult life in a hugely profitable company that has thrown all their vested training, safety and sustainability into the fire for short term profit. UP is ranked THE WORST EMPLOYER IN THE UNITED STATES by Money magazine and Glass Door. That only occurred after PSR was implemented.	12/28/2019 11:40 PM
25	things are the same nothing has change	12/28/2019 11:31 PM
26	After 36 years on the job I have seen a lot of changes take place in this industry. Few have benefited scheduled employees except in the area of safety. Now carriers are targeting safety as an area to save money. This is an ominous sign that our progress in safety may no longer be the priority it once was. It appears that stockholders' dividends are more important now.	12/28/2019 5:49 PM
27	This job is far less secure & satisfying that it was 10 years ago.	12/28/2019 4:41 AM
28	Thankful for a good job, however we have disconnect form the Exempt level. Need to advance people from Craft level to Exempt level. Overall not to bad. Definitely different from ten years ago.	12/27/2019 4:29 PM
29	I know the railroad has never cared for me but I use to like to work here. Now I hate going to work every week and it is distracting my mind away from safety. I have even went as far as searching for a new job here recently. I would be giving up a 15 year career here. But over the course of those 15 years things have gotten so bad here that I think a lot of people are thinking the same thing.	12/27/2019 3:36 PM
30	That im out and don't have to deal with looking through a scrap pile for plates or parts to fix track	12/27/2019 2:56 PM
31	they are greedy and have none what so ever in regards to the safety of their employees nor the public	12/27/2019 1:27 PM
32	Are we doing the right things? Is this something Incan do for the rest of my career? What is the next overwhelming demand they will place on us next?	12/26/2019 5:55 PM
33	I think I have a pretty good job, however it's discouraging to see a company post record profits year after year, and then want to do the bare minimum to maintain their infrastructure	12/26/2019 8:53 AM
34	I'd rather not comment. I've seen a lot of changes working with the UPRR. this is by far the worst	12/26/2019 2:39 AM
35	When the furlough comes to me I hope the mental and physical beat down leaves enough willpower for the next employer. What a 3rd world company we've become.	12/26/2019 12:32 AM
36	Wish I had changed vocations 30 years ago.	12/25/2019 5:11 PM
37	Even without officially being a railroad that does PSR our railroad seems to be trying to cut costs and it raises safety concerns. Morale among workers seems to be at an all time low so I cannot imagine what it is like at railroads that actually implement PSR. In short PSR seems to be a quick fix to appease to the shareholders and Wall Street with consequences to safety, the workforce, customers and the railroads' long term health.	12/25/2019 4:49 PM
38	They are only concerned with the shareholder.	12/25/2019 2:14 PM
39	I have never worked for a company like this!! If it was not for my age I would not!They have no reason to head hunt every freakin day to put men out of work.! I personally don't think the UNION DOES ENOUGH!!!	12/25/2019 12:17 PM
40	It's not a bad place to work at, could be better but not terrible	12/25/2019 7:44 AM
41	I couldn't care less.	12/25/2019 7:14 AM
42	They could care less about their biggest asset. Their employees.	12/25/2019 5:52 AM



PSR Survey

43	If I can find something for equal pay I am out before I am hurt, cause another to get hurt or just get laid off due to their penny-pinching	12/25/2019 5:12 AM
44	Dislike them and their one-way attitude.	12/25/2019 5:09 AM
45	I hope they pay all my penalty claims.	12/25/2019 4:17 AM
46	Norfolk Southern is the lowest paying Class I railroad. The southern mentality of senior management borders on slavery in some respects. Management kowtows to the wishes of shareholders who have little or no practical experience in railroading, rater than trying to educate the investors. The result of the greed-based PSR will be the looting of funds and equity from Norfolk Southern, leaving the railroad with poor track, locomotives of questionable dependability, and a skeleton workforce with limited experience. I feel that Norfolk Southern is very short-sighted in allowing outsiders to rape and pillage the company to, not only their own detriment, but also that of this country, the economy, and our national security.	12/25/2019 2:50 AM
47	I'll be glad when current owners leave and we get away from PSR and go back to actual railroading. Try to gain customer and bring back furloughed employees.	12/24/2019 10:45 PM
48	Cheap they care less about us	12/24/2019 7:32 PM
49	They don't care anymore about safety employment levels down. Customer complaints are up.	12/24/2019 6:33 PM
50	Now it is more us against them philosophy , the work environment is definitely more hostile	12/24/2019 6:00 PM
51	My employer sold out to wall street.	12/24/2019 5:04 PM
52	Do more with less. Cut as much as they can. They don't care about us. They have no problem cutting guys off that make 60-85k a year that are just trying to support or raise a family. And the constant reminder of this weighs on everyone's mind. But..... SAFTY FIRST!	12/24/2019 4:00 PM
53	7 years ago this was a dream job now I'm worrying I won't have a job this company could care less about their employees they have already proven that but cutting us all off ! I would never recommend this job for anyone right now	12/24/2019 3:57 PM
54	I used to think this company was all about safety. Now all this talk of one man crews, trains not getting properly inspected or repaired, this is not the company it used to be. I understand wanting us to work more efficiently but too many corners are being cut and they are well aware of it..	12/24/2019 3:11 AM
55	I generally like my employer-except for all the travel I have to do. I also dislike the seemingly arbitrary discipline rules that they keep coming up with, without union input.	12/24/2019 3:00 AM
56	You are a number that's all	12/24/2019 1:44 AM
57	At this point, I'm just trying to survive day by day.	12/24/2019 12:06 AM
58	They dont care about employees	12/23/2019 10:54 PM
59	My employer has taken good care if several generations of my family. My grandfather, my father, myself, and my younger brother. But I am scared for what is to come and the future. It seems things are rapidly taking a turn for the worse.	12/23/2019 8:48 PM
60	I look for a different job every day	12/23/2019 8:43 PM
61	The only thing my employer cares about is the operating ratio. They are quick to tell everyone if we can't cut costs we will cut employees. The lack of safety and job security is very stressing on the employees.	12/23/2019 7:49 PM
62	They are horrible and I hope they burn in hell	12/23/2019 7:36 PM
63	This used to be a company I thought was a career. Now I wake each morning wondering if I'm going to have a job when I get to work. Shareholders have become the number one focus of the company. NOT the person putting their life on the line daily. It has shown in the last 3 years. At quarterly Saftey meetings we used to have a company provided lunch. NOT IN THE LAST 12 MEETINGS. Equality should be from the top to the bottom. A worker in the field should NOT be treated like a second class citizen.	12/23/2019 7:27 PM
64	Very disappointed in the path this company and the craft/business as a whole.	12/23/2019 7:23 PM
65	I keep wondering how much longer we will be together.	12/23/2019 5:57 PM

## PSR Survey

66	They could care less about my well being and safety. Honestly think about it, our safety meetings are barley 3 hours long. They used to be a day or two. How is it fair I show up along with so many others to work our hands to the bone. Pour out blood sweat and tears for this company as they make so much money year after year after year breaking record profits just to cut our jobs!! Why do they need to cut our jobs if they're profiting more each year?? When is enough enough!	12/23/2019 5:51 PM
67	I can honestly say I've talked to my spouse about leaving g the RR. Things get worse daily. As long as the shareholders are making money we employees are a after thought.	12/23/2019 4:21 PM
68	They're just a bunch of money hungry executives with no regard for their employees, and no real idea of what railroading is all about. It's all about profits and earnings per share.	12/23/2019 4:00 PM
69	They are cutting corners and using unsafe Methods and feel they are trying to make the work environment hostile	12/23/2019 3:23 PM
70	Not good, I've never worked for a company that worked so hard to fire their employees	12/23/2019 2:58 PM
71	They're perception of what makes a railroad operate is different than the workforce's perception.	12/23/2019 2:33 PM
72	I'm just a number to them. I'd be replaced in 2 weeks on the next bid reward.	12/23/2019 2:25 PM
73	That at any moment I'll be out of a job I've had for the last 22 years	12/23/2019 2:15 PM
74	I used to be proud to say I work here and would recommend it to others now not so much.	12/23/2019 2:05 PM
75	The attitude has changed moral is down making the railroad a harder place to work.	12/23/2019 1:59 PM
76	My employer is only focusing on making the most money for our major stock holders while ignoring the need to fix the things that need to be addressed for a better future of the company.	12/23/2019 1:31 PM
77	I think they are trying to save money where they can.so we all are thinking down the road there will be job cuts.so the security of our jobs are not there..	12/23/2019 1:20 PM
78	They dont care your just a number anymore, they take and take keep you afraid that you will lose your job	12/23/2019 1:04 PM
79	They view their employees as a liability and not an asset.	12/23/2019 1:02 PM
80	Just leave us alone let's get jobs done , let's make a profit for our families, they at like Walmart more self checkouts. No OT, no incentives .. just do the job nothing extra. If they could micro chip you to cut your throat they would!!!	12/23/2019 12:33 PM
81	Not a stable place to be employed. I feel they are more worried about the \$\$\$\$\$\$\$\$.	12/23/2019 12:20 PM
82	Love the job, love the pay, insurance could be better but this PSR crap is costing us jobs so the stock holders and the company can fill their greedy pockets. It's sad. This new generation of supervisors and upper management has no clue what goes on out in the field. It's so easy to see the whole world from an office window.	12/23/2019 10:58 AM
83	We are not a customer service company anymore.	12/23/2019 10:51 AM
84	Very top heave and greedy.	12/23/2019 10:50 AM
85	Used to be a great place to work until PSR was initiated.	12/23/2019 8:57 AM
86	Since late 2015 it seems Norfolk Southern only cares about its operating ratio and raising its quarterly dividend. At the craft level we see layoffs in our future which distracts people from doing their job, and gives people a worse attitude at work.	12/23/2019 6:22 AM
87	I'm worried that my personal hard work is unproductive in the eyes of the company and my retirement is edgy at best	12/23/2019 6:05 AM
88	Need stability for the workers. It's already a high stress high demand job without throwing all sense of any pride out the window to make a few more dollars.	12/23/2019 5:30 AM
89	I think they are to worried about making the board members rich to care about the people that make the railroad run and safety is just an afterthought to making more profits.	12/23/2019 3:55 AM
90	Used to be a career, proud of who I worked for and defended their name. Now, just a job, for a paycheck, and it's getting "not worth it".	12/23/2019 3:40 AM

PSR Survey

91	Ruled by Wall Street hyenas that only care about today and not tomorrow.	12/23/2019 3:39 AM
92	Needs to be more employee appreciative. It seems at times we are just man numbers..	12/23/2019 3:20 AM
93	Norfolk Southern is no longer being ran by railroaders we are being ran by people hired to take the profit out of the business and into pockets of stockholders rather than reinvested in infrastructure and training of their employees. It's impossible to get the material, the help, or the training to do my job correctly or safely for me, my coworkers, or the public. The money is being diverted outside of the company not back in it. And at what cost? Time will tell, hopefully before It's too late.	12/23/2019 3:16 AM
94	The company was alot better place to work before PSR	12/23/2019 2:53 AM
95	They should spend a second to think about how they treat employees. Good morale equals good workers	12/23/2019 2:53 AM
96	I honestly don't feel that my employer thinks about the employees as anything more than overhead at this point. In the past, I felt like they cared about our opinions and creating good morale amongst the men. Recently I have heard said from managers that "morale doesn't make money, so it doesn't matter to us if it's good or bad." I also heard on the quarterly earnings call, the CEO was bragging about the number of jobs (3,200) that they will be cutting during a 12 month period. That just tells you that we are just an expense in their mind and not real people with families that rely on our incomes.	12/23/2019 2:36 AM
97	Previous employer went to crap. Current employer is decent but still not good.	12/23/2019 2:35 AM
98	SHITHOLE	12/23/2019 2:22 AM
99	Moral is down....they keep taking and never give back	12/23/2019 2:18 AM
100	Could be a great place if communication and they trusted you like they say they do	12/23/2019 2:12 AM
101	It's all about the stock holders	12/23/2019 2:05 AM
102	Greedy	12/23/2019 2:04 AM
103	I'm proud to work for Norfolk Southern, I'm following in the footsteps of my father, grandfather, and older brother. Combined, my family has well over 100 years with NS. With the way the railroad is changing, its causing me to lose faith in my future with the company.	12/23/2019 2:01 AM
104	That I feel I'll be looking for a new employer in the near future that cares about their employees.	12/23/2019 1:50 AM
105	Nothing good	12/23/2019 1:46 AM
106	Not good..I dont even like telling people who I work for..very disappointed in them..Greedy Greedy Greedy..treat me right and I will go way out of my way for you..not now..I'll do the minimum..	12/23/2019 1:43 AM
107	It was and can be a good career for someone to get into but not thinking that anymore	12/23/2019 1:40 AM
108	They are more concerned with achieving the 60% ratio than anything else	12/23/2019 1:39 AM
109	I hate working for them, but it's hard to leave due to my wages and lack of education	12/23/2019 1:36 AM
110	Corporate greed. They should make an attempt to show their employees some appreciation for all of our hard work and not just provide a mediocre paycheck	12/23/2019 1:32 AM
111	Giving up on safety critical inspections with trained BMWED inspectors is a general safety concern for trainmen, other employees and the public! Derailment rates are increasing as PRR is increased. I believe there is a direct correlation between the two. Railroads in general are cutting too many corners in order to please the cooperate management and stock holders!	12/23/2019 1:20 AM
112	That they care nothing about us employees. The real ones that keep things running	12/23/2019 1:19 AM
113	I used to be proud of the company I worked for. I really cared. Now I've come to the realization that we're expected to care and give 110% to a company that doesn't care one bit about its employees. We are seen as a necessary evil. This business model is not sustainable, once all the profits are milked off, the railroad will be dumped off. I as well as others are actively searching for other employment. As it's only a matter of time before massive cuts hit, or trumped up charges and heavy disciplinary action is taken and we're fired.	12/23/2019 1:10 AM

## PSR Survey

114	I think this use to be and could be a a good place to work. As far as NS goes, there own Aubrey Daniels report told them they are the worst place they have ever seen. I would agree. That was a few years ago. It is worse now. They definitely are creating a hostile work environment. That is what Precision Railroadng means to me.	12/23/2019 12:58 AM
115	My employer also works for someone. The carrier works for stockholders and they are doing what they need to do to keep themselves employed. That being said, at the end of the day if I another solid job opportunity that pays the same with the same amount of benefits I wouldn't think twice to leave this company. They don't care for their employees, we are treated like numbers, and everyday we see our friends and co workers treated like garbage.	12/23/2019 12:54 AM
116	I'll leave this empty.	12/23/2019 12:49 AM
117	They are focused on the bottom line and ratios, employees are a dispensable asset. Experience no longer helps with job security; theyd just as soon hire off-the-street at a cheaper rate of pay.	12/23/2019 12:47 AM
118	I'm just a replaceable number to them.	12/23/2019 12:46 AM
119	If I could find comparable employment elsewhere I would leave immediately. Horrible environment to work in. Always looking over your shoulder not knowing if today will be your last on the railroad.	12/23/2019 12:34 AM
120	Good job, but the company doesn't care at all for employees, just money	12/23/2019 12:24 AM
121	I have truly enjoyed my job and working in the rail industry . I have also been very thankful for my job and have always wanted my Carrier to succeed. This has all changed the past 6 months due to PSR	12/23/2019 12:15 AM
122	I appreciate my job and overall I'm happy to have worked in the industry for so long, but in my humble opinion it's not the railroad it once was.	12/23/2019 12:13 AM
123	After psr, I don't think much of my employer at all	12/23/2019 12:08 AM
124	I am very disappointed by my employer. I was and could be a great job but they only care about one thing and one thing only and that is operating ratio.	12/22/2019 11:57 PM
125	Jurks	12/22/2019 11:45 PM
126	Lance fritz is profit driven for personal gain since he is the largest shareholder with union Pacific..	12/22/2019 11:21 PM
127	not very confident as they are allowing stockholders to dictate operations and they don't understand real-world operations in the industry and are only focused on the bottom line. which could lead to less safe operations in the future, sooner than later.	12/22/2019 11:05 PM
128	Not near as good as it was before this new regime took over, and this PSR started	12/22/2019 10:53 PM
129	It's not a great place to work anymore	12/22/2019 10:49 PM
130	I have worked for them 8 years when I first started I couldn't wait to go to work it seemed that what I did mattered that has changed so much in the last 2 years the track department is a cost to the employer and most of the time it feels as if they could fire us they think they would be better off!!	12/22/2019 10:07 PM
131	In not as happy with them as I was 15 years ago	12/22/2019 9:09 PM
132	Greedy!!! They made 3.8 Billion in the third quarter and still cry broke. laid off a third of are workers	12/22/2019 7:37 PM
133	I believe the employer as a publicly traded company has many different interests and does the best it can.	12/22/2019 7:21 PM
134	They are making record profits but have not trickled that profit down through the workers killing themselves everyday so they can make those profits. In fact they have put 30% of my railroad family on the street. I have a very negative opinion about my employer currently	12/22/2019 6:37 PM
135	They only care about share holders	12/22/2019 6:24 PM
136	Their greedy and they only care about their share holders getting richer at whatever expense of the workers	12/22/2019 6:23 PM

PSR Survey

137	They don't care about thier employees as much as they use to	12/22/2019 6:21 PM
138	Too worried about making money for higher supervision and shareholders. They could give a shit less about us as long as they are getting there pockets filled.	12/22/2019 6:18 PM
139	Need more money	12/22/2019 6:16 PM
140	They care about themselves and the operating ratio rather then our safety and taking care of the people that make them their billions	12/22/2019 5:40 PM
141	Safety and productivity have fallen to the wayside while shareholders and CEO's are all that matters. Regular scheduled maintenance and general upkeep of engine fleet is no longer important the only thing the carrier is concerned with is dwell time which leads to fudging numbers in all aspects of PSR.	12/22/2019 5:35 PM
142	They don't care about the safety to much anymore and don't really care about track condition's just staying on time .	12/22/2019 5:22 PM
143	Corporate creed.	12/22/2019 5:21 PM
144	They are more focus on making profits than employee or public safety. They are more focused on cheap repairs and making money.	12/22/2019 5:13 PM
145	Employees to them are just expendable bodies. Less bodies more money in their pockets.	12/22/2019 5:12 PM
146	Poor because they have unrealistic and unreasonable expectations.	12/22/2019 5:02 PM
147	They are greedy! Profit over people! Safety is a mockery!	12/22/2019 4:54 PM
148	Lower management is trying to right thing getting thing fixed right. But they don't have money can get the money.	12/22/2019 4:43 PM
149	talks about safety, very out in the open now they dont care, as long as it doesnt affect there bottom line.	12/22/2019 4:03 PM
150	I have a new employer now due to PSR I no longer work at the railroad. The railroad unemployment sucks. I went from making decent money to way less than minimum wage in a day. I don't know how they expect you to live in 500.00 every 2 weeks not even a third of what you were making. So if furloughing is going to be a normal I don't want any part of it.	12/22/2019 3:41 PM
151	Employers don't care about employees only look at making a profit for stock holders	12/22/2019 2:49 PM
152	Bullies that have no clue how to run a business that will be around after they leave.	12/22/2019 2:31 PM
153	From suger to salt	12/22/2019 2:29 PM
154	5 years ago I loved working for the company and thought they were a great place to work. People enjoyed coming to work and tried to do a good job. Now, people come in to do as little as possible just to get through the days until they can retire or find a new job.	12/22/2019 2:06 PM
155	I used to enjoy my job. Now, I just hope my job will be around long enough for me to finish my time and get out of there.	12/22/2019 1:57 PM
156	So happy to get away from the job. because they do not care about the employees.	12/22/2019 1:50 PM
157	NS used to be a great place to settle into a career. Sure, we all knew layoffs could occur when we took the job but now they are basically permanent. NS no longer is run by people who care about its workers or the long term viability of its fleet or the company's growth in general. We are run by greed and that's a scary thing to rely on when you have a family that's relying on you.	12/22/2019 1:23 PM
158	They are just doing what they are told. I don't think any of them we bad people they are being pressed from above.	12/22/2019 12:59 PM
159	Not good	12/22/2019 10:54 AM
160	I truly am glad it's Friday. I don't think back on that place at all until monday. It's not a good atmosphere now like it used to be. Glad to go home to my family. Would like to find something different, but I'm halfway to retirement.	12/22/2019 10:49 AM
161	I absolutely loved my job and the people I worked with. Even the management was great. Then the furloughs came, then they hired people off the street over folks like me with 13 yrs	12/22/2019 10:38 AM

## PSR Survey

experience. I guess you kind of feel like you were just a number. That they just put gross profits over valuing their employees.

162	How can a company have such a lack of respect for human dignity	12/22/2019 7:53 AM
163	It was all fine an dandy before all this bullshit. Now I ask myself why I even work here anymore	12/22/2019 7:36 AM
164	I have 13 years in and I think daily of quitting my job and finding something safer, more enjoyable and closer to home. Psr has caused so many furloughed employees that those of us working are hours away from home.	12/22/2019 7:22 AM
165	i now hate the railroad and am actively looking for a way out. 5 years ago i was happy to be here.	12/22/2019 7:10 AM
166	They are corporate slave drivers who abuse power and have no concern of their employees. We are just a number.	12/22/2019 7:02 AM
167	They don't care about the employees	12/22/2019 5:41 AM
168	I use to think that we meant something but in the last few years and especially since the ultimate operation of 60% has been the goal, we now know we are strictly numbers and our safety is no longer #1. We all know that the pockets of the shareholders are all that is cared about now.	12/22/2019 4:57 AM
169	They don't care about you. You can die out there and they would just roll you out of the way and keep on moving until the next person is down, over and over again.	12/22/2019 4:54 AM
170	My employer used to be a good one. Now they're worried about lining wall streets pockets at the expense of the safety of their employees and the public. This PSR has done nothing but tarnish the working relationship I had with my RR	12/22/2019 4:47 AM
171	They care only about making the shareholders Rich! They are trying to do more with less everyday. And the work keeps getting done. Safety use to be their number 1 priority and now I don't even think it's on their minds. I worked there for 13 years and I resigned in October because the way the place was running	12/22/2019 4:46 AM
172	They are a bunch of greedy shareholders that don't give 2 shits about their main company asset, skilled employees	12/22/2019 4:44 AM
173	We still do our best and put in an honest day, do everything within our power to move freight as efficiently as possible, fix the defects and release the cars from bad order but in the end it's just another day of working somewhere where your bosses wish you didn't exist.	12/22/2019 4:44 AM
174	Very hostile work environment	12/22/2019 4:37 AM
175	I have 5 more years before retirement. I pray that I can make it ....	12/22/2019 4:22 AM
176	In twenty four years this seems like rock bottom	12/22/2019 2:49 AM
177	They could run the operation and handle matters differently	12/22/2019 2:48 AM
178	Selfish and driving up there stock to cash out. Then leave this railroad high and dry.	12/22/2019 2:38 AM
179	Thinks have taken a turn for the worse. They dont care about the employees anymore just about stockholders.	12/22/2019 2:37 AM
180	I love my job and the people that I work with but PSR has created so much tension and fear at all levels of employment that any time somebody has bad news you can see in their face that they do not want to tell anyone about it. That goes for injuries to production, everyone is on eggshells at all times and the place seems like a powder keg, just waiting for the right spark to completely blow up in everyone's faces. The implementation of PSR has everyone looking for other means of employment, even employees with 20+ years of service, which at a certain point will lead to there being way less experience in a dangerous and very demanding field where anything can happen at any time	12/22/2019 2:22 AM
181	They don't care about us. All they want o do is make fast money at the expense of our lives	12/22/2019 2:18 AM
182	They are running the company into the ground. Working with half the work force we had. Rushed to complete jobs. Running locomotive with major safety issues that get deferred or over looked due to being rushed. It's no longer a company to be proud to work for. I've been told numerous times " Just be lucky to have a job"	12/22/2019 2:14 AM



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183	Way less then used to be, attitudes and caring has nose dived	12/22/2019 2:14 AM
184	I hope they open their eyes before it's too late	12/22/2019 2:10 AM
185	How much longer can I work for this terrible company.	12/22/2019 2:07 AM
186	This is going to devastate the railroad.They are losing generations of experience. Not to mention the rebuilding of the fleet. dc to ac need tweaking. mods are needed with the right software ptc needs maintenance. The antenna farms 3 to 5 year life.Mid lifes, overhauls and running repair will take a huge hit. The firing layoffs are taking its toll.At least the economy is booming and so is high paying jobs everywhere but the railroad this is part of losing quality employees.Short gains are going to be very expensive for the new stock holders. Psr is a failed idea.Csx is going through huge recovery problems and we still follow this example.	12/22/2019 2:05 AM
187	Looking for other opportunities outside the railroad. Not worth dealing with these maniacs	12/22/2019 1:53 AM
188	As a 12 year employee so much has changed in my short period of working for NS. I still really enjoy the work that I do but I wish that I loved it like I use too when I first got hired on. I am a third generation railroader and fear that with the road NS is going down I will be the last in my family to work for the railroad and that makes me sad. The greed for profits and lack of caring for the employees with be the death of the railroads.	12/22/2019 1:43 AM
189	I love my job but I work for a dictatorship. You dare not say anything	12/22/2019 1:40 AM
190	I understand why they are top on the list of the worst employers in the country! What they are doing is going to get worse before it gets better! Look at the injuries and derailment statistics after psr started vs before	12/22/2019 1:39 AM
191	Compared to 7 years ago management feels more disjointed and separated from reality. All the care about is moving a train. Weather it's a locomotive or a horse and buggy they wouldn't care. Most of them are afraid to lose there jobs so they will do whatever they need to to justify their position. It seems like it's all about operating ratio as if they are trying to sell off stock and don't care about the railroads and the infrastructure that they maintain.	12/22/2019 1:35 AM
192	No understanding of why they continue to push this system when the other comapanies have dropped this system and are working on trying to rebuild their customers base back. When is it enough. I've overheard managers bragging about 300000 dollar bonuses after they just got finished talking about how they could sell this off part they system to a short line because the margins aren't to the magic number	12/22/2019 1:34 AM
193	I live in fear of losing my job if I slow down and really do it right.	12/22/2019 1:31 AM
194	That us, the craftsmen that actually do the work and repairs to give them the numbers to make the management look good, are nothing more than an expendable number. We can be cut at a moment's notice just to ensure they reach their operating ratio yet as we are walked out the door more managers are brought in.	12/22/2019 1:17 AM
195	They are terrible	12/22/2019 1:07 AM
196	I think U.P tries to be an ethical profitable company. I have seen very unethical behavior by some U.P managers and agreement employees but I don't believe unethical behavior is accepted as part of the culture.	12/22/2019 1:05 AM
197	It is a horrible job with nothing to be proud of. Can't wait to get out	12/22/2019 1:03 AM
198	Disappointed that they would sell our safety and well being out so easily	12/22/2019 12:55 AM
199	Greed. They do t care if you go home safely as long as the job gets done. They don't care about federal laws.	12/22/2019 12:52 AM
200	Really enjoy the work and the employees I worked with... Do not trust the company or their decisions... Never seemed to listen to us but what the shareholders wanted .. Appears to not care about safety or the workers in the end... They would rather pay the penalties and fines and "see you in court" attitude than be a company with some responsibility to the towns, cities, and employees they eventually threw away...	12/22/2019 12:41 AM
201	Norfolk southern was a great company to be a part of when I joined them in the beginning of 2011. Since then we have watched our safety bonus disappear, our insurance increase, and a sharp decline in relations between craft and management employees. The greatest concern	12/22/2019 12:26 AM

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though, is the loss of focus on safety and how it used to be paramount of all other directives. Norfolk southern is no longer a company I wish to be a part of or even feel safe working for.

202	They're negative. I no longer work there and I would never consider going back.	12/21/2019 11:05 PM
203	I thank God for my job daily, but I never never when and if I'll be laid off.	12/21/2019 10:53 PM
204	I appreciate the opportunity to work for the company but I am truly disappointed in there plan of attack. Record profits before implementing PSR and it still wasn't good enough. A lot of people lost good jobs that they need for wealthy people to see a little more profit. Very didappointing	12/21/2019 10:52 PM
205	I really enjoyed my job when I hired on, now it is quite the opposite. I've personally seen 15 people, most who have at least 10 years in the industry quit because they can not stand the way the industry has become.	12/21/2019 10:37 PM
206	I think our employer doesn't care about us and profits and shareholders take priority.	12/21/2019 9:18 PM
207	Horrible to work for a class 1	12/21/2019 7:33 PM
208	Money hungry and incompetent of understanding the safety hazards	12/21/2019 6:56 PM
209	I love my job. I am paid well. I signed up for long hours away from home. But I hate to see the company not even fake that they care. Because to them as long as we make production or dwell time or across the road they say the hell with my family time or rest time. I don't expect a lot but it would be nice to get a ride 2hrs before I hog vs 2 hours after. 2 hours is not a lot to people that work 8 hr days 5 days a week but it means the difference in seeing my daughter or not. I work out here for her and my wife but sometimes it feels like the railroad gets the best of my time. And why because they dont want to pay a relief crew that 2hr extra overtime or trying to hold the cost down by only using 1 van multiple times.	12/21/2019 3:21 PM
210	Good men are being sent home. They are good men and good workers that deserve to earn a paycheck for their families.	12/21/2019 3:00 PM
211	The share have no interest in anyone or anything except the money they get today. They don't care about us or the future of the railroad. We do expect the company to make money after all that's how we get a paycheck. We don't understand why they can't be happy with an eighty foot yacht? Why must they have an 120 foot yacht while they have record Furloughs and want to get rid of the conductors. Which buy the way puts everyone that works around trains at a life threatening risk not to mention the at risk public!	12/21/2019 2:01 PM
212	I left a very lucrative job for what I thought was an equally lucrative CAREER. I was right until they started PSR. I've been here 8 years now, and finally had descent days off but on 2nd shift. My family and I had worked out a system that has worked for us. Since PSR over seen over 40 employees furloughed pushing me back to a job worse than what I hired in with. My family never gets to see me now and I cant attend any of my children's functions. In a career you should be afforded the opportunity to progress not REGRESS! The company doesn't realize all the lives they are negatively affecting with PSR. Not just the men and women that you are sending home jobless due to your greed but their family members as well. Union Pacific has gone from a loved household name known for great customer service and wonderful employee appreciation to literally one of the most hated companies in the country. All this is less than a year. I could see making these difficult decisions if they were losing money (which they are now since they have run all their customers off) but not during record profits! Greed PURE GREED!	12/21/2019 9:24 AM
213	Norfolk southern used to be a safety conscientious railroad that moved freight over the road and now they are willing to do things half assed and constantly putting us in harm's way due to their bad decision making	12/21/2019 8:56 AM
214	Profits out way safety hands down	12/21/2019 4:26 AM
215	My paycheck is always on time	12/21/2019 3:21 AM
216	I love working for them. I just wish they'd get with the time where cost of living keeps going up but our pay goes up a fraction of that cost of living.	12/21/2019 2:24 AM
217	It's getting harder and harder to stay working for them.	12/21/2019 1:14 AM
218	they are trying to get more from each employee . it has worked well for share holders at employees expense	12/20/2019 11:28 PM
219	They say Union Pacific used to be a fun place to work. In 5 1/2 years I've never had a single bit	12/20/2019 11:11 PM

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of fun there. We no longer are recognized for our safety and are expected to just do more and more with no appreciation.

220	Greedy	12/20/2019 11:06 PM
221	Worst company to work for on the planet	12/20/2019 10:27 PM
222	I have the same regard for my employer now that I did before implementing PSR.	12/20/2019 10:26 PM
223	They don't care about their employees and treat them like garbage.	12/20/2019 9:50 PM
224	It pays the Bills but not family like it was when I started	12/20/2019 5:16 PM
225	All about the money and the higher up executives profits. Do whatever they can to make money being layoffs, sales, or taking you out of service to not have to pay you for a month or so. All about the money, no morals	12/20/2019 5:07 PM
226	Its a job, and at the end of the day I get paid! These Railroads today only care about their profits, and share holders!	12/20/2019 4:57 PM
227	I love my job, I'm thankful for my job. But I'm hoping it's just a trend. It seems like we just have to weather the storm before we get back to normal. All I know is that customers aren't happy, and that hurts. I take pride in what I do, my craftsmanship. When you're limited on Manpower and supplies we can only do what you can do.	12/20/2019 4:10 PM
228	After a few years and several major cost derailments, hopefully without the loss of lives, the Industry will see the flaws of this sacred cow ideal and will revert back to manned inspections. Unfortunately, by that time most of the hands on knowledge will have retired or gone to other jobs resulting in a period of years training newer personnel how to spot potential problems and how to repair the root cause of said problems beyond the surface defects that technology can see.	12/20/2019 4:09 PM
229	Worried my employer will cut my job at any moment. Employees don't seem to be valued to this company anymore. It is hard on some days to want to go above and beyond because I don't feel like they really care. So what's the point?	12/20/2019 4:01 PM
230	Its not the same as when i was hired. Its very difficult to take any pride in what we do. The track structure is deteriorating at a faster rate than we can maintain yet they won't hire enough employees so we could have another production crew out there	12/20/2019 3:39 PM
231	I am not happy at all, if I can get out, I will	12/20/2019 3:32 PM
232	I feel they do not care about the work force. It's always been the same talk is talk but action is what we see. We have to fight every contract for small crumbs. While the uprr is making record profits.	12/20/2019 3:14 PM
233	The employer seems to be more concerned about stock holders instead of its employees. In years past, the employer would show their appreciation to their employees and now that practice no longer exists. In talking with many of my fellow railroaders morale is at an all time low. Everyone you speak with says "its not the railroad that I use to work for" and I feel the same way. You also hear the same comments when employees talk about their employer " At one time I enjoyed coming to work and doing my job but now, I dread it"	12/20/2019 2:53 PM
234	Need more man power to preform work. You can not expect 3 men to do a job that is needing 6-8 to preform safely with out over working personnel.	12/20/2019 2:26 PM
235	More for less, no care about the employees	12/20/2019 12:49 PM
236	They are more worried about the stockholders than anything else.	12/20/2019 12:47 PM
237	Norfolk Southern is a horrible place to work. They are the most unappreciative company to a worker. As soon as your hired they dont try to help you they try to fire you.	12/20/2019 12:29 PM
238	That they don't care about their employees, we are just another number	12/20/2019 11:47 AM
239	Worst company ever	12/20/2019 11:19 AM
240	Corporate greed is the cancer that will be the downfall of this company. But that doesn't matter to the big wigs because they will be long gone when the house crumbles!	12/20/2019 10:59 AM
241	Cant wait to find another job that pays the bills.	12/20/2019 10:56 AM

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242	It's a large corporation so I'm nothing more then a number at the end of the day. I don't have much pride in my company but I still have pride in my work. I don't have the ability to control the outcome nor do I care to at this point in life I just go with the flow and hopefully I don't become a victim to the circumstances and the situation the railroad is currently in. The truth about it all is money buy's political parties and they politicians don't care about the people. So I see the railroads getting whatever they want in this situation.	12/20/2019 10:36 AM
243	Why cant they run like we used to make a profit still and let us have some livelihood and enjoy our families and job like we once did	12/20/2019 9:48 AM
244	I used to enjoy going to work everyday now all you can think is this the day I get furloughed	12/20/2019 6:07 AM
245	No more allegiance	12/20/2019 5:34 AM
246	It's a terrible place to work but have too much time vested to leave	12/20/2019 3:47 AM
247	I love my job but I feel the company has changed drastically in the 6 years I have been here. I feel they no longer care about safety even tho that's all they preach. They make record profits yet slash the workforce. I wish they would respect the employee more.	12/20/2019 3:39 AM
248	Preferably not to answer	12/20/2019 3:37 AM
249	Less respect every day for a company I was once very proud to work for.	12/20/2019 3:08 AM
250	Glad to have a job and make a good living for my family , but CSX does not care about us workers who make them their money we are just a number	12/20/2019 2:44 AM
251	Put some boots on, come to the ballast line and navigate this mess that has been created. First hand experience is far more better than reading it in a fairy tale book. Schedules with some flex and added buffers will run much more fluid. Everything works on paper until it has to take shape and that's when you find your flaws. Dont be too bullheaded to look, rework, ask opinions and tweak it a little at a time.	12/20/2019 2:37 AM
252	Could be better. But the Stockholders mean more than the Employees. But this is just a symptom of the times we live in now. I had Pride in My work 10 years ago, now I just show up for a check	12/20/2019 2:31 AM
253	I'm thankful the seniority districts were change again. They do try to accommodate us.	12/20/2019 2:19 AM
254	I wonder when they will stop making decisions for the short term and look towards the future of the business	12/20/2019 2:01 AM
255	My thoughts are that they dont care about their employees safety or mental / physical wellbeing. The only thing in their concern is making themselves look good and making the company more money at the cost of lives.	12/20/2019 1:33 AM
256	they don't care about us or our lives or our family.....only the numbers to make money	12/20/2019 12:42 AM
257	Love my job. Hate the assholes I work for.	12/20/2019 12:37 AM
258	I have 35 years and everyone is doing their best. Someone is taking home lots of money if you catch my drift?	12/19/2019 11:44 PM
259	When I hired out they took care of the men and was looking out for everyone safety, now it's about tonnage over safety and making money.	12/19/2019 11:40 PM
260	Union Pacific claims "Safety is Union Pacific's number one priority" U.P. has proven through their actions that this is completely FALSE. A reflection of safety would be to create a work rest cycle that helps humans maintain a circadian rhythm. I know for a FACT they have been given 2 workable work/rest cycle models ( on my territory alone) that they disregarded and didn't even attempt to modify. They do not upkeep cars & locomotives & track, they have unaddressed tripping hazards in our depot, track crossings, trade out points etc. In my yard they refuse to put \$ into switches that were built in 1991 and as a result employees are on the ground in the winter (daily) chipping the ice away and sweeping lots of snow out of them and trying like heck to get them thrown..U.P. orders us to violate train handling & airbrake rules to get trains moving, and give us some managers initials and says the equipment or situation is safe to go. U.P. treats us employees like cattle that they own. They will work us to death and then try to fire us for laying off due to exhaustion. U.P. Te&Y employees are working themselves sick and then have to fight tooth and nail to get FMLA (and worry they may lose their job due to a U.P. nurse saying they are unfit for duty w/out ever having physically evaluated them and in	12/19/2019 11:19 PM

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opposition to the employees Dr.'s recommendation that they are capable of working ) to lay off w/out being penalized for laying off ( in U.P.'s view, excessively) U.P. Refuses to implement a work/rest cycle to help people regulate their circadian rhythm and as a result many employees health is suffering. Do these actions reflect "Safety is Union Pacific's number one priority"?

261	Sometimes I wonder why it seems like it's difficult for a billion dollar company can't take of its people so they can have a sense of pride working here. When I had worked for a million dollar company that knew how. In the end we are still just a number. Do get me wrong, I like my job and I take pride in doing it right no matter how I do it. As long as everyone is safe on my watch.	12/19/2019 11:11 PM
262	ready to retire as soon as possible	12/19/2019 10:53 PM
263	They don't care about my well being for me or my family. They only care about themselves and if they can make as much money as they can even if that means putting safety aside. Cutting crews just so they can save themselves a little money. Lack of track maintenance to save money. I'm thankful to still be working but with almost 9 years of service I'm getting close to being furloughed but the 200 train crew members underneath me aren't so lucky. But my employer doesn't care if I lose my house and am homeless. As long as they can save money and make a bunch for themselves.	12/19/2019 10:30 PM
264	They need to do better, understand and listen to the employees	12/19/2019 10:15 PM
265	I CANT WAIT TILL THEY MAKE CSX GREAT AGAIN. TRUMP 2020	12/19/2019 10:07 PM
266	They are some very unethical people with no integrity.	12/19/2019 10:00 PM
267	Not good, feel like livestock just waiting to be slaughtered. We are just a number now, don't feel valuable or wanted, we are just an expense to the company and feel like out time is about up.	12/19/2019 9:53 PM
268	MY DREAM WAS TO WORK FOR THE RAILROAD, I WANT THAT FEELING BACK!	12/19/2019 9:52 PM
269	Not at all the same as it was 5 years ago. I would currently not suggest to anyone that I know to work here.	12/19/2019 9:40 PM
270	This is the most dishonest employer I've ever had the misfortune to work for. I'm too old and have too much time here to quit, but if I had to do it over again, I wouldn't be here.	12/19/2019 9:09 PM
271	Greedy	12/19/2019 8:15 PM
272	Can't wait to retire	12/19/2019 8:11 PM
273	It's really a unhappy place to work now	12/19/2019 8:04 PM
274	Its a job I cant wait to retire from, if not for descent pay I would of left years ago	12/19/2019 7:43 PM
275	The company is ok... The employees can do better	12/19/2019 7:40 PM
276	As company.. they dont want us to have live out here .. but they can.. how can you have doctor note & still get points is unheard of	12/19/2019 7:30 PM
277	The benefits and healthcare are declining which is unfortunate considering the level of risk associated with the dangers of the job	12/19/2019 7:16 PM
278	The benefits and healthcare are declining which is unfortunate considering the level of risk associated with the dangers of the job	12/19/2019 7:16 PM
279	Wish they would just listen to us	12/19/2019 6:59 PM
280	Glad to be working. Wished it was better conditions all around. I always feel disposable as in scared to lose my job. So how focused am I really at the immediate tasks?	12/19/2019 6:40 PM
281	The current Board of Directors and it's installed leaders in the Executive levels of our company have made it very clear that they do not care about who we- the employees- are. They are only concerned about metrics and I personally feel that any discussion about people being valuable or necessary is merely lip service. After almost 20 years of service with the company, I now feel very little loyalty to anyone above the level of "front-line" manager. While I still absolutely love my career with the railroad, I do not stand nearly as proud of the company who employs me. Truly a shame.	12/19/2019 6:32 PM
282	Although I am very grateful for my job my feelings toward my employer have changed. I fell like they only care about making money at all costs. If I could speak to them directly I would ask	12/19/2019 6:12 PM



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then to think more about the individual's thru employ.

283	We are all worried that the carrier will continue to put profits over the safety an well being of its employees. It's very stressful wondering everyday if you will be getting laid off	12/19/2019 6:06 PM
284	UP is a stable company which has done well regarding it's adaptaion to a constantly changing environment. UP provides a just enough to get the job done mentality. They waste alot of money doing so, very inefficient. I compare the communication issues UP has with a similar company like General Motors. It seems the larger a company becomes, the more difficult efficient management becomes. As a union laborer I despise the process of contract negotiations. The lack of the unions ability to bargin and negotiate contracts relative to today's work environments are stagnant. There is very little the UP will change within an agreement.	12/19/2019 5:57 PM
285	I wish they really understood railroading and quit trying to run field jobs from a phone and a desk. Stop thinking a 2 hour job or fix can be done in 5 minutes. Most importantly understand that at the end of the day we are the ones responsible for the repairs made and I will not short cut or put the safety of myself or co workers in jeopardy just to get production numbers.	12/19/2019 5:37 PM
286	They are putting safety over profits. They are endangering the public and railroad workers to make a few extra bucks.	12/19/2019 5:00 PM
287	They're only out to line their pockets and those of the shareholders with little to no regard for the employees who actually make them that money.	12/19/2019 4:59 PM
288	I love railroading. It's been a lifestyle more than just a career. Its provided me with a roof over my head and food on my table for me and my family.	12/19/2019 4:56 PM
289	BNSF is a huge productive money making company that thrives on shareholders getting rich and employees working for minimal pay in hazard working conditions.	12/19/2019 4:47 PM
290	In all honesty, I appreciate my gob and thank God for it but I don't think the people at the top could care less about me. I feel they look at me as a parasite steeling "THIER" money. In my opinion it would be better if the CEO's were railroaders. A piece of paper from a university doesn't mean you know everything.	12/19/2019 4:37 PM
291	I feel like they are using PSR to inflate CSX's stock price. Our tracks are not being maintained at a standard that they were 12 years ago. All we do is bandaid spots on the track.one of these days all of these bandaids will open at the same time. I just home the trainmen on the train, track workers on the track, or the people that live in our towns and cities don't get hurt because of it.	12/19/2019 4:34 PM
292	From when I started for this railroad 11 years ago there is a night and day difference, there is NOT one person I talked to who enjoys working for this company. If you have people watching you waiting for you to slip up to put you on the street for 30 or more days would you like that? This company can say they want you to get home safe to your family at the end of the day but the truth is if they can save money by letting you go they wouldn't hold the door open for you on the way out.	12/19/2019 4:21 PM
293	All about the \$\$\$\$\$.	12/19/2019 4:16 PM
294	Poorly managed. Do not protect the most important assets(workers, engines, infrastructure).	12/19/2019 4:10 PM
295	My employer is without a doubt the worst , most non caring , they THINK they are better than their employees , power hungry, nonrailroad educated, hostile people that I have ever met	12/19/2019 4:08 PM
296	They suck. They are only here for the shareholders not the stake holders such as there employees the public an there customers. This will continue till there cost of accidents is more that there profit.	12/19/2019 4:01 PM
297	The company will probably be sold out from under us	12/19/2019 3:57 PM
298	Just another giant corporation that wants to offload it's workers and automate itself for maximum profit. Greedy and no common sense for working families more of the same. We are told to eat table scraps and be thankful, sick of hearing it.	12/19/2019 3:26 PM
299	Looking for other employment because the job security here is gone	12/19/2019 3:23 PM
300	They are greedy and cut throat and only care about padding their pocket. They want to cut us out so they can replace us with contractors and they should be held liable for the people who've been stripped of their jobs with this company and the ones whom took their own life because	12/19/2019 3:22 PM



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the railroad tore their lives upside down. How dare you lance fritz I hope this gets to you and hope someday you reap what you sow

301	Just thankful to still have a job	12/19/2019 3:03 PM
302	With the all the layoffs this year it is hard to have any positive things to say. They say to do the job right the first time while at the same time putting bandaids on it because of our budget. We are not making it a safer railroad. Cutting jobs is not the answer. The moral of this place is way down.	12/19/2019 3:00 PM
303	Priorities Need to be realigned with the reality of what's really going on.	12/19/2019 2:56 PM
304	They need to worry about there employees family we are more than just pin numbers	12/19/2019 2:55 PM
305	They don't care about their employees	12/19/2019 2:53 PM
306	Satisfied, actually quite happy with labor/immediate supervisor relations	12/19/2019 2:50 PM
307	ready to leave and hope to have retirement and insurance coverage	12/19/2019 2:37 PM
308	That they will lie to your face	12/19/2019 2:27 PM
309	All they think about is money. No regards what so ever to the employees.	12/19/2019 2:27 PM
310	If I didn't have the seniority I have and relationships I have with my bosses I would have quit when PSR started. I would not recommend a single soul to come work for UPRR now. It will tear you're family apart and throw you away without a single care for your wellbeing.	12/19/2019 2:16 PM
311	workplace stress is through the roof	12/19/2019 1:50 PM
312	It's just a job we are just a number they don't care about us so why should I care about the railroad , they took the drive to work and do a good job	12/19/2019 1:44 PM
313	Sucks	12/19/2019 1:34 PM
314	Not great. They load us up on work and are cutting back on everything else. Boot program is horrible, insurance is ridiculous, and absolutely no incentives. It feels like the employer only cares about the "bottom line" and not the workers.	12/19/2019 1:10 PM
315	Glad to make the money I do.	12/19/2019 12:53 PM
316	They used to be very concerned about our safety, now it seems like they're only worried about the safety of the stock.	12/19/2019 12:46 PM
317	Happy to have this job, just hoping big business will start thinking about their employees more than the stock holders and come to an agreement on a contract that doesn't take more away from us.	12/19/2019 12:33 PM
318	Worst employer I have ever worked for.....the only company I know that tries to fire their employees on a daily basis	12/19/2019 12:31 PM
319	Extremely negative. Never worked for such an unethical company before. Corperate greed has ruined my job.	12/19/2019 11:50 AM
320	Sadly I believe we have been one of the most corrupt and ineptly managed companies for 150 years. And now they are violating agreements using "failure to comply "rules to abuse them.	12/19/2019 11:37 AM
321	I feel NS is a cheep and manipulative company that is always trying to get over on you, once again I don't feel it's in lower level supervision mid to high tier supervision	12/19/2019 11:27 AM
322	Since PSR they cut our overtime, our lively hoods, every one is struggling which is why many have quit it's single handily ruining a once great career	12/19/2019 11:12 AM
323	I hate them	12/19/2019 7:31 AM
324	They could care less about me and my family.	12/19/2019 6:36 AM
325	I have and continue to look forward to the opportunity to perform my job to help ensure the safety and quality of the operation of the railway for my family, the community and CSX.	12/19/2019 5:09 AM
326	Piss pour compared to when I start. No one cares about what's other then safety and the jobs getting done. No one cares about anyone anymore.	12/19/2019 4:34 AM

PSR Survey

327	I think they want more and is giving a lot less	12/19/2019 4:32 AM
328	Up does not seem to cair for me as much as i cair for up. It makes me feel like why should i cair if they dont cair. But it is my brouthers lives on the rail that drives me on.	12/19/2019 4:18 AM
329	PSR will destroy the railroads to the point where it will effect the US economy. There is no community responsibility and all they do is take from everyone and ruin communities not only financially but in safety too. Bad tracks in proper train list the hazmat that they carry. An accident will occur due to PSR when it could've been avoided	12/19/2019 4:15 AM
330	I love my job and do not want to work anywhere else. I just don't want to feel like I'm constantly walking on egg shells to keep my job. Would be nice to just come to work and not worry if I'm gonna get fired for missing a line somewhere in my job briefing form or not flipping my face shield down once out of the 500+ times a swung a hammer that day.	12/19/2019 4:12 AM
331	Say one thing and do another do as I say not as I do	12/19/2019 4:08 AM
332	Another safe day	12/19/2019 4:06 AM
333	For the most part I have enjoyed my railroad career, however, the last 3 years have been terrible compared to the beginning of my career. These people running our company are only hear for a short term in order to line their pockets. They could care less about people like me.	12/19/2019 3:49 AM
334	All about saving money for them	12/19/2019 3:46 AM
335	They have been taking more benefits from us every time our contracts are renewed	12/19/2019 3:42 AM
336	Production numbers and saving money are the top.priority even thought they preach safety being #1. Emergency situations equal throwing safety and money out the window. It's a free for all hurry up and restore the track.	12/19/2019 3:21 AM
337	It's borderline inhumane to require new hires to remain with the company due to receiving hiring bonuses while simultaneously being furloughed. If you leave, you are supposed to pay the bonus back in it's entirety. The company (UP) does not follow the collective bargaining agreement and will constantly break and enforce rules that benefit them.	12/19/2019 3:18 AM
338	Moral is non existence among workers. all they are concerned with is getting the right " numbers" for PSR.	12/19/2019 3:18 AM
339	They're worried about stock holders instead of the people that make their company move in the right direction	12/19/2019 3:17 AM
340	It would be amazing to be able to love my job like I did a decade ago	12/19/2019 3:13 AM
341	It's getting harder to do the job with all they try to push a few people to do	12/19/2019 3:13 AM
342	It's not fun anymore? It's all political!	12/19/2019 3:11 AM
343	Why are they doing the things they do to make life miserable whenever they cut jobs?	12/19/2019 3:10 AM
344	If my job was bad I wouldn't have put in over 20 years in. The union does less than employer does	12/19/2019 3:03 AM
345	The Union Pacific Railroad has lost its collective mind! Running off business and cutting car men and mechanical forces. They fix absolutely nothing. Good luck getting a unit with working heat!	12/19/2019 3:02 AM
346	Not happy not a stable job	12/19/2019 3:00 AM
347	24 more years of this crap	12/19/2019 2:49 AM
348	Disappointed but not surprised. Greed never ends. This includes Mr. Batory as well. Watching you speak to Congress just shows you are completely in bed with the carriers and nothing positive will come of this except a few of you will continue to prosper at the expense of society.	12/19/2019 2:36 AM
349	I used to be proud to say my company name , to show its logo, and tell tales of things I've done for them . I am now ashamed . The company has effectively divided crafts from one another. Without a union that represents all crafts we will continue to get nothing close to what we are worth in pay or in benefits . At a town hall in February 2019 an AVP had the nerve to say " PSR and the 2020 plan is here to stay, you either get on board or your ass will get run over". Great for morale , huh? NOT!!!	12/19/2019 2:36 AM

PSR Survey

350	Same	12/19/2019 2:36 AM
351	6 years left, can't wait to get out, I'm sick of everything affecting my seniority,requiring me to go to kansas city to learn how to run a pettibone is stupid,	12/19/2019 2:35 AM
352	Do more with less, and damn sure limit the slow orders with lack of planning or actually addressing problems.	12/19/2019 2:34 AM
353	Not nearly the job it was when I hired in 20 years ago.	12/19/2019 2:20 AM
354	Just a job. Before it was a career. Now there is no reason to put yourself out or go beyond. Why put in extra effort when the entire library will be thrown at you at your first mistake. Do only the minimum. Never plan ahead.	12/19/2019 2:14 AM
355	It's ok	12/19/2019 2:05 AM
356	They have put safety on the back burner to make profits with less manpower. They still have employees fearful to report injuries due to retaliatory actions the employer will take against them.	12/19/2019 1:59 AM
357	I like what I do and the company I work for but at the end of the day these cuts in an effort to make stockholders money have jeopardized the safety of the employees and the company as a whole.	12/19/2019 1:57 AM
358	I am happy that I have a good job, but I can definitely feel the difference in the way that management treats us now versus before we became a "PSR" railroad. I believe in a company wanting to be more efficient, but at what cost? If our managers are under more stress now that causes them to take short cuts and put minimizing dwell time before safety, then I would rather work somewhere else!	12/19/2019 1:56 AM
359	I'm thinking of leaving to something else...all they care about is money	12/19/2019 1:49 AM
360	Greedy	12/19/2019 1:46 AM
361	Love my employer (BRS). I have hopes for CSX as an employer and believe positive change will come.	12/19/2019 1:36 AM
362	Can care less	12/19/2019 1:34 AM
363	One of the railroads core values is that people make the difference. But the railroad under PSR has totally gone away from that. The railroad needs to hire more people to replace all the folks that have recently retired. We are struggling out here day to day.	12/19/2019 1:34 AM
364	Hope I have a job tomorrow, when I worked as hard as I did for them so they can move trains safely	12/19/2019 1:25 AM
365	Union Pacific railroad is a good place to work if everyone is treated with respect,and the WORKING conditions are reasonable,it does not make sense to push production when safety is number one priority. Safety should be practiced not preached.	12/19/2019 1:23 AM
366	I ent from a guy who loved the work, was focused on the work to a guy who just wants to punch in and punch out. It's not the work, it's the 100% bullshit that you have to deal with to get a paycheck.	12/19/2019 1:22 AM
367	I think about the leadership that's lacking the lack of unity and the breaking down of the brotherhood.	12/19/2019 1:21 AM
368	Putting my safety at risk for billion dollar profits.	12/19/2019 1:21 AM
369	I dont recommend this company to any one to work for them., not worried about takin care of their lower class employees that are the backbone to keeping this railroad running	12/19/2019 1:17 AM
370	Good Day	12/19/2019 1:16 AM
371	Selfishness, greed, and unapologetic...	12/19/2019 1:10 AM
372	I am a very new employee to the UP and I was extremely excited to hire out. I am starting to regret that decision because I can see now that UP does not care for its trainman in any way. All they are after is that bottom line and lining the pockets of the stockholders and upper management. If I could go back and pull my application before I quit my job and waste all this time in training and being furloughed and worrying about chasing I would. I am strongly	12/19/2019 1:05 AM

## PSR Survey

advising any person I meet that even thinks of working for the railroad to just not do it, more specifically the UP.

373	GREED..... It takes the rr back 100 years to the top dog wanting all the profit.	12/19/2019 12:56 AM
374	Money over safety Railroad over family	12/19/2019 12:50 AM
375	Do better. Successful business models go to great lengths to take care of customers and employees. Tech Giants dominate the market because they care about the product. The employee morale is outstanding and it shows.	12/19/2019 12:49 AM
376	They only care about their bottom line.	12/19/2019 12:47 AM
377	ldk	12/19/2019 12:45 AM
378	Corporate greed	12/19/2019 12:44 AM
379	They only care about making money by cutting jobs instead of taking care of customers and offering a better service to make money.	12/19/2019 12:38 AM
380	When I hired on for the first few years I felt it was a career I could retire from now it's a gamble everyday on weather you have a job	12/19/2019 12:33 AM
381	Could be better	12/19/2019 12:26 AM
382	All about making the investors rich.	12/19/2019 12:26 AM
383	Not enough talk between departments	12/19/2019 12:25 AM
384	Not interested in the employee, just to benefit share holder only	12/19/2019 12:25 AM
385	CSX is no longer a employee friendly company it's all about the bottom line. This use to be a place I enjoyed coming to everyday now I dread coming into work. There is also no longer an incentive to go above and beyond as an employee of CSX. Safety bonus days have been taken away along with attendance bonus days. Awards use to be given out for not having derailments and having zero defect on a geometry car run. Now a days all you hear is negative.	12/19/2019 12:23 AM
386	Losing confidence on a long term career. Feel like I'm just delaying the inevitable of being cut	12/19/2019 12:23 AM
387	Greedy	12/19/2019 12:21 AM
388	Company seems to worry more about stock holders	12/19/2019 12:19 AM
389	They care more about production/money than they do about me goin home safe	12/19/2019 12:14 AM
390	Loss of confidence that the safety of their employees and the public are priority over profits!	12/19/2019 12:13 AM
391	Greedy	12/19/2019 12:12 AM
392	I fucking hate this company. I've said from day 1 I've always liked my job as a railroader. I get to do different things, work outside. Meet all kinds of people. Pay is decent, not great compared to most unions. This company just hates its employees. I have to tell my wife that I have 8 years for ONE. Company and I have to wake up every morning wondering if I'm gonna have a job at the end of the day.	12/19/2019 12:11 AM
393	My employer cares more about profit margins than assisting us on having a safe work environment.	12/19/2019 12:11 AM
394	They are only focused on major shareholders satisfaction.	12/19/2019 12:10 AM
395	More track time	12/19/2019 12:06 AM
396	They do not care about anything but money!	12/19/2019 12:05 AM
397	All about the money and not the actual employees.	12/19/2019 12:05 AM
398	Just a paycheck. Do not care about image or doing anything extra unless it benefits myself or my peers.	12/19/2019 12:02 AM
399	They do not care about their employees	12/18/2019 11:59 PM
400	I'm just a number. They are making record profits and trying to make bigger profits while sending hard working men home without jobs and don't care about them or their families!	12/18/2019 11:59 PM

PSR Survey

	Greedy! Greedy! Greedy!!!!!!	
401	If I could find a job making close to my current income with decent benefits I would not work for the railroad. At one time I loved what I do and took great pride in my company. Currently I hate my job and despise working for this company which has drastically declined over the last 10 years.	12/18/2019 11:56 PM
402	I'm thankful to have a job	12/18/2019 11:51 PM
403	1	12/18/2019 11:49 PM
404	With nearly 25 years on the railroad I have never felt as used as I currently do. I am now on a mode that has me "looking out for me only" I no longer feel impowered to help or look out for "the other guy". It has went from "we are all in this together" to "my own survival" I have ill feelings toward them and will no longer go the "extra mile" for the safety of others nor for the profit of the company.	12/18/2019 11:47 PM
405	Feel they are trying to milk the last bit of orange juice from a orange peel, just before you throw it in the trash.	12/18/2019 11:47 PM
406	4 more years don't care anymore. They have taken my caring away. This is a blood sucking company and it's only management that gets a reward.	12/18/2019 11:43 PM
407	They only care about making the most money and not about safety of their employees or the community.	12/18/2019 11:41 PM
408	Is there a better place to work and safer place	12/18/2019 11:39 PM
409	It's more important than ever to keep your head on a swivel and be your brother's keeper. Because the corporate attitude has shifted from you being a valued asset to a number on a profits and loss spreadsheet.	12/18/2019 11:35 PM
410	My thoughts are this. I respect my job and understand that there is money to be made. But this isn't the fucking military, slow the hell down and stop killing your employees.	12/18/2019 11:35 PM
411	I love my job. I plan to retire a railroader, I just worry that safety will deteriorate more, causing my chances of a healthy retirement to slim significantly	12/18/2019 11:34 PM
412	I wish it go back to the way it was and they showed they care. Gave us things in return and not take things away maybe give us more	12/18/2019 11:34 PM
413	It's definitely not the place I used to work. The family feeling and general attitude towards labor doesn't seem the same.	12/18/2019 11:34 PM
414	Enjoy my job. Paycheck has been there each and every time for the last 22 years	12/18/2019 11:33 PM
415	More worried about profit margins	12/18/2019 11:33 PM
416	Disappointing they keep cutting the jobs I have worked on in order to streamline	12/18/2019 11:30 PM
417	It pays the bills but the way they do thing is ridiculous	12/18/2019 11:30 PM
418	I have worked at CSX for 15 years and the day something comes along that matches my pay I will no longer work for them. I used to love my job until 2016 when all of this BS started and now I can't wait to get away	12/18/2019 11:29 PM
419	I wouldn't recommend it to new people looking for a job. Im grateful that I have a good paying job with pretty good benefits, but sometimes i don't think it's worth it.	12/18/2019 11:29 PM
420	They're only out to make the shareholders happy and not the employees that drive the company. I love the job, benefits, and fellow employees, upper management has forgotten what it's like to be the the person on the ground doing the hands on work. It's all about the bottom line.	12/18/2019 11:29 PM
421	I love Union Pacific. My father did 30 years here. And I want to do 30 years here. It's good wages and good benefits provide for my family. I know it's this way because of our union. Of course things could be improved such as scheduling and safety. But I am satisfied with my employer	12/18/2019 11:27 PM
422	I'm just a number	12/18/2019 11:27 PM
423	I can't say for certain. In some ways I resent NS for the fact that I feel like I'm wasting my time	12/18/2019 11:25 PM

## PSR Survey

staying here when I should be looking for another career. Or that I have wasted ten years of my life with an employer who promised me a complete career when I was hired but now does not care about the employees and wants to cut us off just to save a dollar. A company is only as good as the employees who build them. And when an employee goes for so long without any Real appreciation or respect for the work they do. It's hard for those people to respect and appreciate their employer. Also, Before the railroad I never had a job that I needed to pay for insurance just Incase I was fired.

424	Need a raise...	12/18/2019 11:24 PM
425	All they care about is the stock price. Employees have no value to them	12/18/2019 11:22 PM
426	The place went down hill they don't care about u only making money	12/18/2019 11:21 PM
427	If i can find the right job im leaving, like others have done!	12/18/2019 11:19 PM
428	I think they're greedy and getting way out of control. They want to talk about safety all the time but then cut all these jobs. They are attacking safety to make a quick buck.	12/18/2019 11:19 PM
429	I think the Railroad is like any other corporate entity. Profits first, everything else is subordinate	12/18/2019 11:19 PM
430	I work hard every day, even have donated time, they care less	12/18/2019 11:18 PM
431	Not all changes are good but u have to make it work for you and thank God for your job	12/18/2019 11:18 PM
432	Uncertainty, I hope that by going to a psr system that we are not taking away our jobs and putting it in the hands of contractors. I pray our Union stands strong and protects our future.	12/18/2019 11:17 PM
433	They FUCKING suck and they don't give two shits about any of us, it's almost like slavery with a check	12/18/2019 11:16 PM
434	Out to screw the employee	12/18/2019 11:14 PM
435	A quick slide of hand . Trading valued employees for quick financial gain. Implementing PSR in the way that they have is going to cost this company way more than it will gain. Employees don't feel valued . We are looked at as a liability instead as assets .	12/18/2019 11:14 PM
436	I am currently looking at other employment opportunities	12/18/2019 11:13 PM
437	Sadly they are following in the footsteps of all the other railroads, what was once considered a great job has now become a questionable one	12/18/2019 11:11 PM
438	Seems they are unappreciative	12/18/2019 11:11 PM
439	They're trying to cut jobs and cut corners to increase profits	12/18/2019 11:11 PM
440	I've been seeking new employment, how's that for thoughts	12/18/2019 11:11 PM
441	They could care less on our safety	12/18/2019 11:10 PM
442	There was a time where I felt my company cared about me and I was proud to work for such a company. I love my job and proud of what I do . However I do not care about the the company because they do not care about me or my family	12/18/2019 11:09 PM
443	It use to be a career now it's just a job. You have your boss and there boss and then there boss. And it seems that the 2 lower boss's really have no say so. And there boss is worried about nothing but saving money. And he is a micro manager. So there is always a are we able to do it	12/18/2019 11:09 PM
444	I hope they made a lot of money with the letting go of employees and shutting down yards so they can pay for all the derailments that have happened and are going to happen but once they have made there money they will move on anyways	12/18/2019 11:09 PM
445	It changed for the worse. Less pay and unknown job security anymore	12/18/2019 11:09 PM
446	I have a very low regard for this company and their business tactics. They're only concerned with the immediate dollar and as far as I can see have no concerns for the long term	12/18/2019 11:08 PM
447	Terrible thoughts	12/18/2019 11:08 PM
448	This place is going down the dump.	12/18/2019 11:08 PM



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449	Good	12/18/2019 11:08 PM
450	wondering where they are going? Doesn't seem like they want us around anymore	12/18/2019 11:07 PM
451	I believe that they don't care about me. As a person. Not even a little bit. it's such a strange dynamic working for a company that doesn't really want you.	12/18/2019 11:07 PM
452	I think they're making a lot of money but I'm still stuck with the same wages	12/18/2019 11:06 PM
453	They have to make money to keep their stock holders happy but that seems to all they care about	12/18/2019 11:06 PM
454	I'm happy for the most part with BNSF just a few individuals that are difficult to work with	12/18/2019 11:06 PM
455	Love my job don't blame Frontline managers but upper management could careless about workers	12/18/2019 11:04 PM
456	Not the same company I started working for. You used to come to work knowing you had a job. Now you wonder how long you will have one. They only care about making money. Matience is being put off time and time again to run trains	12/18/2019 11:04 PM
457	Overall I'm thankful for a job but at one time I considered it a career. I believe that thought process is still attainable if the company does the right thing and share the billions of dollars in profits with their employees the railroads are pulling in. Not these minimal increases in benefits every cycle.	12/18/2019 11:02 PM
458	They are not as employe friendly as they use to be	12/18/2019 11:02 PM
459	The company is more worried about shareholders than they are about safe work conditions.	12/18/2019 11:01 PM
460	This is honestly a good job for myself and my family. The pay and hours are competitive with the real world. Cutting overtime to almost nil really hurt and I feel our 30 + year old milage pay "25\$/100 miles" needs serious attention in the next bargaining round to bring it inline with current earnings and the new federal tax laws. Health care is also a major issue after the arbiter and company really shoved it in our collective ass last round. UP seems hell bent on shareholders first and foremost but with this CEO and his history that won't change anytime soon. I'm to old to start over again	12/18/2019 11:01 PM
461	Gets worse everyday	12/18/2019 11:00 PM
462	Shady Never know what to expect and if your going to have a job	12/18/2019 11:00 PM
463	Best I ever had	12/18/2019 10:59 PM
464	They want to run trains but without maintenance it is going to bite them later	12/18/2019 10:58 PM
465	At an all time low and disappointing. Don't see how I will make it to retirement age.	12/18/2019 10:57 PM
466	Not sure if I would be in this job if it had been like this 15 years ago.	12/18/2019 10:56 PM
467	Thought it was a great career to have, but looking forward makes you wonder if it is with all the people that are getting laid off, because of PSR. When all the higher up care about is their bonus and and making the company more and more money while we, have to wonder if we are going to be replaced	12/18/2019 10:55 PM
468	Lies, threats, and intimidation.	12/18/2019 10:54 PM
469	It has become just a job	12/18/2019 10:54 PM
470	Thinks less of me now then 25 years ago , cares less of the people that has built this company up .	12/18/2019 10:54 PM
471	I feel the railroad is looking for short term gains and has put sustainability and the focus for good customer and employee relationships to the way side.	12/18/2019 10:53 PM
472	Dont think its perfect time to look for a career.	12/18/2019 10:52 PM
473	Poor decisions. Lack of evolving with current technology and lifestyle.	12/18/2019 10:52 PM
474	When ever there is a injury we get blitzed i guess its to punish us for someone getting hurt. Also with injuries come rumours from management that 5/8s are coming, any more injuries and we won't be seeing our families as often. We have worked a crazy amount of night shifts this past	12/18/2019 10:49 PM

## PSR Survey

almost 2 years, sometimes it has to happen I understand. However nightshift is never as safe as day shift especially for SPG teams that work as a mobile assembly line. A lot of the times we arrive for night shift we find out that it was just for a 30 minute longer window, 30 damn minutes that's not even guaranteed. All of our rules over lap and are far more complicated than need be, basically the company has it to where at anytime we can be wrote up for breaking a rule even if your trying your best to be compliant. I am very proud of my job and that i work for the railroad, i look forward to a day where the company is proud of me instead of the strange situation the have placed us in.

475	I can't stand my employee	12/18/2019 10:47 PM
476	All they care about is the all mighty dollar	12/18/2019 10:47 PM
477	Only seem to care for the dollar	12/18/2019 10:47 PM
478	They care more about making money than us employees.	12/18/2019 10:46 PM
479	Wish I could quit.	12/18/2019 10:45 PM
480	Still seems like their only hiring managers who don't know what their doing and only want to nail you for only your wrong doings.	12/18/2019 10:45 PM
481	Still out to get us, don't care about us, would rather want contractors	12/18/2019 10:45 PM
482	Using us	12/18/2019 10:45 PM
483	They only care about making money for shareholders.	12/18/2019 10:45 PM
484	I like my employer. However, I would like to see more sense from the company about running effectively and not running so lean that it has become a safety issue.	12/18/2019 10:45 PM
485	Terrible	12/18/2019 10:45 PM
486	They treat there workers horrible	12/18/2019 10:44 PM
487	Greedy and heartless. Nothing is ever enough, and then it continually gets worse	12/18/2019 10:44 PM
488	At least I still have a job	12/18/2019 10:44 PM
489	Only worried about the bottom line and not making it a better railroad	12/18/2019 10:43 PM
490	I'm genuinely happy to be employed by the railroad. No other good options in my area	12/18/2019 10:43 PM
491	Eh	12/18/2019 10:43 PM
492	Norfolk southern isn't about employees, their families, or friendships. They are about the almighty dollar.	12/18/2019 10:42 PM
493	Trying to make money for share holders	12/18/2019 10:42 PM
494	Sneaky snakes in the grass, it was a better place to work 10 years ago	12/18/2019 10:41 PM
495	Attempting to do too much with too few people. Eventually someone will get hurt from fatigue, etc.	12/18/2019 10:40 PM
496	No it's the reason I'm home I was suspended for making a video about the scheduling and how PSR and the schedule to supplement that type of Railroadng has affected time from our families and we didnt have a say in it	12/18/2019 10:40 PM
497	Corporate greed who could careless about the people who actually make the profit numbers they put out.	12/18/2019 10:40 PM
498	Csx cares only about profits not people	12/18/2019 10:39 PM
499	I understand making money, if there's new technology for safer tools and materials out there , get them to us.	12/18/2019 10:34 PM
500	They want and expect everything but aren't willing to return the favor. We have to be perfect, but they are deceiving, liars and crooks.	12/18/2019 10:26 PM
501	They are bunch of money hungry morons. That are running the railroad into the ground.	12/18/2019 10:15 PM
502	They aren't good to the employees	12/18/2019 10:02 PM

## PSR Survey

503	Still trying to figure out why I work there with how employees are treated.	12/18/2019 9:41 PM
504	You are your pin number. Nothing more. One pin number falters and beat employee gets hired. Only to fallow down the same path destined for failure	12/18/2019 9:34 PM
505	Nice	12/18/2019 9:21 PM
506	Greedy self centered &@#+\$@#!\$ It is the most grossly mismanaged company I have ever worked for. We are supposed to come to work with the mindset of courage to care and everyone goes home safe...all for one and one for all, but at the end of the day it is all for the top 5 in the company plus the shareholders and forget the backbone of the company.	12/18/2019 9:19 PM
507	They are trying to cut to much manpower. In a few years they will find themselves in the same place as the CP and CN. Both made major cuts then ended up paying hiring bonuses to get employees.	12/18/2019 8:45 PM
508	They're greedy, thoughtless, inconsiderate, short sighted, desperate, and every "positive spin" announcement or quarterly figure report that has been DOCTORED to reflect some sort of "profit" I want to puke. We all know that they're cooking numbers. You e run out of employees to cut and you've screwed all your employees, now we have a mess. Thanks, NS...	12/18/2019 8:35 PM
509	Hahahahaha	12/18/2019 8:23 PM
510	Currently seeking other employment	12/18/2019 8:20 PM
511	Union Pacific railroad is an absolute joke, they have no concern for their employees, or their customers. It's all about the numbers.	12/18/2019 8:03 PM
512	The most evil and corrupt company in America.	12/18/2019 7:50 PM
513	Being a conductor was a dream come true. My daughter called me a hero for making it. That ment the world to me as a mother. Then my world was jerked out from under my feet and I lost my home. I was honored and proud to tell people where I worked. Now I am ashamed because of all the lives they have altered and destroyed	12/18/2019 7:48 PM
514	I hate csx! All you are is another employee ID!	12/18/2019 7:47 PM
515	Ok	12/18/2019 7:27 PM
516	CN offers big slogans, safety first, blah blah. But they never stand behind it	12/18/2019 7:18 PM
517	I feel that the Norfolk southern officials are more interested in lowering the operating ratio to preserve their positions.	12/18/2019 7:11 PM
518	Don't care about anyone or safety	12/18/2019 7:10 PM
519	Just wish NS would go back to the way things used to be when it wasn't about cutting everyone off in the name of PSR.	12/18/2019 6:49 PM
520	Again, I cannot speak to that directly as I am not currently working for a Rail Employer per se'; however feedback from membership is that those thoughts are poor, much poorer than they were 5 years ago, and nowhere near levels they were 10 to 20 years ago when there was at least some integrity with management in owning their commitments to their employes.	12/18/2019 6:31 PM
521	Self serving ,greedy for profit cut throat NS	12/18/2019 6:23 PM
522	The carrier simply only cares about making money. Obviously this is a business but if the carrier can make money they will at any cost whether it be to the public, safety and well being of their employees or the customers.	12/18/2019 6:21 PM
523	If I got fired tomorrow I would not come back..Who wants to work for someone who doesn't care about them..	12/18/2019 6:19 PM
524	They put on a front and preach safety but could care less at the end of the day. Anything to screw us out of money we deserve and always trying to squeeze us for a little more.	12/18/2019 6:12 PM
525	Money hungry, don't care about employees, just a necessary expense that so far, FRA says they have to have.	12/18/2019 6:08 PM
526	They take in record profits while compromising our safety and quality of life. I continuously look for a better employer and a Union who will fight for my rights instead of laying down.	12/18/2019 6:08 PM

PSR Survey

527	Greed before safety.. they care nothing about there employees and will cut us off to make a profit.	12/18/2019 5:48 PM
528	They have cut and cut jobs and it looks like that will continue. I hope they get to the point where they don't have the resources to operate the business, and the government takes over.	12/18/2019 5:16 PM
529	I would not wish this job on anyone it is a negative work environment supervisors and management are changing things constantly to fit the psr mold.	12/18/2019 5:09 PM
530	I used to be proud to say I worked for Norfolk Southern, but now I wish I could retire today just so I wouldnt have to deal with it anymore and can NOT stand any of the upper management due ti what they have put everybody through wuth the whole process.	12/18/2019 4:47 PM
531	Makes me sick to get up and come to work the morale is at an all time low	12/18/2019 4:44 PM
532	no good	12/18/2019 3:55 PM
533	Not good	12/18/2019 3:46 PM
534	Need to get back to the people that made them great and quit worried about that 60 operating ratio	12/18/2019 3:22 PM
535	It could be an amazing place to work with a good attitude. The men and women I work with are good people that are treated like a liability that just went to be appreciated.	12/18/2019 3:17 PM
536	I think about leaving these greedy fools more every day.	12/18/2019 3:17 PM
537	Money	12/18/2019 3:12 PM
538	Disgusted. All of these men and women who have invested years of their lives to better themselves and the carrier and without a beat are furloughed with no consideration of seniority and about a 0% chance of a callback. It's amazing that there aren't more laws that protect workers and industry from these hedge funds. After they have gutted and slashed everything the railroad will have to be rebuilt. And now all of the competent workers who are capable of rebuilding it will have found new careers. We're literally witnessing the slow and painful death of freight railroading in this country as we know it.	12/18/2019 2:49 PM
539	My employer, Union Pacific, only cares about making money for the share holders. Safety has become less and less of a concern in the two years that I have worked for them.	12/18/2019 2:43 PM
540	Happy	12/18/2019 2:28 PM
541	It's a sad day seeing our work disappear. There is nothing we can really do to stop it.	12/18/2019 2:25 PM
542	there worried about doing more with less people You get the same work load But less time and people to do it I like my job but it's been a better	12/18/2019 2:13 PM
543	I think they have implemented a horrible business plan that doesn't seem to be beneficial at all especially to the customer. It has certainly shot morale to an all time low	12/18/2019 2:13 PM
544	Before PSR we were doing things ethically and the employees were trusted to do a good job. With PSR I have seen every manager there violate corporate ethics policies for fear of losing their job and they have strained relationships with all the employees by micro managing and expecting employees to work nonstop to complete work. I work for NS and have never seen this type of brow beating and unethical practice before anywhere. I have also observed them falsifying customer work so as not to show failures on the carrier which our customers are unfairly billed for.	12/18/2019 2:05 PM
545	They are all about filling they pockets with money and squeezing every penny they can out of the bottom line.	12/18/2019 2:04 PM
546	I love the Railroad industry	12/18/2019 1:49 PM
547	Greedy.	12/18/2019 1:46 PM
548	The job its self is fun the crews are great the company is the worst I've ever worked for	12/18/2019 1:44 PM
549	It is a shame that they treat the transportation employees so bad	12/18/2019 1:44 PM
550	My thoughts about my employer are the same as theirs are about me. I am a number on a piece of paper to them. They are the same to me.	12/18/2019 1:38 PM

PSR Survey

551	I no longer like Union Pacific railroad I used to love the job and Hav now quit and will never go back to such a discussing work environment	12/18/2019 1:09 PM
552	If I could I would leave right now.	12/18/2019 1:07 PM
553	To be hon honest	12/18/2019 12:13 PM
554	Union Pacific has lost all respect for their employees and do not care what the Car Department says about the Safety of innocent bystanders at home or work unaware of the potential, eminent danger passing in their backyards.	12/18/2019 11:51 AM
555	it has been a good job for 40 years and i'm proud of my work but i see this railroad as a fading trend for future generations.	12/18/2019 11:50 AM
556	Not good	12/18/2019 11:45 AM
557	I can absolutely see why the Union Pacific railroad was voted the worst place to work in 2019. Everyday you come to work wondering if you or someone you know will be cut so someone that already has more money than their family needs can make a few more dollars while you have to work overtime and your wife has to also work, just to stay afloat. The UP makes it VERY clear to their employees that they are expendable, replaceable and safety ONLY matters because there is a watchdog (FRA) that mandates it. The history of this company and how it has treated employees in the past and the fact that we are told in meetings right to our faces that the stockholders are the ones that matter, makes it VERY clear. Most of us are stuck working here now... out of options... too old to start over or stuck here hoping for a pension.	12/18/2019 11:39 AM
558	UP is earning its reputation as the #1 worst company to work for. They've placed corporate greed over public safety. They care nothing about employee health or fatigue. They often force you into places or situations that you've never been before and offer no guidance. If you express concern or demand help it's labeled insubordination. Unless something changes these safety issues and the potential harm to the public is only going to get worse.	12/18/2019 11:13 AM
559	Employer doesn't care about me. All about making the shareholders money.	12/18/2019 11:12 AM
560	I appreciate and love my job it has provided for my family for 8 years but I remember when we was appreciated also not just a number I believe in changing to make a better working environment and profit but at what cost to the guys with the boots on the ground	12/18/2019 10:50 AM
561	The bottom line is put ahead of everything else.	12/18/2019 10:42 AM
562	Horrible	12/18/2019 10:30 AM
563	Can't wait for retirement and fill I'm not even a number anymore .	12/18/2019 10:17 AM
564	I don't have one	12/18/2019 10:07 AM
565	Poor, you are only a number that they will work every last ounce out of	12/18/2019 9:37 AM
566	I want to see my employer fail miserably at PSR. Even if that means the RR stick bottoms out and they sell off, or break up into smaller railroads. They need to understand that you can not run a railroad and have zero concern for anyone's livelihood. Profits are important, but quality of life for employees needs to be considered at the same level.	12/18/2019 9:34 AM
567	I am still getting paid every 2 weeks but I feel if they could they would make us work for free. But I do wish they would show us t&e employees more respect considering we are the ones out there 24/7 365 to help keep the railroad profitable.	12/18/2019 9:24 AM
568	I feel dissolving 20% of the Maintenance of Away just to line the pockets of stock holders while the backbone of this company is sitting at the house or trying to find new jobs, is complete treachery on the company, they say we are a family company, so prove it? Get rid of the guy who brought this PSR mess over here! HE IS STEALING FROM UP!	12/18/2019 9:10 AM
569	I work at a mind numbing, soul sucking job for empty suits who seem to know nothing about railroading	12/18/2019 9:09 AM
570	Greedy and not as committed to safely as they claim to be.	12/18/2019 8:46 AM
571	Not good	12/18/2019 8:45 AM
572	Im nothing more that a replaceable person.	12/18/2019 8:36 AM

PSR Survey

573	I do not workk.I am on O.D.S.P.	12/18/2019 8:36 AM
574	What are they going to screw up next. I didn't think Morale could get much worse but they just want to keep taking away all the good things about this job. Cutting crews and cutting overtime doesn't help. They need to do something good for our company instead of just trying to rape it. And sell out.	12/18/2019 8:31 AM
575	My employer has always been about profit and I got no problem with that. It's a business, for profit, but what's going on with psr is a ponzy scheme. Whose gonna bail out the railroad when there's nothing left to sell	12/18/2019 7:49 AM
576	All about the money. Employer doesn't give two shits about their employees.	12/18/2019 7:33 AM
577	Glad to have a good well-paying job.	12/18/2019 7:28 AM
578	Railroads will do whatever it takes to increase profits.	12/18/2019 7:21 AM
579	We are doomed as conductors	12/18/2019 7:18 AM
580	Unfortunately almostcevery railroad worker hates their job and the company they work for. No longer have pride in the company and in their work which dies affect the quality of the job they do. Moral is liwer than I have ever seen in this industry. They are loosing an entire next generation of rail workers and the skillset that is required to do this very unique job. PSR will have a long lasting negative effect on the entire industry due to lack of skilled workers to perform the job.	12/18/2019 7:06 AM
581	Cooperate greed, stockholders	12/18/2019 6:31 AM
582	Find the bottom, hedge fund take the \$\$ and run, before the communities we serve are harmed by the cost cutting, checks don't bounce....yet	12/18/2019 6:30 AM
583	Well, I no longer work for them. But my thoughts are I truly hope they run themselves into the ground and file for bankruptcy along with every other Class 1 railroad and bring about yet another recession in the economy, so MAYBE Wall Street will learn it's lesson.	12/18/2019 6:26 AM
584	They could care less about us as long as they are making money	12/18/2019 6:08 AM
585	My employers provides the living we all require in order to earn a living in society. They are nothing more than a bank who changes the rules to prevent people from making withdrawals.	12/18/2019 6:02 AM
586	None	12/18/2019 5:58 AM
587	Money isn't everything	12/18/2019 5:50 AM
588	Employer will never care about the workerget some I'll be around all week obviously.	12/18/2019 5:48 AM
589	It's a job	12/18/2019 5:45 AM
590	More concerned with corporate profits than the employees	12/18/2019 5:40 AM
591	At the moment, I'm looking for new work. Im worried about the future of the railroad and the sustainability of PSR. It feels like it will all come crashing down and worried about the future of my job. I've seen too many people lose their livelihood without any notice. I've been ripped from my home state and forced ri another state away from my family. It's taking a toll on me and my family and it's all in the name of PSR	12/18/2019 5:38 AM
592	Greedy selfish and don't care about their employees . They just take and keep taking .	12/18/2019 5:22 AM
593	Eventually, I think they will have more derailments and with all mantance people furloed, just what do you think will happen to rolling stock, it will be junk	12/18/2019 5:13 AM
594	Union pacific went from the best place to work to the absolute bottom barrel worst place to be. Used to be a career job, now Every employee I know is trying to get out.	12/18/2019 4:54 AM
595	Used to be a great place to work, Union Pacific implementing PSR has done nothing but lay off employees and make share holders rich	12/18/2019 4:52 AM
596	Done gone nuts	12/18/2019 4:52 AM
597	I love what I do but hate the company I work for.	12/18/2019 4:42 AM
598	To be honest I think they are selfish.	12/18/2019 4:32 AM



PSR Survey

599	They don't care about their employees. We are all just a number that can be replaced with another number. The employees have never hated this company more than they hate it now.	12/18/2019 4:28 AM
600	Worst ever . Never had so much hate towards a company	12/18/2019 4:16 AM
601	It's all about the shareholders. Not employees	12/18/2019 4:15 AM
602	Supervision they too are on a very difficult schedule and it's hard for them to achieve the company goals and be a team with the man on the job	12/18/2019 4:06 AM
603	Overall, I'm glad to be here. But as with all things in life, improvement can always be enhanced!	12/18/2019 4:03 AM
604	Considering I'm about to loose my house over this PSR, because of the vast cuts this company has made, I do not have anything good to say about the company I work for. All of this is being done in the name of corporate greed.	12/18/2019 4:01 AM
605	Greedy and careless about the people that work at this company. Just make my trains stay on the track get out the way so money is made.	12/18/2019 4:01 AM
606	We are being put aside by contractors allowed by the union. The union no longer accepts time claims, they write letters to the railroads permitting them to hire contractors. The labor force is not strong anymore I'm hoping to have a job in the next ten years.	12/18/2019 3:54 AM
607	No comment. Was taught not to say anything unless you got something good to say about something.	12/18/2019 3:52 AM
608	Production over the quality of work	12/18/2019 3:51 AM
609	Terrible people, we are all just a number in their eyes and can be replaced.	12/18/2019 3:50 AM
610	My employer has traded there core values an there number one asset the (employees) for profits an stock numbers.	12/18/2019 3:48 AM
611	I used to enjoy coming to work! Always had fun and moral was great for myself and everyone else and enjoyed and got excited to do the work. Now I dread coming in everyday and really feel that this company doesn't care about their employees at all!!	12/18/2019 3:47 AM
612	When something goes wrong it's our fault. They dont want to hear about bad order equipment. It's always good to go.	12/18/2019 3:46 AM
613	Terrible	12/18/2019 3:43 AM
614	Their one trick pony is up all they have left is cost cutting safety will suffer and the customer's business will be in jeopardy.	12/18/2019 3:40 AM
615	They don't care	12/18/2019 3:39 AM
616	The railroad is losing its luster and moral is down, its slipping from a career to a job. They care no more about me then they do a random stranger on the street. We are just numbers that they seem to want to erase or reprimand for a promotion. To much corporate greed.	12/18/2019 3:23 AM
617	To many auditors , to many managers for do nothing jobs . There are more people watching our numbers than people doing the work.	12/18/2019 3:22 AM
618	Care nothing for thier people's quilty of life outside of the job	12/18/2019 3:19 AM
619	Worst decision I have ever made was coming to work for the railroad. The culture, the way we're treated. I am currently seeking employment elsewhere because of the way we are treated. I value my life and well being I feel the longer I work for the railroad the more of a chance both will be sacrificed	12/18/2019 3:14 AM
620	I feel my company is putting production ahead of safety with a little manpower as possible. Every morning I come to work now I wonder what broke over the night or who got injured the day before as it has become a commonplace thought for the last 9 years. Those thoughts weren't as prominent at our railroad prior to PSR. PSR is just a buzz term to tell to shareholders that paints a picture of maximum efficiency. To me, it's just irresponsible profiteering with our blood on the railroads hands.	12/18/2019 3:05 AM
621	It is obvious that the employees are merely a means to an end. The company would cut us all out if they could figure out how to move freight without us.	12/18/2019 3:01 AM

PSR Survey

622	Grief and extra stress as the unknown how far there going to take psr in order to get there numbers. If I was a single person with no kids no responsibilities maybe the outlook would be more positive	12/18/2019 2:57 AM
623	Awful company that could care less about it's people.	12/18/2019 2:55 AM
624	Negative thoughts.	12/18/2019 2:55 AM
625	One of the better ones to work for.	12/18/2019 2:49 AM
626	I love my job and am proud of the work I do. I just wish it was for a company that valued the work and professionalism that my coworkers and I bring to work every day.	12/18/2019 2:42 AM
627	It used to be a great place to work. With the added focus on car movement and train length too much emphasis has been placed on speed than safety.	12/18/2019 2:41 AM
628	Cant wait to leave. Poor service poor management and poor employee moral. This place is a dumpster fire.	12/18/2019 2:31 AM
629	Sack of shit.	12/18/2019 2:20 AM
630	Negative. The company only seems to care about money and not the workers	12/18/2019 2:18 AM
631	Moral is at its lowest ever. I still love my job but would never recommend it to anyone else	12/18/2019 2:18 AM
632	No thoughts just ready to leave the place	12/18/2019 2:14 AM
633	Worst company ever	12/18/2019 2:11 AM
634	My employer has gone completely to the way of just make money and screw anyone that costs us a dime	12/18/2019 2:11 AM
635	Money rules, everything else follows behind. The railroad has turned into a nightmarish corporate entity.	12/18/2019 2:09 AM
636	I dont really like them.	12/18/2019 2:08 AM
637	I like the job I do. I hate the company I do it for. That could be changed if the company would learn to work with its employees rather than just treating us like slaves. I want quality of life.	12/18/2019 2:07 AM
638	A once great career is just a job now.	12/18/2019 2:05 AM
639	I hate it,	12/18/2019 2:05 AM
640	Not worth a piss anymore. Use to be a good Job/career. Now it's just a slave factory.	12/18/2019 2:05 AM
641	Total Butt holes that don't care about anything but getting the work done!	12/18/2019 2:03 AM
642	They don't care about the little customers and us employees. When they make record profits and then say they didn't make enough.	12/18/2019 2:03 AM
643	Thankful for the time I spent at CN for 10 months before I was furloughed even though they profited 4 billion dollars they put thousands of men and women on the streets	12/18/2019 2:02 AM
644	They are dishonest, and in constant pursuit of profits. Safety is a publicity tool, and applied only in the effort to enforce rules, and to limit liability claims. Safety reports to the company are met with standardized responses.	12/18/2019 2:00 AM
645	I think they need to go back and bring back people and be less concerned about record profits and more about the job and the people that make up the company because we are the backbone not them. I love what I do I hate working for the company because all they care about is money and nothing else	12/18/2019 1:57 AM
646	Very nice	12/18/2019 1:55 AM
647	Good company just needs to train management better	12/18/2019 1:53 AM
648	If I knew this was gonna happen 20 years ago I would've never taken a job on the railroad	12/18/2019 1:52 AM
649	Terrible	12/18/2019 1:52 AM
650	It is a good career but with all the cuts it makes it harder do do a good jobefficiently	12/18/2019 1:51 AM

PSR Survey

651	My location is unique it that it is essentially and "island", we interchange with 3 other railroads for traffic in and out of our location. We have no control of rail traffic in or out of our yard. 2 of the 3 railroads have not implemented PSR, so they are influenced and driven by a completely different set of factors than us. Just so happens, those 2 other railroads (a class 1, and a class 2) are not publicly owned companies, which I feel says all that needs to be said about this whole PSR concept. My job is dictated by people that are trying to make stockholders happy, to put it simply.	12/18/2019 1:50 AM
652	I work for a terrible company they do not care about safty	12/18/2019 1:49 AM
653	It Used value the employees and the customers. Now, only the Shareholders matter	12/18/2019 1:47 AM
654	It become a task just to get out of bed and go in. The employer has ruined its company with psr mentality	12/18/2019 1:40 AM
655	Furloughed	12/18/2019 1:39 AM
656	I work for KCS , They used to be a top notch railroad to work for, now corporate greed has taken over. They care nothing about their employees anymore	12/18/2019 1:37 AM
657	They made a mistake with Precision Railroading	12/18/2019 1:35 AM
658	Things have gotten worse every year compared to the year before. It's all about the shareholders not employees and definitely not about the customers.	12/18/2019 1:33 AM
659	With almost seven years employment and about to be furloughed, not good (Thanks PSR). I love when I can go to work and work. Do my job without harassment. I love being on the rail. I hate the stress of looking over my shoulder and head (drones) worrying if I stepped of the train wrong, didn't get 100 feet separation only maybe 96 feet, silly stuff to get my worked stopped and disciplined for. Plus worrying if I can pay my bills next month. Union Pacific was at one in a good place. They could be again if they would start caring for employees and customers.	12/18/2019 1:33 AM
660	Appreciation for employee is greatly appreciated even though we work in a thankless field. Show of gratitude would go along way in showing employees that they are recognized with the work they do.	12/18/2019 1:29 AM
661	They are greedy and money oriented. They no longer care about employees or their safety.	12/18/2019 1:23 AM
662	They have forgotten the saying family first. This new way has us with less time with family	12/18/2019 1:16 AM
663	I wish the Baltimore division worked fairly and equal for all employees. They cut jobs off that don't go bid for one week. Everyone needs a cdl now and to be honest i don't think everyone should have a cdl or drive a large truck. Some employees are afraid of driving the trucks or don't feel comfortable driving them.	12/18/2019 1:14 AM
664	Employer doesn't value their employees. They're running this business completely backwards. Very greedy, putting \$\$ ahead of Saftey!	12/18/2019 1:10 AM
665	(Poo emoji)	12/18/2019 1:07 AM
666	I have no pride in working for Union Pacific Railroad. I'm too far into my career to forfeit my early retirement. I try to do my work as safely as possible, but some of my fellow employees are too scared of being furloughed to keep that mindset. UPRR has them convinced if they keep efficiency up, they will be safe. I've been around too long for that. The only thing that matters is operating ratio. I'm also concerned that they are turning away business that is not profitable enough. It was my understanding that the reason for the RLA was to keep the country running. Do they not have the same obligation to serve our communities that we do?	12/18/2019 1:04 AM
667	We're just a number. I used to enjoy going to work now I dread it. They've taken every comfort we ever had in the name of production	12/18/2019 1:03 AM
668	I hate them and after 16 years am looking for any other job	12/18/2019 12:59 AM
669	I used to enjoy what I did, now I strongly dislike my company	12/18/2019 12:57 AM
670	Not great ones	12/18/2019 12:54 AM
671	I think the railroad is all about money and has no concern about the people who work there or there future having happy employees and proud to work there and a future job for every one is not a goal it's all about getting the higher ups rich millionaires the idea of taking care of each other has gone out the window	12/18/2019 12:53 AM

PSR Survey

672	They do not care about us period!	12/18/2019 12:50 AM
673	Why do they hate us? How long am I going to be able to cope in this environment without being injured or killed.	12/18/2019 12:44 AM
674	8yrs to make 30 if that tells you anything	12/18/2019 12:44 AM
675	i just want to get away.	12/18/2019 12:41 AM
676	Pyramid schemers! They even say 1 man crews are for the customer, and thats bull aswell. Safety is only considered so they don't get sued.	12/18/2019 12:36 AM
677	My employer again has put its profitability over anything else, with the 6 million they received in tax break and record profits every quarter for at least 5+ years one would think they would be thrilled to continue with its ability to make those kinds of profits ever quarter. My thoughts on my employer has never been so low.	12/18/2019 12:27 AM
678	They do not give a single fuck about the well being or happiness of their employees. Job security is a thing of the past. They look for things to fired everyone so they can bring in the contractors. Every day more jobs are cut and fulfilled by contractors. They don't want to have their employees fix the problems. Generally in a derailment railroad employees are outnumbered 6-1 by contractors. They do not care about their employees families. They have 2 concerns... The stockholders, and their bonus.	12/18/2019 12:20 AM
679	you really don't want to know	12/18/2019 12:14 AM
680	I like my job and what I do but I hate the company that I work for.	12/18/2019 12:13 AM
681	It could be so much better for company and employees and customers if they cared at all.	12/18/2019 12:13 AM
682	They are all about how much money they can make and could care less about the employees and customers	12/18/2019 12:13 AM
683	"How do they expect to stay in business if they can't get trains moving?" and "How can they lie saying we are not losing business when our car loadings are down 20k from this point last year and our competitor is above 200k?"	12/18/2019 12:11 AM
684	I wish they could see the value in people. They have cut many jobs then have the balls to send out emails on "ethics".	12/18/2019 12:10 AM
685	Nothing good to say always looking to make cuts if that calls for false termination it will happen	12/18/2019 12:07 AM
686	When we had to Herriman award which we won every year safety was the most important thing on the railroad I truly believe it has now taken a backseat, and running trains on time is more important	12/18/2019 12:03 AM
687	Safety is no longer important	12/18/2019 12:03 AM
688	Believe that they are for themselves and that they forge the figures to make stock holders and government happy when it is all a lie. That this pars is all just corporate greed	12/18/2019 12:00 AM
689	I often wonder if I will still have a job to go to and support my family, and wonder when the company will finally collapse and leave the loyal employees to be on there own.	12/17/2019 11:57 PM
690	Greedy and they don't care about there employees and definitely not a family oriented company	12/17/2019 11:55 PM
691	Fantastic	12/17/2019 11:53 PM
692	they will step over a dollar to pick up a dime	12/17/2019 11:50 PM
693	It's a job and it pays the bills but I can't stand the mother fuckers	12/17/2019 11:50 PM
694	Terrible, CSX. Discrimination against employees. They violate federal FMLA guidelines etc..	12/17/2019 11:50 PM
695	I understand it about the dollar, but customer service should be a lot higher up and employee treatment	12/17/2019 11:47 PM
696	Being it's a corporation, I expect greed to have some forefront. The level of greed and manipulation taking place now is just insane.	12/17/2019 11:46 PM
697	Worst run Class 1 railroad	12/17/2019 11:44 PM

PSR Survey

698	The company is going downhill as far as job satisfaction, safety, rapport between management and customer satisfaction.	12/17/2019 11:43 PM
699	Company makes me feel like a liability and not an asset.	12/17/2019 11:43 PM
700	We will loss our jobs and this Railroad to another Railroad if things keep going in this direction!!	12/17/2019 11:42 PM
701	Not good	12/17/2019 11:40 PM
702	I hate working here more and more every day	12/17/2019 11:36 PM
703	No comment!!!!	12/17/2019 11:29 PM
704	It's turned into more like a prison than a railroad. You are nothing but a number and they could care less about you, just worried about making shareholders richer.	12/17/2019 11:29 PM
705	I love my job but I dislike working there. There are much better places to work. The only thing that keeps people working here is the Railroad Retirement.	12/17/2019 11:26 PM
706	CSX sucks.	12/17/2019 11:21 PM
707	Just survive another day because they think we are replaceable with a snap of a finger and blame the finger on trade employees, remember, all accidents are preventable... Look up the definition of accident then proceed CSX, things happen and so does life...	12/17/2019 11:21 PM
708	Focus on railroading less about sky high profits that we the worker don't see. Listen to the boots on the ground they are the experts. They see were money can be saved.	12/17/2019 11:16 PM
709	I dont like the employer dont like the way they treat us love the job	12/17/2019 11:14 PM
710	Murder, crook, should be in prison.	12/17/2019 11:14 PM
711	If I didn't have almost 20 years in I would find another job	12/17/2019 11:12 PM
712	Corporate Greed.	12/17/2019 11:11 PM
713	Doesn't care one bit about their employees whatsoever. The mighty dollar is all that matters.	12/17/2019 11:08 PM
714	They have no respect for fra,laws or employees	12/17/2019 11:07 PM
715	Focused more on profitability than long term personal wellbeing of employees . More money for upper management and stockholders at the expense of workers.	12/17/2019 11:03 PM
716	They are horrible. It's sad to see a company this large treat its only employees who make them a profit so bad	12/17/2019 11:00 PM
717	Going the wrong direction. Giving up business to BNSF. Making customers and employees unhappy. Ruining employees lives. Only care about shareholders.	12/17/2019 10:59 PM
718	Love my job. Just want more Security. The way PSR is set up It seems it willl always be layoffs and cuts. To control Costs	12/17/2019 10:59 PM
719	I enjoy my job, I enjoy the people I work with, I don't mind the work. I no longer have the same pride I once did to work for the company I am employed by.	12/17/2019 10:58 PM
720	The carrier has been in business for many years, if this keeps up, who knowd.	12/17/2019 10:58 PM
721	Getting worse everyday.	12/17/2019 10:58 PM
722	Its terrible no security. They sold out on us bigtime	12/17/2019 10:57 PM
723	Very negative. I do not feel good about my future here	12/17/2019 10:56 PM
724	They do not care about the works I would not recommend anyone work here	12/17/2019 10:54 PM
725	the up sucks always has always will	12/17/2019 10:52 PM
726	It's a damn shame. Busted my ass everyday for this company just watch my friends who work their tails off as well, get laid off just because of corporate greed. Its disgusting how they treat us. We built their empire and they just shit on us day in and day out.	12/17/2019 10:52 PM
727	Greedy, only out for themselves, union Pacific furloughed carman.	12/17/2019 10:52 PM
728	I used to love working here but now I dread this company every job has ups and downs but to	12/17/2019 10:51 PM

PSR Survey

hear about record profits then we have to pay for PPE why be cheap with your employees who help create your record profits

729	Doing everything they can to make us fail so they can fire us. Don't care about customers. Only want to appease shareholders.	12/17/2019 10:48 PM
730	It's all about the shareholders the men and women who are doing the work are just a number	12/17/2019 10:46 PM
731	I love my job, I hate who I work for. They've become a shell of a railroad. They care for no customer or employee just a profit margin.	12/17/2019 10:43 PM
732	To them I'm just a replaceable employee they could care less if I have to walk a 2 mile long train in bitter cold and snow	12/17/2019 10:42 PM
733	Shortcutting rules and compliance while trying to fire or terminate agreement employees for simple or directed rule violations.	12/17/2019 10:36 PM
734	I don't feel comfortable answering this question in fear of retaliation from management.	12/17/2019 10:30 PM
735	I feel I'm just a number and my employer could care less about me.	12/17/2019 10:30 PM
736	I feel that most are safety minded but once you get to a certain level in upper management it's fuck safety make more money	12/17/2019 10:28 PM
737	I feel the company has little to no concern for the individual welfare and quality of life for it's employees. Profit at any and all cost is the prime mover.	12/17/2019 10:24 PM
738	They CSX are thieves , liars . again Charging customer for our mistake is not right. I'm not talking one or two cars , I'm talking some night 15 to 20.	12/17/2019 10:22 PM
739	Sometimes I think to myself why did I leave working for the state of Texas	12/17/2019 10:21 PM
740	The job is not enjoyable anymore. I feel like we are just another number to the company and they could care less about us individually or our families. It's definitely not somewhere I would recommend to people looking for a job anymore	12/17/2019 10:18 PM
741	Money hungry, dishonest, and inconsiderate	12/17/2019 10:17 PM
742	If half as much effort was put into taking care of employees and keeping customers pleased was keeping the stockholders happy it would be amazing what the combination of the BMW and railroad companies could accomplish.	12/17/2019 10:17 PM
743	That family and life is held very low on there list of importance and stock holders and upper management bonus checks are at the top of there list.	12/17/2019 10:16 PM
744	I don't feel that our safety and livelihood is a concern anymore.	12/17/2019 10:14 PM
745	Greedy! Money hungry individuals whom cater to shareholders instead of investing towards relationships with customers or great employees. Evil giants! Too big to fail. Cocky! Money over safety. Complete jerks and bullies. I can go more however it may not be appropriate	12/17/2019 10:12 PM
746	I'm a number, expendable,. I just do my job to the best of my ability without drawing any attention to myself.	12/17/2019 10:05 PM
747	I'm embarrassed to tell people who I work for. They treat us like garbage.	12/17/2019 9:58 PM
748	Not mine anymore, but will say it was not a great company to work for, like they advertised it to be. I have seen a lot of good workers get furloughed before me. It's a bad work environment not knowing if you will have a job the following day. It's simple psr is simply corporate greed at its finest with no care for safety. It has made the railroad a lot more dangerous.	12/17/2019 9:54 PM
749	Same as before	12/17/2019 9:51 PM
750	This is a deplorable company that does not care about my life or my safety whatsoever. They only care about profits, not about being responsible or a good corporate citizen.	12/17/2019 9:46 PM
751	The do not care bout the workers just want to make cash for stockholders. And send union guys home and hire contractors.	12/17/2019 9:45 PM
752	Hate them morw	12/17/2019 9:43 PM
753	Horrible, greedy, unappreciative	12/17/2019 9:42 PM



PSR Survey

754	My employer is no concerned with it's employees, we are treated like names and miners , all we are to them is an expendable asset , and their quickest way to save money is to cut jobs off , and we are under staffed as it is	12/17/2019 9:40 PM
755	It makes it mentally challenging to come to work. It causes me to look over my shoulder more often. I'd say fearful is a good description.	12/17/2019 9:40 PM
756	They care more about production then safety.	12/17/2019 9:38 PM
757	I love my employer... I am a loyal railroader- not a fan of PSR and basically the implementation of PSR has me thinking about changing jobs	12/17/2019 9:38 PM
758	We need to stop looking at what other railroads are doing and trying to mimic them. We are a great company that's just forgotten about what really matters and that's the employees that run it and keep the tracks safe and in operating order	12/17/2019 9:33 PM
759	It's a job to pay bills. I use to be around to say I worked for UPRR but now with all the terrible news about the company I don't know. Sometimes I feel like just a number to them. I show up take care of my business just so I don't get in trouble a d I can bring home a decent pay check.	12/17/2019 9:28 PM
760	I'm constantly looking for other employment opportunities.	12/17/2019 9:26 PM
761	It's a great career but the employer is making it a dangerous place to work as well as ruining lives of thousands of employees cut off from PSR	12/17/2019 9:24 PM
762	Disappointed! That there is no care for the public or employees! Just shareholders and bottom line profits.	12/17/2019 9:17 PM
763	The company I work for makes me feel like a number. They don't care about workers or there families. At the end of the day it's all about profit. They can make a billion dollars profit a quarter but it's not good enough	12/17/2019 9:15 PM
764	That everything that they are doing is based on corporate greed and not the safety of the employees or the public	12/17/2019 9:14 PM
765	They are cheaters liars and rules breakers of their own rules	12/17/2019 9:10 PM
766	It's a regime that has never railroaded a day in their lives making stupid decisions that dont make sense.	12/17/2019 9:08 PM
767	A place to work but to be honest if the money and retirement was the same at another job I'd go in a heartbeat	12/17/2019 9:08 PM
768	They are greedy selfish and care nothing about employees we are just a number they make lots of empty promises	12/17/2019 9:04 PM
769	Getting worse. Use to love my job. Now things are getting scary	12/17/2019 9:03 PM
770	I'm just waiting for the ax to fall. I don't have job security. I don't feel secure.	12/17/2019 9:01 PM
771	They don't care about my safety or family time	12/17/2019 8:59 PM
772	Money is number 1 and everything else is 2nd	12/17/2019 8:59 PM
773	They are going to be bankrupt in about a year and the federal government will have to bailout	12/17/2019 8:58 PM
774	I feel the carriers can do so much more to lift morale and steal increase profits. At the end of the day we all want this place to succeed. I wish they cared more, than only the bottom line. Used to be these were lifelong careers that you would encourage your kids to work. I don't think that is the case any longer.	12/17/2019 8:58 PM
775	Honestly, the railroad has always been rough for my family and I, but this new regime has made me hate my life and caused my family much suffering. Suicidal thoughts are constant. I hope there's a special place in hell for these greedy scumbags.	12/17/2019 8:52 PM
776	i enjoy my job, but my hope for the company as dwindled. if there was another job making the same money with a better work environment i would leave in a heartbeat.	12/17/2019 8:48 PM
777	Generous	12/17/2019 8:48 PM
778	They don't give too shits about us never have never will it's all about the stock holders and contractors	12/17/2019 8:47 PM

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779	Very poor compared to 20 years ago	12/17/2019 8:46 PM
780	I'm currently furloughed while conrinously celebrate record profits all the while breaking every safety rule they currently enforced.	12/17/2019 8:46 PM
781	It's the worst I've ever felt about CSXT. I don't feel proud about working here. I feel they don't give a crap about anyone. It's all about the stockholders and lining their own pockets.	12/17/2019 8:45 PM
782	Absolutley horrible I eluded to love Yellow and Gray....I wouldnt recommend going to work here ever to my worst enemy!	12/17/2019 8:45 PM
783	Talking about the PSR and the company is what I assume this question pertains to. My opinion is not very high at all. Would like to say I am grateful for my career of going on 24 years, but right now I would not recommend this railroad to any young person trying to have a career to support their family.	12/17/2019 8:45 PM
784	About as low/bad as possible. I've worked in a lot of different fields and with multiple organizations in my life, private and government sector, and the morale here is by far the lowest I have ever witnessed/experienced. Bar none.	12/17/2019 8:43 PM
785	Money hungry, trying to please some guy in a suit on Wall Street and not the men in steel toes that make the company run.	12/17/2019 8:42 PM
786	The company no longer cares for the employees, morale is at a all time low. We are all liabilities in their eyes. Almost every safety program has been eliminated to save money. The push to remove conductors from the cab of locomotives is merely another way to increase the stock values and will greatly hurt safety. The company actively harasses and punishes users of fmla on a regular basis but make it impossible to be off any other way to get to appointments. The atmosphere is of constant pressure to go go go.	12/17/2019 8:41 PM
787	They don't care about us. It's all about shareholder profit above employees and their health/well being	12/17/2019 8:39 PM
788	Absolutely horrible they have ruined a good place to work ! There are no happy employees anymore	12/17/2019 8:39 PM
789	We are no longer valued for our skill and expertise. We are the overhead	12/17/2019 8:38 PM
790	Wondering if very many men will have a job or not .. from day to day no one knows anything about what is going on ..	12/17/2019 8:37 PM
791	I like my employer.	12/17/2019 8:30 PM
792	When I hired out I was very proud of who I worked for. Now when people ask me if it's a good company, I tend not to say much. It seems to me that they no longer care about what is going on with their employees. Like we are just numbers. We have to constantly fight, put claims in for the work we have done but rarely get the pay for extra work. Our hands are tied if we need this job.	12/17/2019 8:29 PM
793	It's a large corporation and that's how its ran it's not a small shortline	12/17/2019 8:27 PM
794	Just can't believe the stupidity that comes out of their mouth	12/17/2019 8:24 PM
795	I hate working here now. All it is is a paycheque for me. I'd retire right now if I could	12/17/2019 8:18 PM
796	Terrible. They have sacrificed long term for short term gains. They have rolled back safety for shareholder value and the FRA lets them. So I guess it has worked.	12/17/2019 8:16 PM
797	15 years ago I truly enjoyed my job and the company. Now they only seem to want us to be miserable. Il only look forward to leaving.	12/17/2019 8:16 PM
798	They could care less weather I live or die	12/17/2019 8:12 PM
799	They suck.	12/17/2019 8:12 PM
800	Not impressed with Norfolk Southern due to there implementations of PSR and will probably be quitting or furloughed next week anyways.	12/17/2019 8:10 PM
801	No longer proud ,uncertainty about the direction they are going, when I hired in small businesses were important now they are passed by communities are no longer respected that the railroad travel through. It's a different railroad than it once was.	12/17/2019 8:07 PM

PSR Survey

802	They put there share holders and profit above everything else	12/17/2019 8:04 PM
803	Money is first, everything else is second place.	12/17/2019 8:04 PM
804	Wouldn't recommend this job to anyone and if I had it to do over again I wouldn't work for them.	12/17/2019 8:03 PM
805	Disappointed in the disregard of their "valued employees".	12/17/2019 8:00 PM
806	I feel that the employer does not care about its employees. Their number one goal is to continue to cut jobs and ask for unreasonable outcomes in order to make more money for the shareholders (at our expense)	12/17/2019 7:59 PM
807	Wish I wouldnt of took job 25 years ago.Theyre worried too much about the top and dont give a damn about the people actually generating the revenue.	12/17/2019 7:58 PM
808	The greediest thing I have ever witnessed. I often wish the stock would just bottom out and someone else would take over but not sure anyone else would be different.	12/17/2019 7:55 PM
809	I think UP has let the attorneys, board members and upper management that has never been in the field a day in their life run this company ragged. I love my job but at the end of the day we aren't appreciated, valued nor cared for.	12/17/2019 7:52 PM
810	They are only worried about stock holders and driving the price of the stock up. They could careless about the rank and file employees.	12/17/2019 7:51 PM
811	I started going back to college so if something doesn't change I can quit. Union Pacific wants to look as they care about the employees but everything is about the stock holders and how much money they make.	12/17/2019 7:50 PM
812	About the same as my union. Not very happy with either	12/17/2019 7:49 PM
813	Not good or bad.	12/17/2019 7:44 PM
814	I try to be happy I work hard I try hard but most of all my main concern is my family I disconnect from my family because of my job that I chose I don't blame them it's my choice. At first when I joined I was on the fence the lifestyle that would become me. I do enjoy working with locomotives and it takes a certain kind of person to put up with this lifestyle and we all Revere that in great fashion... But what I've learned of a class 1 railroad based on my employer I see decisions being made, many questionable unsafe, unfair and unwilling decisions... All by upper management or their corporate office.. and it worries me that the future of my life my family and my coworkers are teetering on a thin line. All because of money and greed ... I do see potentially good people and work with plenty of them but it seems there are far too many unexperienced unknowledgeable people that run the main office... Maybe it's ignorance cuz ignorance is bliss full maybe it's intentional or maybe they feel the same way we do at the bottom.... I will say my employer has equally made me happy as it had made me confused and upset... But once again it's my choice to put myself there ... I make my own happiness I do not need the railroad to do that for me. I will make lemonade out of the lemons I get dealt and try to share that lemonade with my fellow co-workers because we all deserve to care for one another	12/17/2019 7:41 PM
815	This is the sorriest employer to have. No regard for safety of employees. No care for customers either. Customers are have to hire and purchase Big Riggs to move their product because the RR will not move it in a timely manor.	12/17/2019 7:38 PM
816	They have lost my respect. I don't trust them.	12/17/2019 7:37 PM
817	The railroad as we knew It a decade ago is gone, no longer can we have the pride we once had to be called a railroader. Wall Street has ripped that away from us and now, money is the sole focus for them and our executives.	12/17/2019 7:36 PM
818	Csx was a great job 17years ago. Even 10 years ago. We had fun railroading when you were allowed to railroad. now with ID runs taking jobs away. Psr running business off cutting jobs. Running longer trains with less power cutting jobs. Ive went from holding 17 engineer jobson the cghd to holding three. So no theres no way i can support the direction this company has taken our railroad. its being ran into the ground by a bunch of money grubbing shareholders that dont care about what they do to the men and women that make this railroad move. They need to be reminded that without us. Nothing moves. And if nothing moves they dont make money.	12/17/2019 7:35 PM
819	At the end of the day, it's the carriers company, we are just numbers, that can be gone or	12/17/2019 7:33 PM

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replaced. I just hope to be able to keep my job to pay my bills and support my family.

820	At one time before PSR I enjoyed railroading now that PSR has come to light I hate it always wondering who's next ,will it be me,will I get to retire,how can a person not get caught in there words a mental vacation wondering about all this which affects his or her family is beyond me because I guarantee you that all of us are are wondering.	12/17/2019 7:29 PM
821	Greed at the sacrifice of safety and well being of the employee.	12/17/2019 7:26 PM
822	Selfish money hungry and all about getting more for less with the increase in contractor jobs	12/17/2019 7:22 PM
823	It's not about safety anymore. It's all about making more money for the shareholders no matter the cost	12/17/2019 7:21 PM
824	I feel that they care more about the shareholders than the employees that keep the trains on the track for the shareholders to make money. Remember no track ,no train, no return....	12/17/2019 7:15 PM
825	Concerned with profit margin not safety or work conditions. Reduced work force are driven like animals.	12/17/2019 7:15 PM
826	Just when you think they couldn't sink any lower. They show you just how valuable you are to them. You are nothing more than a number.	12/17/2019 7:14 PM
827	The same as they think of the ones that actually do work. Nothing! It's a pay check every 2 weeks.	12/17/2019 7:10 PM
828	Greedy	12/17/2019 7:10 PM
829	I'm very disappointed with UPRR. I fear for my job and career, every week.	12/17/2019 7:09 PM
830	At the end of the day I'm grateful i still have a job for now	12/17/2019 7:01 PM
831	They are a poorly managed company that doesn't need to cut but did for the sake of profit for the top executives. Equipment sucks morale sucks and dangerous working conditions for crews and public.	12/17/2019 7:00 PM
832	more and more it's harder to get them. We need to maintain a safe railroad and on top of that there's no one to fill in every time you ask for help they always say they have no one	12/17/2019 6:59 PM
833	They are trash. 10 years ago they were good to work for. Now it's all about the shareholders. We will do whatever it takes to please them. Even if its disregarding public safety they don't care. As long as there shares go up. The railroads run the show. Not the Fra. Its ashame but true. We are told by the FRA locally that PSR is the new way of railroading. Get use to it because they don't care about fines or anything. They would rather pay the fine and get away with something to save them money in the long run. They might break a rule 10 times a day. But only get caught once in a month. So all the other times they got away with it is saving them millions	12/17/2019 6:54 PM
834	I am only in Hope's that PSR stops because there will not be a Raikroad when they are done playing games with peoples lives	12/17/2019 6:52 PM
835	I hate them	12/17/2019 6:52 PM
836	I used to love and respect my job and be proud to call it a career. Can't stand the place now.	12/17/2019 6:50 PM
837	Im not happy working here anymore	12/17/2019 6:50 PM
838	Currently, my employer is a "hedge fund manager/group". I strongly believe there is much more involved, in properly and effectively operating a Class 1 railroad, than just "dollars and cents". Although I understand this "philosophy", profitability is possible without the "bottom line" being the "be all and end all" of our existence.	12/17/2019 6:49 PM
839	That they would rather not have to repair and maintain any of their equipment. That they generally detest the employees. It's like walking into work has become walking into a jail cell willingly just to collect a pay check and wonder if I'll be able to do it again the next day.	12/17/2019 6:49 PM
840	Less money, never know if you're gonna be furloughed or not. Always doubting the railroad and wondering when your gonna get furloughed.	12/17/2019 6:48 PM
841	Don't get me wrong I'm very thankful for my job but the greed that were seeing in the company Union pacific is almost embarrassing	12/17/2019 6:46 PM

PSR Survey

842	BNSF may be last in the implementation, but as with any new idea, places a shareholder from a separate corner of the world, above the Safety of its own employees that are the real capital.	12/17/2019 6:46 PM
843	CSX no longer cares about employees and is being raped for stock profits. It will soon be left a skeletal entity, with the employees holding the bag. Hope the corporate raiders are happy. (They will be)	12/17/2019 6:41 PM
844	They are putting profits before safety and their employees.	12/17/2019 6:40 PM
845	I can't comment I don't want to get fired.	12/17/2019 6:38 PM
846	Worst place to work .	12/17/2019 6:38 PM
847	Wish I didn't have 22 years invested so I could quit	12/17/2019 6:36 PM
848	They have no concerns on my safety or well being or my quality of life as long as their stock increases.	12/17/2019 6:34 PM
849	I feel they are throwing safety out the door and throwing smaller customers out to the curb just to achieve corporate greed	12/17/2019 6:32 PM
850	They absolutely do not care about me or job quality, they seem like they look for any reason whatsoever to write you up. If men/women are worried about looking over their shoulder, they're not concentrating on performing a quality job.	12/17/2019 6:29 PM
851	Sad	12/17/2019 6:26 PM
852	Greedy, mean, self-serving. It feels like we're working under a dictatorship	12/17/2019 6:23 PM
853	Hatred . It's all about the all mighty dollar. They care nothing about the employees	12/17/2019 6:20 PM
854	Union Pacific is the biggest pile of shit! They don't care about you or your family! We are just a number! This company is ran off greed! Wish I'd never worked here!	12/17/2019 6:18 PM
855	Moral is at a all time low	12/17/2019 6:17 PM
856	I love working for Csx I love driving trains I love going to places and being outdoors but what I do not like is how the employer does not care about anything of my health or anything it's a piss poor job environment	12/17/2019 6:14 PM
857	I think this place is only doing what they are told to do to try and save their job!	12/17/2019 6:13 PM
858	Greedy. Could care less about safety. And they don't care about their employees only the bottom dollar and their shareholders.	12/17/2019 6:12 PM
859	Wondering if anyone will have a job???	12/17/2019 6:12 PM
860	The company is ran by and for investors who don't give a dam about the people that work on the track. We have lost a lot of railroaders to better pay and more time at home with family.	12/17/2019 6:11 PM
861	That they do not care about the employees at all, it's all 100% motivated by the shareholders to make more and more money. Enough profit is never enough. They would fire us all if they could and disband the Union workforce if allowed. They want to get rid of all but the bare minimum employees to save money and if they could replace us with machines or even sub contractors who make next to nothing compared to us union employees, I believe they would do so without a second thought.	12/17/2019 6:10 PM
862	I don't think the company cares about how their decisions affect the working man union represented. The outward appearance is being perceived as the company only cares about the shareholders and profits and that's it	12/17/2019 6:08 PM
863	Greedy	12/17/2019 6:03 PM
864	Hate everything about them, company greed at a all time high. Constantly criticized by managers.	12/17/2019 6:03 PM
865	Bypass what safety is left, willfully break regulations to move cars that should be held for repair, those running it I see in a negative light.	12/17/2019 6:02 PM
866	The employer can't wait to cut our jobs for more profits one man crews are coming.	12/17/2019 6:00 PM
867	They absolutely care more about shareholders than they do employees and customers. Good	12/17/2019 5:59 PM

PSR Survey

thing they recieved tax breaks so they could still lay so many employees off and make a killing doing it

868	The care nothing about the employees or the customer.	12/17/2019 5:56 PM
869	I've been with my employer for a full year now, prior working for much smaller production companies. I have never worked for a company so eager to fire their employees. I am asked to make false documents via RIT device to make the company not at fault for service to customers. If the lie isn't made a disciplinary action could be the result for myself. There are many things the company does indent agree with and many things they do that I understand are necessary in a business aspect, but for such a large company they make it hard to want to stay and continue a career with them. PSR is a cancerous idea for the young generation on Railroaders and I hope I get to see the day where I can enjoy and brag about the company o work for.	12/17/2019 5:55 PM
870	I love where I work just the changes are bad and frequent.	12/17/2019 5:53 PM
871	I have never worked for a worse employer. In discussions with non-railroaders, those non-railroaders are amazed at the mistreatment of employees by Norfolk Southern. Profit comes before everything, including employee and public safety	12/17/2019 5:53 PM
872	Glad to be off to get away from all negativity	12/17/2019 5:51 PM
873	All the company executives care about is boosting their pocket books at the expense of employees and communities they work in. A complete disregard for safety. The end result will be that once they have extracted every dime they can, they will retire and leave the company 20 years behind with all the rebuilding that is resulting from all their short cutting now.	12/17/2019 5:49 PM
874	The employer is greedy beyond usual business profiting , they will do anything morally acceptable or not for the almighty dollar.	12/17/2019 5:49 PM
875	I really enjoy my job, it's an amazing adventure every trip out. But with the job comes the down sides. No schedule, no days off, and very little ability to be rested well due to poor lineups. I feel my employer has no concern whatsoever for any of these issues. Also the safety they preach is also commonly pushed aside for productivity. Bottom dollar always seems to come before the employees in my eye.	12/17/2019 5:48 PM
876	I am very thankful for the many years my employer has given me . Over all I really like the work I do . We have good befits and a good retirement. I feel stockholders have done a hostile take over of our company. Those individuals have no concern for the work conditions or for the safety of our employees as well as our community. . My hope is legislators will stop this madness before it leads to a horrific disaster. If you continuously cut corner inevitably you run face first into your own fate .	12/17/2019 5:48 PM
877	I'd leave in a heartbeat if I could find something comparable.	12/17/2019 5:48 PM
878	Greedy, mis directed intentions	12/17/2019 5:46 PM
879	The Same as they feel about me	12/17/2019 5:45 PM
880	I just hope we have a job and won't get closed. Feels like everyday might be the last day of work as they keep furloughing and closing locations all in the name of investors and psr.	12/17/2019 5:43 PM
881	I think my employer is a joke. Their operating system is a joke. They treat their customers like garbage. They treat their employees like garbage as well. The only advantage anymore to working at the railroad and dealing with the miserable life the company gives you is the benefits and the pay. Those aren't great enough for me to stick around. I'd rather make less money and enjoy what I do for a living so I never have to hate my job.	12/17/2019 5:43 PM
882	Ultimately my employer doesn't seem to care about home/life balance nor do they care about giving crews proper train lineups so when can know what time we may go to work. People out here are walking zombies because jobs just pop up out of nowhere. I personally have seen engine and conductors that have showed up to work after being up 18-24 hours and then working 12 hours so we are talking 30 36 hours awake with no sleep.	12/17/2019 5:42 PM
883	I hate this job, company, management and share holder's.	12/17/2019 5:42 PM
884	This job is a blessing and a curse. The money is great but quality of life is not. They continually cut off jobs to ad others or just to save money and that starts a domino effect of bumping. Singer I've been maintaining over 5 years I have moved to 4 different started bought and sold	12/17/2019 5:42 PM



## PSR Survey

two houses buying my third one now and add of tomorrow im getting bumped yet again. At hiring they say plan on moving however they don't tell you plan on moving over and over your entire career. This company cares about the money the line their pockets with they say we're are a family and we matter but truth is we don't. If we did they would stop continually cutting jobs to pad the already record profits that were se none of. It comes at the expense of the employees lives, that's not a family.

885	Only interested in stock holders and bonuses	12/17/2019 5:37 PM
886	The NS is a terrible employer. They have become so enamored with pleasing the shareholders that they have forgotten about the employees and communities safety and security.	12/17/2019 5:32 PM
887	I wish they would hire some more people to help us out	12/17/2019 5:30 PM
888	It's a profit-based company and that's the bottom line. Whatever it takes to get their numbers that's what they are gonna do.	12/17/2019 5:30 PM
889	They don't care about the employees anymore it's all about money	12/17/2019 5:29 PM
890	Everyone HATES CSX more now that psr has been used to destroy the class 1 railroad as a whole	12/17/2019 5:27 PM
891	Usually workers think they work for the best company because they work for them and ultimately that's the case. Not my employer.	12/17/2019 5:26 PM
892	Don't get me wrong I'm blessed to have a job to support my family. That being said my thoughts on my employer is not something I wish to not convey because my parents always taught me if you don't have anything good to say don't say anything at all!	12/17/2019 5:25 PM
893	It's all about the shareholders. \$\$	12/17/2019 5:21 PM
894	I've been in this industry for 20 years and am a fourth generation railroad man. I came into it with some expectation of how it was going to work out. Having said that I loved my job for the first 15 to 17 years. The work was very enjoyable and my fellow employees have been like family. There were honestly times that I couldn't wait to go to work. I had a feeling of accomplishment that I was helping to move my country forward in support of the industries that shape our everyday lives. But now, at the end of the day I loath the company, the people who control it and this PSR plan that has turned a business that I was proud to tell people I worked for and also encouraged others to join into something unrecognizable. I know that what I loved will never be the same again but can only hope with the time I have left that it will somehow regain a portion of what I used to love being a part of.	12/17/2019 5:21 PM
895	Safety is only a concern when management speaks to the far/ dot. Otherwise the managements attitude is just get the job done " I don't care if it will be unsafe"	12/17/2019 5:16 PM
896	They are a bunch of bastards	12/17/2019 5:14 PM
897	Its really went down hill	12/17/2019 5:14 PM
898	My employers aren't doing enough	12/17/2019 5:13 PM
899	Norfolk Southern can be compared to cattle or sheep. They do what the other big railroads do and fail. I have lost respect for them and only feel thankful I still have a job for my family. I am actively looking for a new job.	12/17/2019 5:11 PM
900	Only care about profits . Quality of life and attendance is a issue	12/17/2019 5:10 PM
901	When I was first hired, this company genuinely cared for the well being of my family, and myself. While recording record profits for the two quarters before the implementation of PSR, many women and men were cast into a spiral of stress, regret, and fear. All in the name of "Business". They have left the lives of so many, in ruins.	12/17/2019 5:07 PM
902	Well they made number 1 on list of worst companies to work for. When I started that wasnt the case. Seem more worried about lining pockets than providing quality servics/product to customers. Coming at the cost of the workforce	12/17/2019 5:06 PM
903	We work for the devil and satan is the ceo	12/17/2019 5:04 PM
904	On normal days without issues everything seems fine but as soon as a problem arises they look to pass the blame onto anything else	12/17/2019 5:02 PM

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905	Greedy share holders that don't care about the employees making them money.	12/17/2019 5:01 PM
906	All they care about is moving trains there is gonna be a big disaster and I hope they lose everything in the law suite	12/17/2019 4:59 PM
907	My company could be way more efficient. Most common problem encountered is transportation to and from trains.	12/17/2019 4:59 PM
908	They are greedy and don't care about safety. Safety first is what they've always said but it's not showing	12/17/2019 4:58 PM
909	Worst place to work .	12/17/2019 4:56 PM
910	Greed	12/17/2019 4:55 PM
911	The best ever.	12/17/2019 4:54 PM
912	After 20 years lam looking for a new career what's that say	12/17/2019 4:54 PM
913	I love my job. Hate the company and their policies. The employees are only income producing employee numbers!	12/17/2019 4:53 PM
914	Dont like being here because of stress of how were treated but have to many years here to go anywere else	12/17/2019 4:53 PM
915	They would probably quit running trains at all if someone told them how much money wouldn't be spent, then probably sell all of the locomotives and property, because you don't need them when you're running no trains. They don't give two hoots about a single employee, unless you're a PSR kool aid drinker. They would sell themselves out in a heartbeat. I've never worked in a place that was so miserable at the ground level.	12/17/2019 4:52 PM
916	I love my job but feel thought of as a number not a valued employee	12/17/2019 4:49 PM
917	I like the job I do. But the way my employer is now after 20 yrs of service. I almost want to go look for a different job.	12/17/2019 4:48 PM
918	At this point I don't know what to think . I've never seen so many people laid off and sent home . It's sad to show record profits every quarter but what the public doesnt know ,is how many people are being laid off to be able to show record profits. Many employees and their families are being affected by this . We just hope things get better soon , because I know of many people who have already applied for other jobs or are looking to work elsewhere, since this has become an unstable workplace.It is also very sad to see this company make the top of the list as one of the worst places to work for in 2019.	12/17/2019 4:47 PM
919	Bad they do not care one bit about us management are either hypocrites or they were never around as conductor or engineer long enough to understand how long moves can take.	12/17/2019 4:46 PM
920	Norfolk Southern is the epitomy of being locked in a prison without being in one.	12/17/2019 4:43 PM
921	The company is a good one to work for but sometimes it seems they want production over saftey.	12/17/2019 4:43 PM
922	Used to love them and my job. Now I hate them and my job and I am here just to provide for my family.	12/17/2019 4:43 PM
923	I love my job but hate my employer and many of my coworkers feel the same. I've never seen so such money grubbing greed in my life with the cuts and reduced wages while the carriers are making record profits. The morale has never been so low and bad amongst myself and my coworkers and this low on the railroad. I can't understand how the government can let the carriers operate the way they do when the railroads are so vital to the American economy.	12/17/2019 4:39 PM
924	It's all about the benjamins	12/17/2019 4:39 PM
925	Money hungry more concerned about stock holders than employees or customers. Some of the streamlining probably has been needed but the cutbacks in workforce have been overdone to the point that safety maybe a concern.	12/17/2019 4:39 PM
926	I used to like my job but it's just a paycheck now	12/17/2019 4:36 PM
927	Only interested in the shareholder, daily shippers go out of business because of UPRR greed...	12/17/2019 4:36 PM
928	Worthless junk. Dont care about anybody but the shareholders pocket book	12/17/2019 4:36 PM

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929	I feel that they really don't care about anything , but getting there numbers and making there stocks look good..	12/17/2019 4:35 PM
930	Profits first safety last	12/17/2019 4:35 PM
931	I'm currently seeking out other employment if things don't make a pretty serious change.	12/17/2019 4:34 PM
932	Could be better managed and our contracts could be written to benefit us more.	12/17/2019 4:33 PM
933	They care about money and stock holders. Could care less about employees	12/17/2019 4:30 PM
934	Getting a paycheck	12/17/2019 4:29 PM
935	Great	12/17/2019 4:29 PM
936	Greedy. Does not care about the safety of their employees or others. Will do anything to make a profit	12/17/2019 4:26 PM
937	They make money for their stockholders, but they are the worst supervised and worst run railroad. there training sucks. They make it unsafe just for that reason. RR does not make sure a man going to work out on the road knows his job. The men and women sent out there do not have the knowledge that is safly required to perform there duties. I would say a first year Conductor has very little idea of where he is at and what is going on except to point a to point b. They have very little idea of the physical characteristics which are supposed to be required. It scares me to think how bad the training is on Norfolk Southern, with all the short cuts to T&E education. When something happens, due to their lack there of, the Public will pay the price.	12/17/2019 4:26 PM
938	I think about leaving every day. It kills me to be away from my family 5 days a week. The risk of safety at work is beginning to not be worth the benefits the work provides. I'm here for the health insurance and hopefully the retirement if the company even keeps us around. I understand companies have to make money to stay in business. We are making hand over fists full of money and it's not enough. What happened to customers first? We need to expand the customer base and increase customer service and attain new customers to keep the long term business going strong.	12/17/2019 4:24 PM
939	N/A	12/17/2019 4:24 PM
940	I'm currently looking for a new job cause I've been there 13 years and could get furloughed at any time worst company I've ever worked for they do not care about there employees at all all they care about is the money	12/17/2019 4:24 PM
941	I believe my employer has one thing in mind to make his wallet fatter along with his share holders. He is not worried about the employees or safety of this company or where it falls, just operating ratio.	12/17/2019 4:23 PM
942	I'm honestly disgusted with the treatment of my coworkers across the country and myself. They make it blatantly obvious they care about nothing but what goes into their pockets. Our safety means nothing to them and the only reason they are in support of the transition to psr is because they think they can save some money by cutting conductors and going to one man crews (highly unsafe for a number of reasons.) The irony is astonishing.	12/17/2019 4:22 PM
943	They hve no regard for their employees safety or well being. We are run by morons who shouldnt he allowed to operate model railroads.	12/17/2019 4:22 PM
944	Love my job. But the rush rush attitude has to stop. Far too many in my company have been killed in the past two years.	12/17/2019 4:22 PM
945	Union Pacific only cares about shareholders, nothing else.	12/17/2019 4:20 PM
946	My thoughts on my employer is that they don't appreciate there employees and don't consider how we feel about things and changes.	12/17/2019 4:19 PM
947	Fuck them.	12/17/2019 4:19 PM
948	Their priorities are on making larger profit at the expense to safety. I suspect it is an unstable practice, and will eventually do more harm than good long term.	12/17/2019 4:19 PM
949	Greedy.	12/17/2019 4:18 PM
950	I love the company I provide my work for and I am great full to wake up and go to work.	12/17/2019 4:17 PM

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951	It's not looking good for the employees	12/17/2019 4:14 PM
952	I despise them for their greed. We all know that the company needs to be profitable, but also can see that PSR is simply stripping everything that can be stripped in the short run, in order to drive up profits . When it's said and done, these companies will spend billions trying to undue the damage. And where will that money come from? Tax payers more than likely when the hedge funds are long gone	12/17/2019 4:09 PM
953	I think that PSR is just a short term money grabbing event for the stockholders. Thousands of railroad employees are out of work because of PSR, including me. I used to love working for Union Pacific. A dream employer of mine. Now that they started PSR, I despise the company I used to love getting up early in the morning for. PSR has ruined their image. Google "Worst companies to work for in the United States." Union Pacific is #1.	12/17/2019 4:08 PM
954	They need to quit thinking about the investors and their own pockets and think about the families they've harmed. Profit is what every company is after but at what cost	12/17/2019 4:08 PM
955	I hate csx	12/17/2019 4:05 PM
956	I'm just working for a paycheck	12/17/2019 4:04 PM
957	They are worthless when it comes to listening to and the way they treat employees	12/17/2019 4:03 PM
958	It's a good job and I only have 10 years to retire	12/17/2019 4:03 PM
959	They are only after the almighty dollar. Safety is an afterthought, until they can use it to handle you. There is no quality of life anymore.	12/17/2019 4:02 PM
960	Sub par. They could be a lot better if they actually valued employees for the work they do and not look at them as constant dollar figures.	12/17/2019 4:02 PM
961	Thankful to have a job, just wish we were treated better & there were more jobs to hold/trains to run.	12/17/2019 3:56 PM
962	No comment for fear of retribution.	12/17/2019 3:54 PM
963	It's not what it used to be, like I said they don't care about the working man like they did years ago only care about the higher ups and what i can tell the stockholders	12/17/2019 3:54 PM
964	I'm thankful for being employed. Would like to see them not be so greedy.	12/17/2019 3:53 PM
965	We are just a number and if they could get away with having nobody on a train they would so they can get Richer and more greedy while we stand in the unemployment line trying to figure out how to feed our families	12/17/2019 3:53 PM
966	They only care about the shareholders.	12/17/2019 3:53 PM
967	Thankful for my job but not liking the get it done or you're fired mentality.	12/17/2019 3:52 PM
968	Greedy with no concern for safety of its employees or the general public .	12/17/2019 3:51 PM
969	This is the most corrupt and immoral company I have ever worked for. There is absolutely nothing ethical about this cimpany I work for...CSX	12/17/2019 3:50 PM
970	If I didnt have 21 years in I'd leave	12/17/2019 3:49 PM
971	Not good,, Cannot wait till full retirement as they do not care about the employee anymore...	12/17/2019 3:48 PM
972	I wish I would have never stayed with this company. I am college educated and will leave this company when my kids get out of school for summer if I can make it that long.	12/17/2019 3:48 PM
973	I would not recommend to my worst enemy to work out here. They treat you like you are worthless and ask for a day or two off and nope. We have a company created man problem so no time off. It didn't use to be that bad, but in the last two years, it's terrible. I like my job, but not the way things are out here.	12/17/2019 3:46 PM
974	Don't care about any of the employee under management. Especially the union workers.	12/17/2019 3:45 PM
975	They pay good but you don't care about the employees	12/17/2019 3:45 PM
976	The upper management is a joke now	12/17/2019 3:42 PM

PSR Survey

977	Wish I had one again	12/17/2019 3:39 PM
978	Horrible working conditions, just a number. Not a single care about safety on employers end, just get it done	12/17/2019 3:39 PM
979	It feels like we employees are just an expendable number and don't matter at all	12/17/2019 3:36 PM
980	This place is a joke	12/17/2019 3:35 PM
981	I have a wonderful job but it could be done much more efficiently.	12/17/2019 3:35 PM
982	Greedy bastards	12/17/2019 3:35 PM
983	I have a job	12/17/2019 3:34 PM
984	CSX is a shell of the railroad it used to be, customers are furious due to paying more for worse service or no service at all....Morale is at an all time low....safety is a concern when its convenient....employees are full of uncertainty as to the long term survival of CSX and their jobs.	12/17/2019 3:32 PM
985	Neutral. Blessed to have a good job, but UP frustrates me with their way of thinking.	12/17/2019 3:32 PM
986	It seems they are more interested in padding pockets of CEO's and investors, than taking care of the actual employees that keep the railroad running..	12/17/2019 3:31 PM
987	Reminds me of the horror stories and reasons the Union, Railway labor act and Fra were created	12/17/2019 3:31 PM
988	I appreciate them for a career just wish they valued the employees as much as a dollar	12/17/2019 3:29 PM
989	Down hill, used to be proud to work for UP! Now it's a struggle to come everyday.	12/17/2019 3:28 PM
990	Disappointed. I actually LOVE my job and thought it would be a great way to support my family. Insurance is good, benefits are good, and pay isnt too bad. But we got screwed.	12/17/2019 3:27 PM
991	Just in the last year it has turned into a nightmare	12/17/2019 3:26 PM
992	All they do is try to keep our overtime and pay down to get there bonuses and make the stock holders more money	12/17/2019 3:25 PM
993	I used to like to come to work. I have been fortunate over the last 17 years to work with a great group of guys that just want to come to work and get the job done on time and safely. Over the last year and a half or so the greed on the corporate level has gotten out of control and I have lost all respect for the company as a whole. So many people with 10 years plus are job searching, I never thought I would see that.	12/17/2019 3:25 PM
994	They have become greedy and their only concern is making more profit. The majority of my fellow employees would leave the railroad if given the opportunity.	12/17/2019 3:23 PM
995	Our upper echelon does not care about the working person or there customers.... prime example of corporate greed. This is a get rich quick and run play.	12/17/2019 3:22 PM
996	Enjoy working for the railroad but getting days off when extra board is full is difficult. Getting Trainmasters to return calls or text about that is very difficult and non existent at times.	12/17/2019 3:22 PM
997	I think I work for a corporation that no longer cares about running an effective railroad, but rather a company whose only intention is to make a shit load of money for the very few.	12/17/2019 3:21 PM
998	I hate my employer, as most of my fellow coworkers also hate them. They are greedy and selfish, and have no concern for the well being of the future of the company.	12/17/2019 3:21 PM
999	They consider its employees as disposal liabilities.	12/17/2019 3:21 PM
1000	Piss poor railroading	12/17/2019 3:21 PM
1001	They care more about the shareholders and making them money then about moving freight in a safe and timely manner. Employees are considered a menace and need to be replaced by technology based applications. I have gave 21 yrs of my life to be the best I can be for this railroad and it's never good enough. Let us do our jobs, with out fear of dismissal and let us use our experience to move the freight and we will make them money	12/17/2019 3:20 PM
1002	I'm very disappointed in them. I think they should implement layoffs on a corporate level a	12/17/2019 3:19 PM

## PSR Survey

	reduce the size of the board and corporate level management.	
1003	More worried about money than the safety of their employees	12/17/2019 3:18 PM
1004	I believe that there is so much corporate greed that the company as a whole has forgotten where they have come from. They do not care about the little man that is putting the bread and butter on their table.	12/17/2019 3:18 PM
1005	Will I make it to retirement under the current climate or should I start looking for another career before I get furloughed?	12/17/2019 3:18 PM
1006	Ruthless and unapologetic.	12/17/2019 3:17 PM
1007	Used to be a good paying job and the BN actually acted like they cared about safety. Once we merged with the Santa Fe that went out the window!	12/17/2019 3:17 PM
1008	Check's have not bounced yet. I enjoy my job not the hours.	12/17/2019 3:17 PM
1009	They only have the shareholders in mind. No care for the employees, only so we don't get injured to impact the bottom line.	12/17/2019 3:16 PM
1010	The company has become a true villain, and not a company that makes a person feel good about their job, or themselves. They have mandated demands on employees that are not doable for a long term goal, without consequences on the men that perform the job. There is absolutely no care, or concern about the safety of the crews, or the communities that we operate in. As long as greed continues to operate the company, things will only get worse.	12/17/2019 3:16 PM
1011	Start treating ur staff like humans and care about there well being	12/17/2019 3:11 PM
1012	I've been told on numerous occasions to lie about pull times or make up work that wasn't even performed to make some number look like this is all working or to push the failures falsely on the customer. If they're going to steal from they're own customers what will they do to us? One customer we have our instructions are to spot any car with their class code on arrive even though they keep telling us they didn't order it in and is making things difficult on them. Another one we blame for the shortage of cars available to spot on them even though we never experienced this before PSR. The worst part is they're complete disregard for the labor agreement. We'll tell them something is a violation but they don't care. It wouldn't be so bad if they'd actually pay them. Instead they're denying them all in a attempt to overload the general chairman with the review process. So you ask me, what are my thoughts on my employer? I think they only want me around to be a scapegoat for why they're plan isn't working or to be someone to shift legal liability on if something bad happens to a community.	12/17/2019 3:11 PM
1013	They claim to emphasize safety but instead focus almost all of their efforts on reducing the number of people working and increasing the work load for those people. As a result safety and injury prevention suffers.	12/17/2019 3:10 PM
1014	Working for CSX has gone downhill from what it was 15 years ago.	12/17/2019 3:10 PM
1015	I feel BNSF is making money but cutting corners. I am a structures employee and have seen across the the system there are bridges that are falling apart. We continue to put a bandage on them and move on to the next one. We have a saying around here "it's going to take a train to go into the ditch over the bridge before it gets fixed". These bridge are 50-90+ years old. I am also worried about losing my job. I Love my every day duties. When I was first hired I thought to my self "wow this is a company that actually cares about it employees" now that this New system is coming out I see the true colors of BNSF.	12/17/2019 3:09 PM
1016	Greedy money hungry	12/17/2019 3:08 PM
1017	Wish I could find a new job	12/17/2019 3:06 PM
1018	There is no way that I will be able to finish my career working there. So am currently seeking other employment. They don't let you take your vacation and personal days when you want/ need to and they have made it impossible to get a day off even to go to the doctor. Their attendance policy doesn't allow you to take any time off for any personal reason. This is no way to live. Have dental insurance but cannot schedule an appointment to get a dental checkup because they won't let you take a day off	12/17/2019 3:05 PM
1019	Greed at the top	12/17/2019 3:03 PM
1020	The employer is what it is, a business. With that responsibility as a business it should be	12/17/2019 3:02 PM



PSR Survey

looking out for the well being of employees. Furloughed or not there should be a program for displacement if the company sees it needs to implement it's whimsical ideas on its employees without proper projection and intel.

1021	I always stay positive out here morral is low but it a good job things are not always right but that why we have the union to fight for us	12/17/2019 3:02 PM
1022	Hate it	12/17/2019 3:02 PM
1023	The most mismanaged incompetent company I have worked for. The key to success and good business is taking care of your employees and that is at the bottom of their priority list.	12/17/2019 3:02 PM
1024	It's a pay check	12/17/2019 3:01 PM
1025	I feel like we walk on egg shells that the company didn't care that we sacrificed good jobs to come here thinking we where hiring in to a steady job. Now I feel like a hostage. I'm currently furloughed and as soon as I find another job the railroad will be ready to being me back just to let me go again. My home life suffers I don't know how I'm going to pay my mortgage I have 6 kids and a wife. I've never felt like more of a failure in my life. The cut backs are ridiculous. Thereisnt enough people working there always waiting on someone to be rested to take the next train. The people that are working are exhausted and that's dangerous. The last month I worked every ticket I had was over twelve hours. Most I was in the train for twelve and the taxi for two more that's ridiculous. Then right back to work when I was rested to do it again. The moral is at a all time low. We have so many rules to be compliant with and everyone's exhausted so mistakes are made and that's dangerous. And when people get hurt the company doesn't care they just replace them with there surplus of furloughed employees.	12/17/2019 3:01 PM
1026	I am thankful for them for giving me an oppourtunity to work for them and providing for myself and family. I will say that they are asking us to pay for more without compensating us more. thay put profit margins over everything including safety.	12/17/2019 2:59 PM
1027	Just a number	12/17/2019 2:58 PM
1028	They continue to take and but don't want to give in return ! Safety no longer matter until you get hurt then no matter what it's your fault !	12/17/2019 2:57 PM
1029	If I could go back in time and knew Hunter Harrison (PSR) was in the future of American Railroad I would surely choose a different carrier....	12/17/2019 2:56 PM
1030	I think they're in profit mode and readying to sell their shares. At this rate there won't be a UPRR in 5 years.	12/17/2019 2:53 PM
1031	Trash. Money hungry liars. Pencil whippers. No one up top has ever really Railroaded, and you can tell. All of them came from other crafts or not from a railroad. Yet they dictate our lives.	12/17/2019 2:52 PM
1032	They have placed money above whether something is right, wrong, productive or unproductive. I have been looking for other employment ever since CSX has made choices loving money over their own core set of proclaimed values.	12/17/2019 2:52 PM
1033	A bunch of money hungry idiots	12/17/2019 2:51 PM
1034	Probably the worst employer in the nation. Truly doesn't care about us	12/17/2019 2:50 PM
1035	We are just a number!! They only care about money for the shareholders!!	12/17/2019 2:48 PM
1036	Union Pacific is no company to work if you want a life career. I've been furloughed...	12/17/2019 2:48 PM
1037	Absolutely terrible.	12/17/2019 2:48 PM
1038	Not good. Don't care bout you	12/17/2019 2:47 PM
1039	They suck	12/17/2019 2:46 PM
1040	I do not think they care about us in no shape or way, this is no longer a career it has become more like Walmart	12/17/2019 2:45 PM
1041	Someday there is going to be a terrible tragedy because the company has cut jobs and projects to the point that maintenance is sub-standard.	12/17/2019 2:43 PM
1042	I still love the company and love my job but I feel like we're going from treating your employees the right way to us just being a number and easily replaceable.	12/17/2019 2:43 PM

PSR Survey

1043	CSX is terrible to work for right now	12/17/2019 2:43 PM
1044	More stressful than efer	12/17/2019 2:42 PM
1045	I have worked with BNSF for 14 years and more than anything I am disappointed in the hypocrisy of our companies claimed values. We have placed cost well above the safety of our employees in all decisions made. Ignoring general maintenance to make things safer for train crews such as snow removal and keeping up on brush cutting and oiling switches. We also ignore contractors working near tracks because we don't have manpower to provide protection. Unfortunately we have watched other class 1 railroads follow this business model and fail when measuring safety and quality but we are still following the same model.	12/17/2019 2:42 PM
1046	Money hungry. Safety use to be the top priority. Not anymore.	12/17/2019 2:41 PM
1047	I wish Hunter Harrison would've kept his ideas to himself. The railroads made money before him and would've made it without him. Just now they're making more because of streamlining operations. All it benefits is the big stockholders.	12/17/2019 2:36 PM
1048	They are out for there selves. Dosen't care about the employee	12/17/2019 2:34 PM
1049	they provide me with an income that feeds my children.	12/17/2019 2:33 PM
1050	Worry about surviving this terrible decision they have made by implementing the PSR and this is supposed to be where I retire, I have 24 years left and at this rate I will be looking for another career late in life.	12/17/2019 2:31 PM
1051	Terrible	12/17/2019 2:31 PM
1052	I'm grateful for my job and appreciate all that U.P. Does for me and my family but a lot of the time I feel like us MOW guys don't matter to the "big wigs"	12/17/2019 2:31 PM
1053	Running customers off due to the company's premium price locks is not a way to run a business.	12/17/2019 2:29 PM
1054	I use to love working here at NS but now I would rather dig ditches than work for NS!!	12/17/2019 2:29 PM
1055	Shitty	12/17/2019 2:29 PM
1056	Anyone that can leave should. The railroad is destroying lives and safe work conditions in the name of massive profits.	12/17/2019 2:29 PM
1057	Just another day, looking for payday , no pride or belonging to a team that cares for everyone, not just the hedge fund investors. They will bankrupt CSX in the long haul, mergers coming for survival, the infrastructure damage will be monumental.	12/17/2019 2:27 PM
1058	How can this be good for all!	12/17/2019 2:26 PM
1059	Last few years became worst employer to work for	12/17/2019 2:25 PM
1060	I love my job and what I do but working for this company has added stress to my family and my life	12/17/2019 2:25 PM
1061	My employer has used every minute of my 12 hours on duty time. Eat sleep wake and do it again.	12/17/2019 2:25 PM
1062	They don't care about us we are a burden to them because we cost the company money	12/17/2019 2:24 PM
1063	It's a great job, terrible life! I hate what the company has become and more than not I hate my job anymore, and I never have felt this way about them, I would never recommend to anyone to get a job here, and I would have in a blink of an eye 5 years ago	12/17/2019 2:23 PM
1064	BNSF has been a great provider for 25 years. I also know this wouldn't be possible without the Excellent union and its members standing strong for our rights as workers.	12/17/2019 2:22 PM
1065	FUCK THEM ALL!!!!	12/17/2019 2:21 PM
1066	Bottom line is all the care about is the shareholders. We are an afterthought. They want us to rush but follow the rules they have in place which doesn't allow us that option without giving them a reason to fire us.	12/17/2019 2:21 PM
1067	They are Satan spawn always have been now more so	12/17/2019 2:19 PM

PSR Survey

1068	They care zero about employees, only share holders. The quit developing culture years ago. You are just a number.	12/17/2019 2:13 PM
1069	I used to be treated as an asset to the company. We were given profit sharing, bonuses, meals for rewarding hard work and safety, but that all went away. We are expected to give more time to the railroad and work more territory with much less workforce. Other than the paycheck it has become a thankless job with a much greater threat to be disciplined.	12/17/2019 2:13 PM
1070	The hate cannot be expressed in words.	12/17/2019 2:13 PM
1071	Greedy	12/17/2019 2:11 PM
1072	Money hungry and don't care about employees. You are a number or warm body, and they have people on the street to replace you.	12/17/2019 2:11 PM
1073	That they have absolutely ruined a great place to work over greed. Many in management are just vile human beings. The railroads have different rules than everyone else and they use every tool at their disposal to take advantage of the employees because the unions allow it to happen. Bottom line is it sucks working for this company.	12/17/2019 2:11 PM
1074	It is just a job to pay the bills. Use to think it was a great place to work.	12/17/2019 2:10 PM
1075	dont tell anyone to apply here	12/17/2019 2:08 PM
1076	Money grab by Wall Street.	12/17/2019 2:06 PM
1077	Union Pacific cares not about building America, or about the customers or employees. At the end of the day it's about shareholders	12/17/2019 2:05 PM
1078	I wish i didn't have much time invested, I'd quit and do something else with my life. We're trapped or stuck here cause of our retirement.	12/17/2019 2:04 PM
1079	If they believe furloughing 1000s of employees will make this a better company, then I don't have very good thoughts. I was excited to work there when I hired out, but they made that excitement fade very quickly. Now with PSR, they have shown their true colors. They care of my about record profits and increasing shareholder wealth. They care nothing about the boots on the ground getting the work done. Now trying to do away completely with the conductors position shows they care even less. About the workers, communities, safety. They speak of these 3 elements as being a big part of this company, but they continuously prove they are greed driven without a care for anyone who works for them.	12/17/2019 2:02 PM
1080	They care more about their bottom line than their employees! They will step over a dollar to make a dime!	12/17/2019 2:01 PM
1081	I hate my employer. I hate how they treat me. I hate how they treat other people. If I got fired today I wouldn't feel the least bit bad about it.	12/17/2019 2:00 PM
1082	If I knew then what I know now I'd never came to the RR.	12/17/2019 1:59 PM
1083	It used to be a great place to work. Now I'm stuck here.	12/17/2019 1:57 PM
1084	They prove how much the value employees at the last contract negotiations. Basically employees welfare is at the bottom of any list	12/17/2019 1:57 PM
1085	The company will do what they want to make money. They do not care about your live hood. Lookout for yourself and your co workers. The people working on the ground is what counts and keeps the place moving.	12/17/2019 1:54 PM
1086	10 yrs ago I told people I had the best job in the world. Today I tell people they don't want a job here, this place is a joke.	12/17/2019 1:54 PM
1087	Only care about\$\$\$\$\$. Not the customers and especially the employees	12/17/2019 1:53 PM
1088	My employer is very greedy. Self centered. Egotistical. Not family oriented. They make record profits every year and still try to change what isn't broken.	12/17/2019 1:53 PM
1089	Thoroughly unethical dishonest and greed driven. Typical corporate way "promote to the highest level of in capability. Profit versus safety and customer satisfaction	12/17/2019 1:49 PM
1090	bean counters	12/17/2019 1:48 PM
1091	I'm humbled on the opportunity the railroad has given me but the last yr and a half it's gotten	12/17/2019 1:45 PM

PSR Survey

	bad	
1092	Shitty	12/17/2019 1:45 PM
1093	The company is moving in a horrible direction with unhappy employees and customers who are given ultimatums not what they want.	12/17/2019 1:45 PM
1094	I am just an expendable number to them. They do not value the work we do and they believe they can make all of this happen from an office in a suit.	12/17/2019 1:44 PM
1095	I feel betrayed	12/17/2019 1:44 PM
1096	Pretty good	12/17/2019 1:44 PM
1097	They dont care about there workers it's all about the share hold . All the money they are making and they dont want to pay us more money.	12/17/2019 1:43 PM
1098	Very greedy	12/17/2019 1:43 PM
1099	What are they going to do to us next ! Probably will get fired for taking the survey!	12/17/2019 1:43 PM
1100	The railroad at one time was a great career, but due to the greed of corporate, it is no better than working for any other company. With the benefits and taxes we don't make any money, just barely getting by.	12/17/2019 1:41 PM
1101	The concert is not about safety anymore, not is it about the people. It's purely trying to squeeze as much money out of the railroad this isn't how it's supposed to be.	12/17/2019 1:40 PM
1102	Selfish	12/17/2019 1:39 PM
1103	The employer cares nothing about only about pleasing shareholder!. Bottom line: shareholders demanded this because it gives short term gains so they can sell at a significant profit. This is tearing down cities hurting industries,ruining people's lives all for greed.	12/17/2019 1:39 PM
1104	Poor	12/17/2019 1:39 PM
1105	Fucking worthless money grubbing pricks who are robbing everyone	12/17/2019 1:36 PM
1106	They don't care how any of these changes affect us. There selling off track that isn't on a core route that has potential to make a lot of money. If they cared about their customers and employees it would be a great company	12/17/2019 1:34 PM
1107	Their fine I guess, I dnt like hearing about jobs and positions most likely getting cut soon though	12/17/2019 1:33 PM
1108	The right hand has no idea what the left hand is doing at any given time. They have no idea what's going on	12/17/2019 1:32 PM
1109	All they care about is money	12/17/2019 1:29 PM
1110	The Uprr dusnt won't use or care to evin have use and all it ever is contaters out here	12/17/2019 1:28 PM
1111	I love being a railroader but can't stand who I work for. Never knew 6.5 years ago I took a job and not a career.	12/17/2019 1:27 PM
1112	They are absolute idiots driven by the most dishonest people who have been installed by a company looking to strip out a company of its value and then move on.	12/17/2019 1:27 PM
1113	Terrible , they only care about keeping the share holders happy	12/17/2019 1:27 PM
1114	Not good	12/17/2019 1:27 PM
1115	Just can't wait to retire. I wouldn't recommend the RR to anyone.	12/17/2019 1:26 PM
1116	They are money hungry and only care about shareholders	12/17/2019 1:26 PM
1117	I dread returning to the workplace everyday. Waiting for a phone call or not. I feel as though I am not valued by my employer and discouraged to excel in my career and personal life.	12/17/2019 1:26 PM
1118	They are a pathetic excuse for an employer. This the absolute most pitiful place to work I've ever had. There is absolutely no incentive. We get punished for trying to do a great job. I'm currently trying to find another job.	12/17/2019 1:26 PM
1119	All they care about is the shareholders in the bottom line right now.	12/17/2019 1:25 PM

PSR Survey

1120	They are greedy	12/17/2019 1:23 PM
1121	Csx use to be considered a career.. it is now a job. I am a Trainmaster for Csx and have done 6 resignations in the last 4 months with more rumored to come. Every employee has said the same thing. They are tired... fed up... and that it is no longer worth it.	12/17/2019 1:23 PM
1122	CSX railroad has become an awful company to work for. All about the bottom line and how much \$\$ they can put in their pockets.	12/17/2019 1:22 PM
1123	I love my job. But. When is somebody going to snap	12/17/2019 1:22 PM
1124	I hope they wake up soon before there is no company	12/17/2019 1:22 PM
1125	Hate it all they are worried about is making money for the higher up and don't care about the safety or lively hood of the employee	12/17/2019 1:20 PM
1126	I harbor more and more resentment daily about having to work in deteriorating conditions.	12/17/2019 1:19 PM
1127	That they Value the dollar over safety	12/17/2019 1:16 PM
1128	Awful. Would never recommend someone to work for Enron Pacific	12/17/2019 1:16 PM
1129	All about the bottomline, shareholders come first!	12/17/2019 1:14 PM
1130	THEY ARE ALL ABOUT THE MONEY. NO LONGER CARE ABOUT THEIR EMPLOYEES OR THEIR EMPLOYEES FAMILIES. AND ESPECIALLY SAFETY. JUST MONEY	12/17/2019 1:13 PM
1131	They only care about the profits as proven that they will park trains because of a lack of crews while there are conductors furloughed and engineers on the ground. Great pay, great benefits, great camaraderie but at a huge detriment to personal life.	12/17/2019 1:12 PM
1132	They are greedy they want as much work as possible with the fewest employees as possible	12/17/2019 1:10 PM
1133	They dont care about us	12/17/2019 1:09 PM
1134	Greed.....More Money for the shareholders. Safety has moved from first to fourth .	12/17/2019 1:07 PM
1135	I do what I can	12/17/2019 1:01 PM
1136	Despise them	12/17/2019 1:00 PM
1137	They want to do more with less.	12/17/2019 1:00 PM
1138	The increasing focus on budget cuts and workforce minimizing is just a form of greed.	12/17/2019 1:00 PM
1139	Longer days ... deadheading by train (not safe and defeating the purpose of even deadheading us to catch up boards at far end). 16 plus hr days now.. while the glass palace keeps drinking their Champagne... how do you REALLY think I feel.. !!!	12/17/2019 12:57 PM
1140	Love working for CN. I feel like I hit the job lottery 5.5 years ago. Absolutely love railroading, and Canadian National.	12/17/2019 12:53 PM
1141	The employer doesn't care about the employee. Doesn't care about the employees safety even though everything that comes out of their mouth is to do it safely there are some jobs that you can't do safely with only the bare minimum of people.	12/17/2019 12:52 PM
1142	Disabled, no employer	12/17/2019 12:52 PM
1143	I would have to say my thoughts on my employer are not very positive since I hired 5years ago. I definitely keep my options open for other jobs considering Union Pacific is know for cutting employees every day for any reason just to save a dime. It is a horrible thing to have sure a successful company and not knowing if you have a job to come to every day	12/17/2019 12:50 PM
1144	I know they are in the business to make money but, we as CSX employees are loosing benefits and substandard pay compared to other railroads. union dues up again and everyone know we will loose benefits on next agreement. Thank God I will retire in 12 years	12/17/2019 12:49 PM
1145	Not good	12/17/2019 12:48 PM
1146	They are concerned about profit over people.	12/17/2019 12:46 PM
1147	If I could find a another job today making the same money I would leave in an instant.	12/17/2019 12:46 PM

PSR Survey

1148	Used to love to come to work enjoyed my job. Now I just think they are a bunch of greedy pricks that only care about the shareholders and there money and to hell with the people that keep this railroad running and has done the dirty work for them Rich pricks for 150 years	12/17/2019 12:42 PM
1149	My employer, I don't have a problem with. PSR on the other hand, I don't like it. Seems like were losing business, customers complaining. Track conditions are getting worse. Just seems like all PSR is, is a way for the shareholders to make a quick buck, while screwing over the little guy. Multiple railroads have tried PSR, and it hasn't worked for them, so what makes the next railroad think they can get it to work? They can't. Also the jobs cutting has taken a toll. Shutting down yards. Getting rid of some maintenance personnel, carmen, nothings getting moved, massive furloughs. Some guys, this has been their 3rd furlough. This PSR is a joke. The only ones laughing are the shareholders on their way to the bank, as they screw the working guy over.	12/17/2019 12:41 PM
1150	Still making a good living, but it's more difficult to work for them	12/17/2019 12:37 PM
1151	If I had a better opportunity, I'd take it. I no longer see railroading as a fulfilling career, but a hard.fought for paycheck.	12/17/2019 12:36 PM
1152	For the most part BNSF railway is a decent company to work for. So much of that depends on the local leadership. Roadmaster, Division Engineer etc.	12/17/2019 12:26 PM
1153	This used to be a great job. Now it's just a job. The employer shows less and less regard for agreement employees every year. Actively engaged in a job search.	12/17/2019 12:23 PM
1154	I hate them	12/17/2019 12:23 PM
1155	Union Pacific has become a toxic place to work. People generally do not enjoy their job anymore which is sad. The company and its leadership seek only profits for Wall Street and executives and care nothing about the employees that have helped build the business. Customer service is at an all time low and moral is the worst I've seen all over the system. Reporting of incidents and injuries is also an issue with management not reporting in order to keep information away from the FRA. PSR does not take into account the people who lose jobs and shattered families it creates it serves only the interests of the few. Safety used to be important now it is just another roadblock to profits and UP will not stand for it.	12/17/2019 12:21 PM
1156	Not family anymore just a number cant even get Christmas appreciation gift or bonus	12/17/2019 12:20 PM
1157	Really do not like working here waiting for the next furlough	12/17/2019 12:19 PM
1158	BNSF who claims they aren't implementing PSR make me want a different job even after 17 years. It's a great retirement plan but not worth it if they are going to break me in the process.	12/17/2019 12:18 PM
1159	My employer it ignorant and greedy	12/17/2019 12:16 PM
1160	Everything is about the dollar now, not about saftey,team environment or career goals. Now it's a job not a career, that doesnt care for it's people or the future, just about the dollars made and saved today, not about tomorrow. Short sighted race to the dollar they can get today	12/17/2019 12:16 PM
1161	Greed consumes them. Profits above all.	12/17/2019 12:14 PM
1162	With PSR all my employer cares about os the shareholders and the stock price. They do not care one bit about their employees or their safety.	12/17/2019 12:13 PM
1163	They don't give a Fuck about safety. It's all talk	12/17/2019 12:13 PM
1164	I'm grateful for my job, but I hate the way employees are treated. Union Pacific posts quarterly net profits of over a billion dollars, but that's not enough, still gotta send as many people home jobless as they possibly can. It creates a lot of between the employees and the company	12/17/2019 12:06 PM
1165	My employer has become servant to the dollar. Lost focus of the real commodity...people. And has sold the integrity of years an American Icon for another zero in the bigwigs bank account. That is what you get though when you have people who've never done the job, driving the ship.	12/17/2019 12:01 PM
1166	What use to be a fun an awarding job has turned into just a "job" that isnt very awarding anymore.	12/17/2019 12:01 PM
1167	there are no independent thinking by lower management	12/17/2019 12:00 PM
1168	My thoughts about my employer are terrible with all the lay offs	12/17/2019 11:54 AM



## PSR Survey

1169	The company doesnt give a tinkers damn whether i or my family lives or dies.	12/17/2019 11:45 AM
1170	I love driving trains, I hate working for the RR	12/17/2019 11:43 AM
1171	There getting greedy wanting to cut to please the stock holders	12/17/2019 11:42 AM
1172	That they are making a mistake. There are some good but most is bad...	12/17/2019 11:36 AM
1173	Good, but since all this psr railroad started It seems like the higher ups are more interested in putting more money in their pockets, & cutting back more causing people to be sitting at home.	12/17/2019 11:36 AM
1174	PSR is killing the rail industry with the job cuts and board cuts across the country. Railroad is the heart of the country if the cut it so low and cant provide the customers with fast service then it will hurt the company I work for.	12/17/2019 11:31 AM
1175	I before they have lost their way in that they no longer operate to serve the customer. The customer has become Wall Street and whatever it takes to get the operating ratio down and the stock prices up is all that matters. If that involves laying off employees, cutting operations to the bone, cutting safety and maintenance to the bone, then that's what is done. L	12/17/2019 11:22 AM
1176	It's the worst I have ever seen greet greet greet we get nothing since the Harrison regime were r9bots	12/17/2019 11:16 AM
1177	Wouldn't recommend anyone to work for them, hoistal work place	12/17/2019 11:09 AM
1178	They do not care about the bodies that run the company	12/17/2019 11:04 AM
1179	GREEDY, running this company into the ground for unreal profits, hiding numbers to try and realize unrealistic gains for shareholders	12/17/2019 11:01 AM
1180	Dislike them very much	12/17/2019 10:58 AM
1181	Disgust and contempt towards them and their greed.	12/17/2019 10:55 AM
1182	My employer is reactive, not proactive. There is no such thing as preventive maintenance. That went out the window years ago. There is absolutely no indication, whatsoever, that they plan to make working conditions better for us. It's just the opposite and I feel bad for the young guys because, in my opinion, the railroad is leaning to an all contractor atmosphere and judging from the events of the past few years, they are going to get it. I retire at the end of 2020. It is up to the younger generation to stave off the aggressive stance of the railroad and preserve whatever dignity they can.	12/17/2019 10:53 AM
1183	They only care about the stock holder. They no longer care about the employee and their families well-being or safety.	12/17/2019 10:51 AM
1184	They view their workers as tools to be neglected. We have become merely a number in their eyes.	12/17/2019 10:51 AM
1185	They simply don't care about us or the public	12/17/2019 10:48 AM
1186	Honestly, knowing what it was like previously! I think it was a better time and a real honor to be a railroader. Now most veteran railroaders simply hope and pray to make it to retirement.	12/17/2019 10:43 AM
1187	We are a number. Nothing more nothing less. The only thing that matters to this company is stock prices.	12/17/2019 10:28 AM
1188	The shareholders come first.	12/17/2019 10:10 AM
1189	Good	12/17/2019 10:06 AM
1190	All for the money and the shareholders, they used to care now not so much	12/17/2019 10:01 AM
1191	When I hired out, my parents were proud. Now, they are disappointed. Not in me and my decisions but in the decisions of the management that is in control of how this railroad is ran. I once believed I had a bright future with the railroad but now it is very dark and I am not sure if I will ever see any light again.	12/17/2019 9:50 AM
1192	just looking out for the money	12/17/2019 9:36 AM
1193	Not good!!	12/17/2019 9:35 AM
1194	My employer doesn't seem to realize they aren't helping the workers just helping themselves.	12/17/2019 9:03 AM

PSR Survey

1195	Union Pacific has zero integrity. Union Pacific cares nothing for safety or employees. Union Pacific is all about cutting the workforce and furloughing all in the name of greed. The way this company is being run is criminal.	12/17/2019 9:02 AM
1196	I will put it this way. 5 years ago I loved my career, now I have to force myself to answer the phone and go to work so I can support my family.	12/17/2019 8:53 AM
1197	They could give two shits about us.	12/17/2019 8:52 AM
1198	Would rather run the company into the ground than even remotely take care of employees	12/17/2019 8:52 AM
1199	Used to be one the most prestigious and sought after jobs in the world. Now PSR has made it one to avoid	12/17/2019 8:41 AM
1200	They are a horrible place to work for I have never had a job where the company hires you just to spend the rest of your career trying to fire you and they violate our contract on a daily basis	12/17/2019 8:39 AM
1201	If I could make the same money elsewhere I would leave they treat us like dirt	12/17/2019 8:31 AM
1202	Upper management is completely filled with idiots who are only worried about how much they can put in their pocket	12/17/2019 8:29 AM
1203	I hate the direction this company continues to go.	12/17/2019 8:27 AM
1204	Uncertain	12/17/2019 8:26 AM
1205	They don't care about their employees, they are willing to work us to the point of exhaustion, they find loopholes around Ross's, and we are being ops tested to the point that everyone has something on their records so that they are being pressured into compliance with getting the trains out regardless of safety issues!	12/17/2019 8:17 AM
1206	Too many college kids with no railroad experience, worried about numbers on a report instead of safe railroading	12/17/2019 7:59 AM
1207	Have never hated my job as much as I have the last 3 years	12/17/2019 7:58 AM
1208	TE&Y employees have always known that the company not only doesn't care about our livelihood but PSR just solidifies in everyone's mind that the company wants to do everything in its power to eliminate as many if our jobs as possible.	12/17/2019 7:56 AM
1209	I have 13 going on 14 years in with my present employer, the 2nd largest Class 1 on the East Coast. While we have always been known to be a little quicker and a little harsher with our discipline, I knew that as long as I did my job safely and effectively that I would be able to work another day. I used to take pride in knowing that what I did made a difference in my country and my state's economies. Now, under PSR, I have a hard time looking at myself in the mirror knowing that everything I do is for the benefit of a handful of rich "investors" and board members. I own stock in my company in and outside of my 401K. As a (minor) shareholder, I have not seen any benefit. There is no more pride taken in the job. All of the skill has been taken out of it and it is done by rote tasks to an unrealistic timeline. I used to wonder why the past few classes of conductor trainees we had come through no longer viewed this job as a career and just something to hold them over until something better came along. I no longer do. I look forward to the day that I leave the freight side of the industry and can head over to the passenger side. Yes, they too are concerned with cost control, but at least they still provide the service their customers pay for. Right now, the freight industry has been hijacked by a bunch of wall street jackals that are blinded to reality by their own greed. The sooner I can get away from them, the better. Because I sure as hell don't want to be here when this company hits rocks bottom. And it is coming. Sooner than later.	12/17/2019 7:55 AM
1210	I used to be proud of the job that I have and did for the railroad but I guess it was not good enough for my manager and his buddies.	12/17/2019 7:52 AM
1211	I'm disappointed in their way of business and am embarrassed to work for them	12/17/2019 7:47 AM
1212	In 24 years it's definitely changed and it's significantly different. It seemed better when the Harriman Award was sought after. At present, there are too many changes, being made too quickly, with too inexperienced people, and not enough of them to safely complete the work. In my observations and experiences, this appears to. E the same in all operations departments.	12/17/2019 7:47 AM
1213	I need a new employer	12/17/2019 7:30 AM

## PSR Survey

1214	The worst job I have ever had in my short life. The lifestyle stinks, the working conditions get more and more dangerous, and we are treated like robots every day.	12/17/2019 7:27 AM
1215	They don't care about their employees or customers especially the small customers	12/17/2019 7:19 AM
1216	Greedy. Building America, Wall Street America	12/17/2019 7:13 AM
1217	Love them	12/17/2019 7:10 AM
1218	Honestly? I cant wait for the bubble to burst and all of the golden parachutes to deploy. All of the exec's are just concerned with lining their pockets as much as possible without regard for us. When PSR fails in about 3 years, they will just say "oops, oh well" and walk away with millions of dollars, while we are stuck without jobs. Theres a reason all other railroads using PSR are on the apology tour, picking up whatever contracts they can. PSR runs off so much business that the "little guy" doesnt trust us to move freight anymore.	12/17/2019 7:10 AM
1219	Respectful and continuing to learn should	12/17/2019 7:07 AM
1220	I hate this place!	12/17/2019 7:05 AM
1221	They don't have to do this they still are making money, but are losing customers/ shippers	12/17/2019 7:05 AM
1222	Selfish and greed. Mostly greed	12/17/2019 6:54 AM
1223	They suck. It's all about making shareholders more money, not caring about the welfare of the employees.	12/17/2019 6:53 AM
1224	I believe I am just another employee number to the bean counters in Fort Worth. Another expensive employee that receives more than he deserves. No matter that I have EVERY qualification in the craft and I perform my duties WELL! My immediate supervisors notice my efforts and are gracious toward me. But my safety reward for working 14 years injury free was a \$15 dollar "go pro" knockoff with BNSF tattooed on it... They don't appreciate what we do. Safety is fine if it don't cost a dime!	12/17/2019 6:53 AM
1225	U.P.-pure evil	12/17/2019 6:47 AM
1226	I would of never thought about leaving the railroad until psr came about.its bot safe. I have a family to go home to,they could care less	12/17/2019 6:43 AM
1227	They have told us blatantly that the negative effects of PSR on the workers do not matter. Only the Operating Ration and shareholder concerns matter - after all , they say " This is a business."	12/17/2019 6:41 AM
1228	Scum	12/17/2019 6:40 AM
1229	They dont value the employees. That message is loud and clear. Not even a turkey bonus for the holidays anymore. We are all afraid to lose the ability to feed our families. And it seems to be the goal of the company	12/17/2019 6:36 AM
1230	They want to get rid of all our jobs and contract work out to third party contractors.	12/17/2019 6:35 AM
1231	Only care about shareholders and not the employees	12/17/2019 6:24 AM
1232	That if they could make the shareholders happy they would completely fired everyone regardless of public safety.	12/17/2019 6:15 AM
1233	I have pride in the job that needs to be done, I feel with being told to learn to do more with less is not the answer. I do not think there mission aligns with what we hear from higher up, saying that they care about us and our families. I know they want us to go home safely, but it's not for the reason of that. It's so there numbers are not tarnished. I feel the bmwed can do more to help also.	12/17/2019 6:10 AM
1234	I wish things could be better	12/17/2019 6:09 AM
1235	Garbage, could care less how many employees die long as they make a profit.	12/17/2019 6:09 AM
1236	Actively looking for another job but difficult to leave this industry.	12/17/2019 6:05 AM
1237	I feel its a big pump and dump. After they sell everything off they will not be able to maintain the wear and tare.	12/17/2019 6:04 AM
1238	I enjoy my job and my employer but in the end it makes me wonder why would a grand	12/17/2019 6:01 AM

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company such as this put its employees that turns their profits last. It's embarrassing from a business standpoint and just bad business overall

1239	Well i am furloghed, went from making 6,000 a month to about 1500 a month on railroad unemployment.	12/17/2019 6:00 AM
1240	They only care about shareholders, not worried about actual employees on the ground.	12/17/2019 5:58 AM
1241	I'm here.. Just trying to make it to retirement.	12/17/2019 5:54 AM
1242	same as they have been before, uphill slow, downhill fast, profits first, safety last	12/17/2019 5:52 AM
1243	They can kiss my ass. They treat like crap right to our face. The manager/directors come out and feed us a bunch of lies and half truths When we press on an issue they blow off the question like we don't undetstand what is really going on. Let me have talk with them one on one. They don't give a crap about you or your family because they are getting theirs and for them that is what is REALLY all about. I could go on but i hope to god you are the point. It is the absolute truth. Take that to the bank.	12/17/2019 5:47 AM
1244	All they think about is making more and more money.	12/17/2019 5:40 AM
1245	The attendance demands and punishments are simply punitive against the workers	12/17/2019 5:39 AM
1246	Each day that goes by makes us all feel like just a number. Profits to their shareholders is all that seem to matter. Things could be done to make our work environment less stressful, safer, with better planning, better tools and better trucks. Budget is all we hear anymore.	12/17/2019 5:32 AM
1247	They are a selfish, greedy 2-face employer who I dislike. There's no pride in working for them. They do not hesitate to lay you off just to make an extra stock point. What's funny is that they just finished making a locomotive with a new paint scheme saying "Powered by Our People." At the same time they are eager to lay you off or fire their employees! How is that for Powered by Our People? Now that is two-face bullshit!	12/17/2019 5:31 AM
1248	Greedy, dangerous, servants to Wall Street and won't be held accountable when it all blows up!	12/17/2019 5:29 AM
1249	Never want to work for them again	12/17/2019 5:26 AM
1250	Im looking to change railroads	12/17/2019 5:23 AM
1251	No comment	12/17/2019 5:21 AM
1252	If it's not broke leave it the hell alone.	12/17/2019 5:21 AM
1253	They have showed us time and time again that we are nothing but a number. It used to be a good place to work. We knew how to do our job and did our job well. It was always a very good symbiotic relationship between the workers and the trainmaster. We took care of him and he took care of us. Every week now, it's a discussion of what job is about to be cut. Guys that have been there 20 years aren't even safe. PSR is killing this industry.	12/17/2019 5:20 AM
1254	I'm grateful to have had a steady job for 33 yrs but I have never seen such piss poor management and don't give a crap attitudes . Most bridge work is contracted out now with no regard to employees having stable work.	12/17/2019 5:18 AM
1255	UP only cares about profits, NOT the men and women on the ground doing the work.	12/17/2019 5:18 AM
1256	Greedy all it is, is corporate greed. Wanting bigger bonuses. Guys being cut off that have given everything to the railroad. What's sad is they don't care. All they care about is their bonuses an making em bigger and the best way to save money to make bonuses better.	12/17/2019 5:18 AM
1257	It feels sad to realize you put in 20+ years for a company that could care less about you or your family. I'm all about safety that works won't cutting jobs to boost profits	12/17/2019 5:15 AM
1258	I really have no opinion about them, neither positive nor negative, but I will not recommend anyone to apply with this company. That person will do so on their own conscience.	12/17/2019 5:11 AM
1259	They care nothing about my wellbeing	12/17/2019 5:08 AM
1260	They care about their workers. Treat us like family.	12/17/2019 5:07 AM
1261	I'm grateful to have a job but I believe the company cares more about the share holders than its employees. How can you have a positive attitude when you know if the company could get ride	12/17/2019 5:03 AM

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of half its employees and make more money and not really care about its customers that's concerning.

1262	i wish they realised we are professional Railroaders, we take pride in our job and our ability to move freight and service customers and i wish they realised the more with less idea only accomplishes one thing and that is wearing out your employees and equipment while driving customers away is not a very sustainable business model i just wish they would work more closely with us instead of against us so in the long run us as employees and them as employers are successful	12/17/2019 5:03 AM
1263	NS has made a big mistake on following psr. Just hope they can recover from it	12/17/2019 5:02 AM
1264	They can plan better	12/17/2019 5:00 AM
1265	I like my employer when I'm working With PSR I'm sitting at home not able to provide for family	12/17/2019 4:58 AM
1266	Greedy and arrogant	12/17/2019 4:54 AM
1267	I truly hate this company now. And I love trains. That is sad to say. This railroad does not care for people , customers, or safety anymore. It is about getting as much money from as little assets it can. I do not have a good lifestyle because this place will not allow anyone time off. I now spend more time in a hotel than at my own house. I hate not knowing if I will have a job tomorrow or if I will need to relocate to another terminal because they want to shut mine down. Tens of thousands of trucks are now on the road because of the business my company has given up on or forced away because of new billing practices. They lie to the public and government. They don't care for public opinion, job creation, customer service, and especially employee relations. Therefore I cannot stand this place anymore.	12/17/2019 4:54 AM
1268	A place that doesn't care about its customers or employees	12/17/2019 4:53 AM
1269	They need to focus on a safe operating rail road that helps its customers.	12/17/2019 4:50 AM
1270	More worried about the stockholders than the customers or employees.	12/17/2019 4:48 AM
1271	Money hungry pigs	12/17/2019 4:43 AM
1272	Dont have one.	12/17/2019 4:40 AM
1273	Their here to make money, no matter the cost. They are looking for any reason to fire me so they can show better profits	12/17/2019 4:26 AM
1274	Glad to have job but we are safe and producing but we are not treated with respect and the pay we deserve	12/17/2019 4:26 AM
1275	I love my job, but the company could use some work	12/17/2019 4:23 AM
1276	I understand a company must make money to survive as a whole but when your making record profits and you decide to sacrifice safety and the livelihood of your employees to make more it's just plain greed.	12/17/2019 4:20 AM
1277	They could care less about our safety, quality of life, all of the above!! We are all just wondering when our jobs will be cut and we will be on the unemployment line. If I had a way to leave the railroad is be gonna yesterday but I'm stuck out there because I have too many years in.	12/17/2019 4:16 AM
1278	Well since i can't get another job in this field I'm going to remain silent on this one ☹	12/17/2019 4:16 AM
1279	They are money hungry and don't care about us we are just a number to them	12/17/2019 4:13 AM
1280	Greed... using data not based in reality by skewing facts to twist a narrative to fit the Wall Street agenda.	12/17/2019 4:10 AM
1281	Union Pacific could care less about its employees, and its customers for that matter. I'm actually surprised their still operating a railroad with all the customers they've pushed away. UP hires, trains the new hires, and furloughs. It looks good on paper with their hiring, but at the end of the day, come tax time, it's all a write off. UP is a corporate giant, taking advantage of hard working people and yet still to this day regulates itself. They have the money to pay off the total destruction of entire communities if a catastrophic derailment happens...and that's the gamble they're willing to take, putting the general public at risk with its current operating procedures and PSR as a whole. FAA type regulation is what railroads need! Gov't needs to have it's constituents in mind. We the people are asking for tougher regulations across the board for our nations railroads.	12/17/2019 4:08 AM

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1282	Want to find a new place of employment	12/17/2019 4:06 AM
1283	The Carrier has a total disregard for the safe operation of trains, the safety of yard switching crews. Productivity is all they care about. We are forced to work in inclement weather with little concern for our safety. When we complain they harass us. Their use of drones and cameras has become a safety distraction, being used to discipline employees. The carrier continues to violate our labor agreements and intimidate employees. Train lengths are dangerous and pose a public risk. Inexperienced managers bullying employees. It's as if we live in a war one.	12/17/2019 4:05 AM
1284	Union Pacific has proved that stock prices and profit are more important than safety. Close calls and other incidents are swept under the rug to give the illusion that the railroad is safer than it has ever been to fit the agenda of cutting crew sizes to create more profit for shareholders.	12/17/2019 4:01 AM
1285	CSX has implemented an attendance policy that is no less than inhumane. It is impossible to maintain your physical and mental health under these policies. The act of applying policies such as these upon your work force is an attack on the very men that generate the revenue for your company. It totally destroys the relationship between the working man and management. Until CSX values me as a human being, I'll never respect this corporation.	12/17/2019 4:01 AM
1286	Greedy	12/17/2019 3:56 AM
1287	When I hired out, I loved my job and my bosses. Now I know that I need to leave this industry or it will kill me.	12/17/2019 3:54 AM
1288	Do not think that it is anything against I do not feel company cares about safety or anything else but stockholders making money today	12/17/2019 3:52 AM
1289	I feel like just another number and I can deal with it or leave.	12/17/2019 3:51 AM
1290	scared of following csx footsteps, we use to be valued and got random jackets or small appreciation gifts and now it's like we're just a number	12/17/2019 3:51 AM
1291	Overall I feel greed has taken the forefront at CSX, thousands of people have lost their good paying jobs so that a hand full of millionaires could become more wealthy, although Locomotive engineers quality of life has greatly improved they need to work harder on giving conductors a better quality of life, a 6/2 rest days and early layoffs are a great contributor to this lifestyle	12/17/2019 3:50 AM
1292	Worse relationship ever. Employer's demands are exceeding expectations and are driving unsafe work conditions	12/17/2019 3:50 AM
1293	My employer is more focused on pleasing stockholders rather than moving freight. Our livelihoods are completely disregarded so that the company can make other people money. When I first hired out, the company at least cared a little bit about its employees and families. They used to host safety feeds for good performance, family days, and other events that boosted morale in the workforce. Now the morale is near rock bottom and the company simply doesn't care and turns a blind eye to its employees suffering.	12/17/2019 3:48 AM
1294	☐☐	12/17/2019 3:47 AM
1295	Just make it 20 more years before we are all contracted out. I feel angry and disappointed that no one is motivated to protect our jobs	12/17/2019 3:46 AM
1296	Still very thankful to have the job and very thankful to provide for my family. Wish there wasn't so much greed	12/17/2019 3:46 AM
1297	All my employer cares about is showing a profit and pleasing the stock holders.	12/17/2019 3:46 AM
1298	The people in charge of the railroads are guilty of murder. Or criminally negligent homicide. They know they are pushing everything to the limit and have a rainy day fund set up to pay off dead employees families. It's not "if" it's going to happen... It's going to happen and they're ready to pay to shut people up....	12/17/2019 3:45 AM
1299	Need to be more like a family not a slave driver	12/17/2019 3:43 AM
1300	Hedge fund for CSX is only interested in share holders. They're selling off properties, laying off employees, and making customers mad by not delivering products on time.	12/17/2019 3:41 AM
1301	All they care about is money	12/17/2019 3:41 AM
1302	I wouldn't recommend this career to my worst enemy.	12/17/2019 3:41 AM



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1303	We are just a number and very replaceable.	12/17/2019 3:38 AM
1304	Disappointed in the way employees are being treated for the benefits of investors.	12/17/2019 3:36 AM
1305	Terrible work conditions. Do not follow the agreement everyone including trainmaster work under intimidation	12/17/2019 3:36 AM
1306	They want cars moved no matter what and we are just numbers .	12/17/2019 3:35 AM
1307	Ruthless thoughtless greed	12/17/2019 3:35 AM
1308	It's the most disgusting company in the nation to work for	12/17/2019 3:34 AM
1309	GREED.....Couldn't care less about its employees!	12/17/2019 3:34 AM
1310	They are a great bunch of penny pickers. They care nothing about the long game, employing the future or the history of the railroad. It's profit at any cost. Cut professional employees with decades of service and hire contractors that can't speak English to save a penny today. Very short sighted.	12/17/2019 3:32 AM
1311	I don't think they care if we are here or if contractors do it all.	12/17/2019 3:30 AM
1312	I'm disappointed with my employer. I understand having to stay competitive and needing to keep your company healthy. But when you have a man making 11 million a year while your wondering everyday if your body is going to make it to retirement or if that train you are rolling by is going to come off those tracks that we band-aid together and wipe you out, it leaves me pretty angry.	12/17/2019 3:30 AM
1313	They are first class thief's. That believe in making more money by cutting its employees throats.	12/17/2019 3:29 AM
1314	I love my job. There are good people if they were left alone to do the work we are supposed to do. They have cut so many jobs now and they still want the same work and you just can't do it.	12/17/2019 3:27 AM
1315	NS use to be a great company to work for. Now they only care about the stock holders and trying to make PSR work. Safety and well-being of employees is no longer a consideration which to me makes it a horrible company to work for.	12/17/2019 3:27 AM
1316	Not the railroad it use to be	12/17/2019 3:26 AM
1317	I personally am grateful and honored to be a part of NS. It's a great company to be a part of. I feel as if all employees should have a say so when it comes to life changing activities concerning work conditions. But all in all, awesome place to work with some awesome poeple along for the ride.	12/17/2019 3:24 AM
1318	I think if they could make a nickle for the share holders they would get rid of all of us and contract everything out. Csx use to care about its employees but not so much anymore.	12/17/2019 3:23 AM
1319	Greedy and unsafe	12/17/2019 3:17 AM
1320	I despise the upper management and corporation as a whole. Company moral is six feet under and new cuts are coming every day. It is very discouraging.	12/17/2019 3:17 AM
1321	Greedy scum. The railroad has a long history in this country and I've never been more disappointed!	12/17/2019 3:16 AM
1322	Greedy and self centered	12/17/2019 3:14 AM
1323	Great company love working there, personell needs to change as do the times, nothing remains the same and some personell think we are still in the ole days.	12/17/2019 3:14 AM
1324	Profit over everything, including safety	12/17/2019 3:12 AM
1325	I hate norfolk southern	12/17/2019 3:10 AM
1326	Worried about making share holders happy and dont really care about hard working employees they just keep cutting people off or laying them off.	12/17/2019 3:08 AM
1327	It's going in the toilet real quick. I used to love railroading, but now the only thing keeping me here is my coworkers and the retirement at the end of the railroad	12/17/2019 3:04 AM
1328	We are just a number..... Management is out of touch with reality... Zombies.....	12/17/2019 3:03 AM

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1329	Happy to still be working, lots of my co workers are not.	12/17/2019 3:01 AM
1330	Greedy	12/17/2019 2:58 AM
1331	Greedy, and they don't care about us the employees we are expendable.	12/17/2019 2:56 AM
1332	I think of my employer as a greedy company. I could understand cuts if the carrier was not making a profit, but they continue to make record profit and continue to cut jobs and staff. I have never worked for a company that furloughs people and hires new people the same day. It's crazy. At this point I am just trying to hold on and see if I can possibly retire with this company because I'm not getting any younger.	12/17/2019 2:56 AM
1333	Money hungry	12/17/2019 2:56 AM
1334	My husband loves the railroad, but is considering quitting due to the cutbacks on jobs as well as benefits. There are so many who are considering quitting simply because they are no longer being compensated for their inconvenience as they once were. The railroad no longer takes care of their employees.	12/17/2019 2:55 AM
1335	Greedy... Record profits to laying off and not barhining in good faith with the union...	12/17/2019 2:53 AM
1336	Just glad I still have a job. If I work my job and all my work is done safely and I go home I can care less what they think. I try to work safe because they pay me to.	12/17/2019 2:52 AM
1337	They are run by corporate greed and could give a shit less about our well being,job security and or our families	12/17/2019 2:50 AM
1338	They don't care about their employees. They are just a liability instead of an asset.	12/17/2019 2:50 AM
1339	I wish I could leave 14 years and I don't want to be here anymore. People are walking off the jab at an unbelievable rate. What they are doing to the customers is incomprehensible and it needs to stop. I would never recommend anyone take a job with CSX.	12/17/2019 2:50 AM
1340	I feel like I am just another number that gets added to their bottom line.	12/17/2019 2:49 AM
1341	I think they are driving the railroad into the ground so executives and major stockholders get huge bonuses and/or dividends.	12/17/2019 2:48 AM
1342	We all want to provide a safe community and please our supervisors as well. Unfortunately, PSR has divided priorities on both sides	12/17/2019 2:47 AM
1343	Don't care about the employees.	12/17/2019 2:47 AM
1344	Not happy but I'm too old to find about her career	12/17/2019 2:43 AM
1345	Unorganized, greedy, ignorant, unstable, thieves	12/17/2019 2:43 AM
1346	5-9 years ago I loved my career,proud to be a railroader. In the last 3-4 yrs I dont have as much pride for my company as I once did. The companies "new" way of doing things lowers that level of pride in ones career.	12/17/2019 2:43 AM
1347	I feel that I work for a greed driven company that could care less about what we endure day in and day out.	12/17/2019 2:42 AM
1348	Greedy sob who care nothing about employees or well being	12/17/2019 2:41 AM
1349	People saw it as a longterm career yrs ago. Willing to learn and lead. Now many of younger employees are applying for other companies. Management that was long term quitting the company. People with 20 yrs walking away from industry as a whole. A vacuum in levels of leadership. Questionable that it will survive next 10 yrs without bailouts or re regulation.	12/17/2019 2:39 AM
1350	I loved the job and the people. I was good at it. But I recently left after 9 years of service for a job that pays well and offers a schedule/quality of life.	12/17/2019 2:39 AM
1351	I'm thankful to have my job and will continue my best efforts until I find another employer. But CSX does not care about us at all anymore. Zero appreciation or concern with the well being of there front line employees. It's 2019 and we still can't get a paid sick day!!?? What a joke. The workforce and our customers where sold out for a hedge fund to make a good profit. At the end of the day no man will give 100% if he does not take pride in his job. And no one takes pride anymore. People just show up and hope to not be fired because a manager has to meet an operations test quota. If it wasn't for railroad retirement the talent pool in this company would	12/17/2019 2:38 AM

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deplete in a very short time. It's ignorant to not retain the best people possible in a craft that carries so much liability of public safety in its hands daily. Not to mention such a crucial part of our economy. I hope this company gets there head out of there asses and starts valuing the very people that make them there record profits, because attitudes and hope of the future in all crafts are at an all time low.

1352	We love our job but it feels like the company wants to get rid of us	12/17/2019 2:38 AM
1353	They don't care about the people that make them rich	12/17/2019 2:36 AM
1354	Not very favorable. They dont care about about the employee, the customer, just profits! They dont want employees or customers! And for safety might as well throw that out the window. You can put any safety concerns on the safety hotline and they just disappear or its never addressed.	12/17/2019 2:36 AM
1355	They do not care about me or my family just about making the Stockholders rich	12/17/2019 2:35 AM
1356	Only positives is they haven't figured a way to cut my pay yet.	12/17/2019 2:33 AM
1357	Money and the stock value have taken over everything else. No one cares about the workers from top to bottom, it is all about making every last penny they can. Every manager is scared for their job and told by their bosses to come down hard on the workers. There are still plenty of good managers but as soon as they are exposed as being nice to a union employee they are almost instantly fired. Everyone is running scared and it is not a good place to work anymore. The bottom dollar should not be more important than the safety of me and my brothers but unfortunately it is right now.	12/17/2019 2:32 AM
1358	They care about the money more than they do the employees now. We used to be a family	12/17/2019 2:29 AM
1359	I would not recommend it to anyone, in fact I would be embarrassed to recommend it to anyone.	12/17/2019 2:28 AM
1360	I have contempt for,my,employer	12/17/2019 2:28 AM
1361	I like where I work. I have been here 20+ years but with the uncertainty I would be lying if I said I would go somewhere else if the right opportunity came along. I honesty don't think my job will be around for me to retire from the railroad.	12/17/2019 2:27 AM
1362	They definitely dont care about us the way they did 7 years ago.	12/17/2019 2:27 AM
1363	Bad decisions! Running off business! Not really taking care of customers needs	12/17/2019 2:26 AM
1364	Best job I have ever had and by far the worst company I have ever worked for	12/17/2019 2:22 AM
1365	I loved my job, I miss working at the Railroad! But with PSR being implemented I may never see it again. And my belief the lost one hell of an employee!	12/17/2019 2:21 AM
1366	They do not care about the individual employee.	12/17/2019 2:19 AM
1367	Greedy company who is always trying to find a way to make cuts. Even if the cuts results in the safe operations of trains. Company is only worried about their bonuses at the end of the year.	12/17/2019 2:19 AM
1368	I keeping hoping the hedge fund that bought them vacates and a new regime that cares about customers ,growth and employees.	12/17/2019 2:19 AM
1369	No regard for my qualty of life. And to run gangs at night shows that there is no regard for safety	12/17/2019 2:17 AM
1370	The changes they have made over the years has really brought morral down. This is not the same company I hired on with. Every year for the past 5 years I wanna say it has gone downhill.	12/17/2019 2:17 AM
1371	I know they need to make money. And i hope they do but now i spend more time on dangerous highways and away from my loved ones so a few people can make more money. I do not feel like they are taking safety for me or the railroad seriously.	12/17/2019 2:16 AM
1372	Why after all the years of record breaking profit do you make such drastic changes, so many good men and women have had their world turned upside down because someone wants an extra dollar! You are what's wrong with this country, you should be ashamed!	12/17/2019 2:14 AM
1373	Greed Mismanagement	12/17/2019 2:13 AM

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1374	The company does not value is at all. I understand that that every company wants to make money. But we don't even feel that we are seen as people. Why not just show alittle appreciation and give a turkey for Thanksgiving nor a ham for Easter nor Christmas. Upper level managers have shown such disdain and outright hostility in what and how they speak to us.	12/17/2019 2:12 AM
1375	Only cares about the numbers , not the employees	12/17/2019 2:12 AM
1376	Trying to save money for themselves and take food out of our mouths	12/17/2019 2:12 AM
1377	We are losing business with this PSR which affects my future	12/17/2019 2:11 AM
1378	The worst most greedy company in the United States. Their only care is the bottom line and share holders.	12/17/2019 2:11 AM
1379	Well we all got the shaft so you tell me a lot of good people lost there jobs over this PSR	12/17/2019 2:11 AM
1380	No comment	12/17/2019 2:09 AM
1381	I do not respect them	12/17/2019 2:08 AM
1382	The worst company in the world to work for. They treat ALL of their employees like dogs or worse. They've ruined thousands of American families with PSR/Corporate Greed!!!!	12/17/2019 2:08 AM
1383	Locally, ok i guess. Corporate, corporate greed at any cost. We are just a number to them! I wouldn't recommend this job to anyone.	12/17/2019 2:08 AM
1384	Care more about the investors than the employee	12/17/2019 2:08 AM
1385	They dont care about the employees. all they care about is shareholder profits and nothing more.	12/17/2019 2:07 AM
1386	I feel like like they have zero care for not only employee safety, but community safety as well. The train lengths, lack of care for track maintenance, crossing maintenance, and blocking of crossings has put a peril onto communities and train personnel. The obvious nature of corporate greed from them is sickening when it comes to dealing with people's livelihoods and safety.	12/17/2019 2:06 AM
1387	This company is only worth the paycheck that clears the bank.	12/17/2019 2:05 AM
1388	Would love to tell them to shove their job up their ass and walk away	12/17/2019 2:04 AM
1389	Lately they're so worried about production than Safety, quality and Employee needs!	12/17/2019 2:02 AM
1390	All they care about is their profit margin. The workers mean nothing to them.	12/17/2019 2:01 AM
1391	When is enough enough? How far will they cut and eliminate to make more money. It's not due to being competitiveness in the freight industry, rather how can they do more, make more with using less. It's a slap in the face for them to record record profits year after year and eliminate more and more positions. Once they eliminate everyone they won't be able to make a done cause nothing will move.	12/17/2019 2:00 AM
1392	They sold out to the hedge fund people who have absolutely zero ties to the RR other than \$.	12/17/2019 1:59 AM
1393	I try not to	12/17/2019 1:58 AM
1394	If I could go back 20 years I would never go to Norfolk Southern. Management can violate every rule and code and make employees lives hell.	12/17/2019 1:57 AM
1395	Employees are just a number	12/17/2019 1:57 AM
1396	Greed greed greed. Destroying families and communities one at a time.	12/17/2019 1:56 AM
1397	Greedy. Heartless.	12/17/2019 1:55 AM
1398	They are all about the money	12/17/2019 1:53 AM
1399	They don't care	12/17/2019 1:51 AM
1400	At the end of the day. I just can't wait to get my 70 service months in so I can retire.	12/17/2019 1:51 AM
1401	Thoughts are wondering if I will have a job tomorrow	12/17/2019 1:50 AM

## PSR Survey

1402	Wouldn't recommend working here feels like the moral is way down	12/17/2019 1:50 AM
1403	Only care about the stock market and shareholders!!	12/17/2019 1:49 AM
1404	The greed will kill someone soon and that tragically won't matter until it's an entire community.	12/17/2019 1:48 AM
1405	PSR is dangerous, it's only a matter of time until a catastrophic event, like a chlorine car derailment in a major metro area, makes people look hard at what RR's are doing.	12/17/2019 1:48 AM
1406	Just praying I can last eight more years to retirement.	12/17/2019 1:47 AM
1407	Not very highly	12/17/2019 1:47 AM
1408	My thoughts are that my employer doesn't care at all about myself or my family! It feels as though all they care about is putting more money in the pockets of investors as well as their own pockets! We do all the work, make them look good and they get the bonuses, meanwhile we have to hope that we won't be forced to travel on certain holidays! Also the new schedule shows that they don't care about our family lives at all, depending on where you are working at you are only getting 3 to 4 days at home because of travel time!	12/17/2019 1:46 AM
1409	Thanks to those who came before me in the union, I have a job that pays well, though, the security of my job always seems to be at risk. The company, while understandable is trying to increase profit, is constantly threatening the workforce with "future" technology and reductions. This makes for an environment where most employees are focused on loosing their position rather than safely doing the ever growing tasks at hand.	12/17/2019 1:46 AM
1410	This is a horrible company to work for. Would never recommend that anyone work for UP!	12/17/2019 1:46 AM
1411	There all about the bonus and income !! The trains can't run on dirt that's where they will end up if no maintence. Sad the railroad pushes the union around !	12/17/2019 1:45 AM
1412	Wish things were like they used to be	12/17/2019 1:40 AM
1413	I hate CSX with a passion now! I used to love my job now I'm diabetic with a bad back along with depression and anxiety! I feel like they absolutely hate the transportation employees	12/17/2019 1:40 AM
1414	No comment	12/17/2019 1:39 AM
1415	I like my employer. I don't believe in this program. It's hurt many families unnecessarily and I believe it is hurting the future of the company. We are throwing away business and contracts to hit a 55% operating ratio. Why? We need to be more effectively controlling costs but not intentionally sabotage contracts and anger customers. That's what is currently occurring.	12/17/2019 1:39 AM
1416	I used to be proud to say that I worked for the Union Pacific Railroad, now I can't say that.	12/17/2019 1:39 AM
1417	The employer seems to care less and less about the employees. Between the layoffs and the demand for more production from a understaffed workforce, the company is showing that it cares more about pleasing the short term stockholders than it does about its future and its employees.	12/17/2019 1:39 AM
1418	Greed	12/17/2019 1:39 AM
1419	They are greedy. Share holders before ANYTHING. Morale is as bad as I've ever seen it and I've been doing it 20 years.	12/17/2019 1:38 AM
1420	The company as a whole is great but the people in management are thriving snakes and constantly lie to make themselves look better	12/17/2019 1:38 AM
1421	They want to get rid of employees and have robots work 24-7	12/17/2019 1:37 AM
1422	It's getting better as a whole	12/17/2019 1:36 AM
1423	If I didn't have the time I have in here I would be looking for something different if that tells you anything	12/17/2019 1:36 AM
1424	I have always made a good living working for the railroad but lately I feel less and less secure in my job. I feel like any day my job is going to be taken. It causes a lot of stress in return at times takes my focus off the task at hand.	12/17/2019 1:35 AM
1425	Love what I do for a living hate going to work for beancounters that only look at #'s	12/17/2019 1:34 AM
1426	Extremely disappointed that a company can treat it's people so poorly. I am a fourth generation	12/17/2019 1:32 AM

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	railroader and I'm am scared for the future of this industry. There will not be a fifth generation.	
1427	The top executives at Union Pacific are lying to the stock holders and public while they are gutting this company in the name of profits	12/17/2019 1:32 AM
1428	Profits first , production second and safety last	12/17/2019 1:32 AM
1429	Very little if any respect for the railroad. I'd love to find a career with a pension and medical like the railroad.	12/17/2019 1:32 AM
1430	They're trying to streamline, make cuts and utilize assets at whatever cost they can..whether it is good or bad for the employees	12/17/2019 1:31 AM
1431	They dont give a crap about us just how they can make another dollar while cutting forces and making everyone else work harder if any one really cared for us then we would have a hog law for mow workers cause they dont care about you being over your hours for driving they just make you keep going	12/17/2019 1:30 AM
1432	The hedge fund babies must be happy, and they will put me out of a job	12/17/2019 1:29 AM
1433	I wish the company would worry more about morale and employees safety than the stock price for shareholders.	12/17/2019 1:29 AM
1434	Don't care about anyone who works for them just the shareholders	12/17/2019 1:28 AM
1435	Glad its over and im not getting fired. Never in 25 years have i been more stressed out on a completion of almost always a 12 hour trip...	12/17/2019 1:28 AM
1436	They are becoming more about profits than safety. \$\$ Their biggest concern for safety is the cost related to accidents and injuries! \$\$\$\$\$ They continue to write vague rules that are not well defined and often leave more questions than answers. Only to push the responsibility onto the employees if an injury should occur. When employees ask for specific information concerning a new rule, the Carrier's response is often not adequate to answer our questions. I have been waiting approximately three weeks to be in compliance with our latest new rule. I have requested an "approved" portable lighting device for use on night call outs! Your guess is as good as mine as to where it is. We are told of a budget crunch (on a RR with continuing record profits) , and no unnecessary spending until sometime next year! Safety is taking a back seat to profits!!!\$\$\$	12/17/2019 1:26 AM
1437	Uncertainty. I think there only concerned with ratios and velocity numbers. Trying to please the board members. I have a feeling they are willing to do anything to make numbers. Ask for short cuts to be made, furlough mass employees, counterfeit instructions and repairs.	12/17/2019 1:26 AM
1438	Worried about the direction of this company because I have heard rumors of what precision railroad does after they have made there money and basically tear the company apart	12/17/2019 1:26 AM
1439	Complete garbage. Sacrifices our safety for they're profits. Just last week we were told dont order anything or spend any money till next year. There went our monthly safety supply money.	12/17/2019 1:24 AM
1440	No regard for the employee and the employees safety	12/17/2019 1:24 AM
1441	The BNSF initiative for employees proved to be a positive experience in my opinion.	12/17/2019 1:23 AM
1442	I'm proud to work for the greatest railroad in the US. Excited to see where technology takes us in the and how it Impacts the country	12/17/2019 1:22 AM
1443	Only care about the shareholders and their own bonus and will do whatever is takes to get it	12/17/2019 1:21 AM
1444	Its all a money scheme thats all psr is about. Do whatever you can to put more money in shareholders pockets	12/17/2019 1:21 AM
1445	That they really dont care about us all they care about is profits corporate greed will eventually collapse these companies and the blue collar workers will ultimately pay for it	12/17/2019 1:21 AM
1446	How greedy they are	12/17/2019 1:20 AM
1447	It's all about the shareholders.	12/17/2019 1:19 AM
1448	I look for a new job almost daily.	12/17/2019 1:16 AM
1449	Big corporation and I'm just a number! I understand they have to make money, but at what cost is it enough!	12/17/2019 1:16 AM



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1450	We all invested our time, effort, and lives to make our business successful only to watch it being destroyed from within. There is no longer loyalty, pride, esprit de corps. We are in the middle of a war on employees. Watching brothers and sisters lose their jobs many during the holidays has been unbearable. The few are destroying our lives, our work, our railroad. We call this NS fuckery.	12/17/2019 1:16 AM
1451	until psr started i felt like i had a stable job and retirement and people cared about the work they did and the public. now i wonder if i will have a job to retire from or a pension to retire. my employer is all about making money and shareholders happy and dont care about their employees or the public along as they make that next mighty dollar	12/17/2019 1:16 AM
1452	It's sad cause it's all about money, safety & employees dont matter anymore	12/17/2019 1:16 AM
1453	Can not wait to find something comparable benefit wise.	12/17/2019 1:15 AM
1454	Unorganized , hindering , unsupportive	12/17/2019 1:15 AM
1455	15 years service and looking for a new job. To be threatened that you better switch more cars i dont care if you break the rules that have gotten people fired in the past. We need numbers is very stressful	12/17/2019 1:14 AM
1456	I think they are fair until your body goes to hell and they take 0 responsibility.	12/17/2019 1:14 AM
1457	My employer absolutely sucks. Upper management (superintendent and above) is absolute human garbage.	12/17/2019 1:12 AM
1458	Would like to be able to go back to work.	12/17/2019 1:11 AM
1459	We have just turned into a number and all passion and appreciation has went out the door with the new young managers out here now that has no railroad experience.	12/17/2019 1:10 AM
1460	They could care less about there employees they have the best workforce mostly veterans but at the end of the day I wouldn't refer no one to work at the railroad	12/17/2019 1:09 AM
1461	They are just destroying the company for short term goals.	12/17/2019 1:09 AM
1462	As long as they pay me and let me see my family a reasonable amount of time I have no problem with my employer.	12/17/2019 1:08 AM
1463	Shareholder focused. Forget the customers who actually pay your bills. Customers are getting screwed over left and right and they are leaving and just using trucks to get their products most likely never to return. Safety is non-existent. PSR is a joke to everyone on the bottom, including managers because they're just as susceptible as we are on getting their job cut.	12/17/2019 1:07 AM
1464	They have no morals and questionable ethics at best. They are playing a shell game with Wall Street just like celadon. They just haven't been caught yet.	12/17/2019 1:07 AM
1465	They're awful. I'm looking for somewhere else to work	12/17/2019 1:07 AM
1466	Their Greed will be the death of this railroad and many others.	12/17/2019 1:05 AM
1467	Great and safe company to work for up until a year ago, I can see internally that there are going to be severe safety issues within the operating area of the company.	12/17/2019 1:05 AM
1468	I'm still proud to have a job and be able to provide for my family although since PSR went into effect we've all been wondering how much longer we will be able to say that	12/17/2019 1:04 AM
1469	They have no idea how bad they are ruining the company	12/17/2019 1:04 AM
1470	Not about the employee or family's just money ofcourse... stop hiring people straight outta college that know nothing about railroading just numbers	12/17/2019 1:04 AM
1471	I would not recommend that anyone I know come to work for csx.the only people that give a damn about you are the people you work directly with day to day.your are nothing but a name and a number elsewhere in this company	12/17/2019 1:03 AM
1472	I love the railroad but the company I work for needs a whole cultural change they don't see the big picture and they don't see that wall st is knocking at the door. It's only a matter of time when wall st takes over their entire world and mine is going to change	12/17/2019 1:02 AM
1473	Being the largest class one railroad, they always come up short. The dollar is all they care	12/17/2019 1:02 AM

## PSR Survey

about and they only worry about safety when it's convenient for them. Which is proven on almost a daily basis.

1474	The stockholders are running the company. They'll pull out after they've squeezed every last penny and leave the company stripped bare and broke	12/17/2019 1:02 AM
1475	Greed.	12/17/2019 1:02 AM
1476	I want to quit EVERY single day, because I am tired of doing my very best day in and day out only to fear that in return my job will be cut off due to budget cuts for upper management to make more money off of my back.	12/17/2019 1:01 AM
1477	While I want CSX to be profitable, I do not like seeing them run it into the ground to appease a hedge fund who has no plans on staying invested in the company. Does the Government and the general public really want a Class 1 railroad to go under and cause harm to our economy and the world economy so a few guys can get filthy rich and move on to the next big thing? They are greedy and have lost sight of the railroad culture and the importance of what we do. Service customers! Would like to see us gain new business which is not in the PSR module.	12/17/2019 1:01 AM
1478	They will do anything I mean anything to drive up stock prices to line the few elite shareholders povkets	12/17/2019 1:01 AM
1479	They're immoral, corrupt, and only have the best of intentions for themselves at any cost of the people on the ground keeping the railroad together for them	12/17/2019 1:00 AM
1480	Due to the cut backs across 5he board we are filling un sure of job security	12/17/2019 1:00 AM
1481	It's a just a job now it's hard to come to work now it's not railroading it's just a job	12/17/2019 12:59 AM
1482	They're unethical, have no interest in the well being of their employees, and their only interest is the all important operating ratio. They're killing the goose to get the golden egg, so to speak.	12/17/2019 12:59 AM
1483	Need to go back to respecting workers	12/17/2019 12:59 AM
1484	Think it's a shame that the company puts profits over there employees, people that have gave most of their life to make this company #1 and gets laid off!!!!!!!	12/17/2019 12:59 AM
1485	Evil greedy bastards with no concern for the safety of their employees. Or the general public	12/17/2019 12:58 AM
1486	I dont trust them to do right by me or my family in any way shape or form. I feel like they have created the ultimate hostile work environment.	12/17/2019 12:58 AM
1487	The best paying job (overall) I have had, but I earn every penny. M.O.W. doesn't get much respect (as compared to transportation). We get paid far less and the work is more difficult. The statistics don't lie! What percentage goes off into retirement for medical reasons? Does that sound like something you would recommend to your loved ones? This job, while pays OK, is hands down the most rinky dink operation I have been involved in.	12/17/2019 12:58 AM
1488	I think it has become much harder to function in the job. Because of the atmosphere that exists on the railroad today	12/17/2019 12:57 AM
1489	I am pursuing other employment and will never recommend them to anyone I know or meet	12/17/2019 12:57 AM
1490	Their priority is stock holders above all else, including safety.	12/17/2019 12:57 AM
1491	They neither care for the contract employee, or respect the contract employee or labor force as a whole	12/17/2019 12:55 AM
1492	We are just a number to them	12/17/2019 12:55 AM
1493	They don't care about employees	12/17/2019 12:55 AM
1494	Stock price drive, profit over safety company.	12/17/2019 12:54 AM
1495	They have let everyone down, just to make more money for shareholders	12/17/2019 12:53 AM
1496	They're not railroading. It's all about shareholders.	12/17/2019 12:52 AM
1497	They're the devil	12/17/2019 12:51 AM
1498	They are pissing away customers. It's the shareholders (wall street) that's the only thing that matters. Profits at any cost.	12/17/2019 12:50 AM

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1499	All they care about is money and a warm body to move trains.	12/17/2019 12:50 AM
1500	God let me get out of here before I'm fired. Or before they give me some stupid job to do. But then I'm going to get in trouble for working overtime. It's a lose lose situation. I like my job and what I do but hate the employer most of the time. I also always wonder when I'm going to be furloughed next.	12/17/2019 12:50 AM
1501	No comment	12/17/2019 12:49 AM
1502	I'm disappointed that they are trying PSR a program that's never proven successful. they changed our work schudel to give us less time with our familys... less pay..less heath care. bottom line I'm in the process of seeking other employment. UPRR doesn't care about its work force or our safety	12/17/2019 12:48 AM
1503	That CSX has put profit above all Else.	12/17/2019 12:48 AM
1504	They are greedy, and leave me scared for my life in some instances, and scared for my job in others. Safety is the LAST thing on the UPs mind. Safety extends only so far as to prevent loss of life. It is NOT a day-to-day thing. There are more Sherman Hill-type incidents in this company's future. And they don't seem to care.	12/17/2019 12:48 AM
1505	I am no longer employed by BNSF. It was a hard way of life as a track worker. This seems to be another effort though to cut unneeded waste of time and/or lack of efficiency by employees . Efficiency mostly only happens with a well thought out plan. In my 20+ yrs of employment, lack of efficiency was due in part to both supervision and the workforce. Bad supervision was mostly to blame though, although "Union" supervision was greatly missing from the equation too! If the Unions of today don't start, and enforce, a self- governing and disciplinary ideal, then they will be doomed, as will our country. Contrarily, if they, (Unions) do invoke this element of safety, universally beneficial to employer, employee, (I still believe "employee" IS the Union) and country there will be a steady sustainable strength built and a lasting improving relationship. My too cents for waht if anything it's worth. The Union's lack of disciplinary efforts greatly were missing when I was in service. Thank you.	12/17/2019 12:47 AM
1506	To many non rail roaders in management who have no idea of how to railroad. Nobody is willing to step up and say that's not how it's done. They are all worried about losing they're job. They have no idea what goes on in the field.	12/17/2019 12:47 AM
1507	Greedy people at the top ruining iconic proud brand of its people of Union Pacific Railroad.	12/17/2019 12:46 AM
1508	Not very good ones.	12/17/2019 12:46 AM
1509	I used to love my job but we are just a number nowadays UP was a family company but now it's all about the stockholders an not the employees	12/17/2019 12:46 AM
1510	Use to be good now greed has set in if I was younger I would find another job , tell everyone stay clear of the railroad jobs suck hate going to work management is stupid always out for themselves , company is all about the money and the shareholders , don't give a dam about it's employees	12/17/2019 12:45 AM
1511	I love my job, but despise my employer.	12/17/2019 12:43 AM
1512	Still a good job, but it's not as joyful as it use to be	12/17/2019 12:43 AM
1513	Lately they have put a bad taste in my mouth cutting off all the job and furloughed workers to please share holders by any means.	12/17/2019 12:42 AM
1514	When the CEO told everyone at a town hall that, "if you don't like it, this is not the only place to work," I lost what little pride I had left in this company. I don't care anymore.	12/17/2019 12:38 AM
1515	Money hungry and doesn't care about its employees	12/17/2019 12:38 AM
1516	Not the place i started with 30 years ago	12/17/2019 12:38 AM
1517	I like my job. It used to be"fun" coming to work. You never know what is going to happen one day to the next. There's always a thought now of will this be it, because of the low volume of traffic,they decide they no longer need you. The company is more concerned with making the shareholders happy rather than their employees.	12/17/2019 12:38 AM
1518	They suck. Happy to have found a great job while furloughed till these guys figure out what they're doing.	12/17/2019 12:37 AM

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1519	UPRR is doing more with less for absolutely no reason. The business is still extremely profitable without PSR. On the ground as a younger switchman with 6 years, I can see older employees once valued for knowledge of the job and their safety record now treated with contempt for not keeping pace with others.	12/17/2019 12:36 AM
1520	They could really do a better job of putting their people first and not the stockholders.	12/17/2019 12:36 AM
1521	All they care about is money, stocks, and profits	12/17/2019 12:36 AM
1522	Can't go home fast enough	12/17/2019 12:34 AM
1523	Do to psr it has caused me to fear for my job and safety while at work	12/17/2019 12:34 AM
1524	They dont care about me, I'm literally just a warm body to fill a job. They could care less if I was injured or killed at work, or if they ruin my life to make shareholders more money	12/17/2019 12:33 AM
1525	The company does not care about their workers and their workers no longer care about them.	12/17/2019 12:32 AM
1526	Wish I worked at walmart	12/17/2019 12:31 AM
1527	PSR has forced many railroaders to reexamine their career choices. We just try to lay low and avoid getting caught up in the discipline process. We don't come to work looking to do a good job anymore, only stay out of trouble.	12/17/2019 12:31 AM
1528	I feel that they I longer care about safety, they have put money above people.	12/17/2019 12:31 AM
1529	They want to please the stockholders at whatever cost it takes , including the people that do the day to day operations.	12/17/2019 12:30 AM
1530	I used to love working on the railroad now I hate it.	12/17/2019 12:30 AM
1531	They and major don't care about the economy, employees. Only care of they're fortunes	12/17/2019 12:30 AM
1532	It's sad honestly. I understand a business aspect due to having my own and I completely understand streamlining ur process even this it effecting me I get it. But to boast of your record profits then try to tell us how tail traffic and volume has slowed is completely in professional. Imagine being at the bottom and right before Xmas loosing your job and your children not understanding why they revived hand me downs while your bosses children are in 3 piece suits. Kind of a kick to the stomach as a man and you have done everything you possibly could do to give them the best but constantly being pushed down. Really can make an employee bitter	12/17/2019 12:30 AM
1533	Unreliable, immoral, unappreciative	12/17/2019 12:28 AM
1534	Used to really enjoy my job with csx, but the way their heading today. Isn't the company I signed with.	12/17/2019 12:27 AM
1535	They need to do away with the prs and conduct work like before, better quality track was produced.	12/17/2019 12:27 AM
1536	That they do not care about safety or employees. They only care about stock prices.	12/17/2019 12:27 AM
1537	I used to love working for CSX. I enjoyed my job. I went above and beyond the call of duty. I spent time working with my fellow employees and tried to foster the team mentality at every turn at work. Now, I'm just eager to get away from work as quick as I can. They have rewritten the details of railroading and have spent zero time trying to explain their desires for implementation of said changes. I equate my relationship with CSX as being in a terrible marriage now. I'm only in it for the kids....	12/17/2019 12:27 AM
1538	I like my job and can feel fulfilled and happy about what I was able to do most days. However the railroads that are trying to use PSR are not worthy to make the profits that they do and should really take a long look in the mirror and decide if they are happy about what they are doing to all their employees, their families, and the public that relies on them. If I were in a position of power, there is no way I could ever destroy a legacy just to make a buck.	12/17/2019 12:27 AM
1539	We are just a number. One goes down and we know another one is not coming to replace him/her. We have lost people to deaths this year and nothing is said, like they dont exist. This place is ran with greed. There also have been quit a few people quit the RR. I have never seen this prior to PSR. Plus, there are many already looking for jobs elsewhere. Never heard of that either.	12/17/2019 12:26 AM
1540	They will do anything to make a dollar and in some situations overlook federal laws	12/17/2019 12:26 AM

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1541	Just be a railroad and run trains for your costumers!!!	12/17/2019 12:25 AM
1542	Seems they are cutting all costs to lower the operating ratio to appear better to their stock holders, at the expense of their work force.	12/17/2019 12:25 AM
1543	I really hope conditions between mgmt and employees goes back to the way it was 10 years ago where managers actually cared about the well being of employees	12/17/2019 12:25 AM
1544	Like i said before I love my job and truly care about my job!!! I don't believe the job cares about us period!	12/17/2019 12:24 AM
1545	Been here 15 years . I've seen a lot of changes good and bad . Most of it bad unfortunately. The way we're treated it's a matter of time I'll be moving on along with other co workers. They will relize that there are far better company's to work for . I would rather make less on the hour than be miserable.	12/17/2019 12:24 AM
1546	More concerned about profit than people. Engaged in unethical business conduct.	12/17/2019 12:23 AM
1547	Shareholders are what matters to them. Not our safety or working conditions.	12/17/2019 12:22 AM
1548	They just want to run trains whether the tracks are safe or not.	12/17/2019 12:22 AM
1549	They are a greedy, soulless and corrupt corporation, who have traded their morals and ethics for money and share price.	12/17/2019 12:19 AM
1550	They're putting safety second making money first.	12/17/2019 12:18 AM
1551	It's all about the share holders and not about the employees!!!!	12/17/2019 12:16 AM
1552	different than before	12/17/2019 12:15 AM
1553	All they are concerned about is attempting to make money but in the long run I feel they will lose out on production, quality, service and cost themselves money	12/17/2019 12:14 AM
1554	They are producing a hostile work environment, with all the o test . This is the only job I've had , were the employer is out to fire or punish their employees.	12/17/2019 12:14 AM
1555	1	12/17/2019 12:13 AM
1556	A bad taste in the mouth	12/17/2019 12:12 AM
1557	They are making a big mistake with PSR, in my opinion it is incredibly short-sighted. They are cutting workers and infrastructure to make their stock rise. It cannot last. I'm glad to work for them, glad I still have my job, but I'm worried about the future.	12/17/2019 12:12 AM
1558	I enjoy my work. I like what I do. Take pride in what I do. Just wish we wouldn't have been put in a position to put a increasing work load on less personnel.	12/17/2019 12:10 AM
1559	It's been a good job for me thru the years but most people I work with will say it sucks, and they wished to work somewhere else. For less money also. I on the other hand have a weekend off job which is rare so its ok ,its been easier for me this time.	12/17/2019 12:10 AM
1560	Union Pacific is a terrible company. They lie, cheat, and steal to get what they want. They are not just cheating there employees, they are also cheating their customers.	12/17/2019 12:10 AM
1561	I came to them for a job they did not come to me I still love my job and make the best out of it would like to see it go back to the old railroad	12/17/2019 12:09 AM
1562	My employer has no care in the world for anyone or anything that isn't making the shareholders money. Safety is one of the only things holding them back from making shareholders happy.	12/17/2019 12:05 AM
1563	All negative	12/17/2019 12:05 AM
1564	I am easily replaceable. Next one up is how I feel about my employer. The people/workers are the heart of the company and we should be more valued. They make big money we see little change. If PSR is so great and profitable then why dont the hard working men and women see the benefits from it as well?	12/17/2019 12:04 AM
1565	Production over safety. If bonuses are at stake safety is avoided at all cost	12/17/2019 12:04 AM
1566	Union Pacific should be embarrassed by the actions they have done!	12/17/2019 12:04 AM

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1567	10 hour work days for employees means alot to me. At least I would feel like they paid me for my time and agrivation for working a fifth day if I had to. They sure are making real good money doing precision railroading you would think they wouldn't mind paying employees 10 hour work days for the people that hold a floating job	12/17/2019 12:04 AM
1568	Watching them burn in the aftermath when the hedge fund is done raping them will be sad yet satisfying	12/17/2019 12:04 AM
1569	It has gotten less enjoyable to go work	12/17/2019 12:04 AM
1570	I used to be proud of my job. Know, I just want my check to clear on the 10th and 25th. Moral is at an all time low and there is a Us vs Them atmosphere now.	12/17/2019 12:03 AM
1571	I'm embarrassed to work there due to the lack of commitment to safety, I definitely don't recommend my company regardless of the position	12/17/2019 12:03 AM
1572	ABSOLUTELY do not have any love for the present MANAGERS and Company. I hope this changes...I LOVE THE RAILROAD, but at what price?	12/17/2019 12:02 AM
1573	Go home unhurt	12/17/2019 12:02 AM
1574	They preach safety. But we all know their full of crap.	12/17/2019 12:01 AM
1575	I'm actively testing for the state police and fire service. This is in no way a career and I'm 33 and not spending another 10 years like this. My thoughts are that my employer is pandering to the jackals on Wall Street and the expense of public safety and their customers as well as us as employees	12/17/2019 12:00 AM
1576	I love what I do but can't stand who i'm doing it for(Csx)	12/17/2019 12:00 AM
1577	None	12/17/2019 12:00 AM
1578	All about the profit line	12/16/2019 11:59 PM
1579	I think they are gonna run it in the ground after billions are made and walk away leaving us high and dry	12/16/2019 11:59 PM
1580	Nothing positive to say	12/16/2019 11:59 PM
1581	Tired of watching My back.	12/16/2019 11:58 PM
1582	I almost regret the last 6 years I've worked for them. I love my job and would love to go to work but unfortunately I've been furloughed for the last 4 months. If change doesn't come soon I may have to seek employment somewhere else.	12/16/2019 11:58 PM
1583	They don't care anymore. There used to be some appreciation from the carrier, not anymore. I've worked for them for 14 years. I'm not going anywhere the benefits are too good. With each contract they continue to get worse. At some point they'll be equal to what anyone could get somewhere else and you'll see some employees choose not to do this work. Until then railroad big business will continue to win the employee will always be just a number. Nothing will change.	12/16/2019 11:57 PM
1584	I honestly used to be proud of my job and when asked I would tell people who I worked for, now that isn't the case. With 20 years of service I find it difficult to see a positive in the next 20 I'll need to retire.	12/16/2019 11:55 PM
1585	Overall good but the constant watching our every move and looking for ways to write us up is overwhelming	12/16/2019 11:55 PM
1586	Greedy. Money and investors over anything else.	12/16/2019 11:54 PM
1587	Selfish, greedy, lack of concern for the people that make them money.	12/16/2019 11:54 PM
1588	They have made it clear that the employees don't matter. The only thing they said matters is the shareholders.	12/16/2019 11:53 PM
1589	Dictatorship...1st place I've ever worked that instead of trying to help you succeed and move up..This company is constantly setting you up for failure.. it takes no consideration into you or what family values are.. its 24/7 365 availability..and let's not even discuss being off for holidays!	12/16/2019 11:53 PM
1590	Way too top heavy. Have zero interest in their employees, only themselves and bonuses	12/16/2019 11:51 PM



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1591	I understand the economic push for the company to be efficient and profitable, however without proper safety and regards for worker needs, and treatment in a professional and respectful manner that's all it becomes is a purely money based endeavor, and that ruins loyalty to the overall mission.	12/16/2019 11:51 PM
1592	Good	12/16/2019 11:51 PM
1593	I try to be thankful for them but they make me sick. I'm so sorry my life has gone down this path. I wish I never went to work for them. I am super easy to get along with, I can get along with every type of person but the new managers have pushed me over the edge a few times now where I can barely control myself and lash out. I stay awake all night on many nights so stressed out and mad about having to keep going there to be treated and talked to so poorly and see how've they've torn everything apart we worked so hard to build.	12/16/2019 11:50 PM
1594	Worst rr to work for now when it used to be a great job. They put the almighty dollar over the safety of every employee out here. They preach safety first but they lie on paperwork and don't care what you have to say	12/16/2019 11:50 PM
1595	Look for a new job	12/16/2019 11:50 PM
1596	I think profits come before anything, bonuses come before safety, the railroad is cutting back on safety improvements in lieu of profits, my work environment is more dangerous than when I hired out, cutting boards thin and over working us	12/16/2019 11:49 PM
1597	My employer is like a snake with two forks of a tongue they praise you one second and the next they are trying to fire you.	12/16/2019 11:49 PM
1598	I only stay for the pension. I don't feel my company cares about me or my family or my quality of life. They make billions in profits, record setting profits, year over year, but don't give a crap about the people who make it happen. If I were to lose my pension, I wouldn't stay. Period.	12/16/2019 11:48 PM
1599	Just a number!!	12/16/2019 11:47 PM
1600	The actions the leadership of this company go against everything we have learned about the importance of our jobs. It isn't in shareholder interest to run the company into the ground.	12/16/2019 11:47 PM
1601	Greedy	12/16/2019 11:46 PM
1602	As long as work get don't care about us	12/16/2019 11:46 PM
1603	Typically I just think of what kind of bullshit are they going to pull next. Waiting for Monday mornings to see what company CSX sold out too.	12/16/2019 11:45 PM
1604	They don't care about their employees There for their selfs and putting millions in all their accounts	12/16/2019 11:44 PM
1605	Looking for a new job	12/16/2019 11:43 PM
1606	I love the job I now have but I wish my employer cared more about their employees instead of the stock price.	12/16/2019 11:42 PM
1607	I believe they care for our safety. I truly do, but it always comes down to cost. I understand they are trying to run a business, but with billions of dollars in net income. I believe they could do more. It is becoming a ok place to work instead of a great place to work. People used to look at the railroad for a lifelong career. Now I know multiple people who are looking for a way out.	12/16/2019 11:42 PM
1608	Bait us in with a job then lay us off, no good	12/16/2019 11:39 PM
1609	I love my job and my coworkers! But coming to work daily and they are changing everything mostly for the worse. Affecting both customers and employees!	12/16/2019 11:38 PM
1610	I love working here ... I love my job ... But there is a gap from the bottom to the top ..	12/16/2019 11:37 PM
1611	Poor. The moral is very poor. If my friend would ask if they should go to work at my work I tell them hell no! When you hire employees and lay them off after their training you will have a bad time finding employees to come to work there! If you have to pay a hiring bonus 20,000\$ and you still have a hard time finding employees this should tell you something as an employer. Your place is not a good place to work!	12/16/2019 11:37 PM
1612	Exactly the same response as above, horrible. I used to take great pride in telling people where	12/16/2019 11:37 PM

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I worked and what I did. Now? Utterly ashamed to say it.

1613	Was a great company to work for before PSR, proud of safety accomplishments. Morale is at all time low 21 years on job	12/16/2019 11:37 PM
1614	Worse place to work for most unsafe place to be in	12/16/2019 11:36 PM
1615	Stock prices are far more important than any employee	12/16/2019 11:36 PM
1616	Not as good as they were 20 years ago	12/16/2019 11:36 PM
1617	They only care about money!	12/16/2019 11:35 PM
1618	I love my job I love being a railroader my feelings on my employer they just need to be more mindful of us maintenance away we don't like feeling like we're the bottom of the boot because all in the end we're the ones that keep the trains running and tracks maintenance	12/16/2019 11:34 PM
1619	I feel as though it's all about the bottom line and not so much about the employees that bring in the revenue.	12/16/2019 11:34 PM
1620	Inconsiderate. Money hungry.	12/16/2019 11:33 PM
1621	I am indifferent to it. I just continue to work safe, look out for my workers, and follow the rules.	12/16/2019 11:33 PM
1622	Work with a skeleton workforce, bully customers and run customers off. All in the name of profits	12/16/2019 11:33 PM
1623	Our railroad is scrimping more and more to the detriment of the public and its employees at a rate higher then I ever thought possible and it gets worse every year.	12/16/2019 11:32 PM
1624	I feel my employer does not care about me or my safety. PSR is unsafe for everyone with these longer trains. Its a shame the FRA lets the railroads get away with this	12/16/2019 11:32 PM
1625	Shareholder first.....safety last	12/16/2019 11:32 PM
1626	Horrible, they dont care about the people.who work there, just the bottom line, they do worry about the changes made affecting people, they dont even know what it is we do for them and the environment we do it in	12/16/2019 11:32 PM
1627	I dread coming to work. My wife knows how hard the job has become, but she doesn't have all the details. My life used to be about being a proud railroader. Now I am just doing a job and hoping that I still have it in 3 years. I am stressed every single day and i have little to no hope for the future.	12/16/2019 11:31 PM
1628	They suck	12/16/2019 11:31 PM
1629	Amtrak is horrible.	12/16/2019 11:30 PM
1630	Need new ceo and new Union that actually fight for employees instead of boot lickers	12/16/2019 11:30 PM
1631	Depressed that I have 21 years to go. I have no skills because I hired out so young I know nothing else and I'm absolutely miserable. How do you move thousands of cars with hazardous materials with thousands of railroaders with my same exact mindset????	12/16/2019 11:30 PM
1632	the check always clears. but i dont recommend it to most people	12/16/2019 11:29 PM
1633	They care about one thing and one thing only...moving trains ro make money at any cost....even the workers.	12/16/2019 11:29 PM
1634	They suck. They dont care about us at all. Cutting men down to the point that it puts men home. Then ask why we cant get jobs done	12/16/2019 11:28 PM
1635	They could care less about employees. Their only concerns are profits.	12/16/2019 11:27 PM
1636	If he would only run the company by his signed contract. Not by his well taken of supervisor / manager.	12/16/2019 11:27 PM
1637	I love my job. I love the guys I work with. All the guys I have worked beside all agree with those previous statements. However, we also agree that we all hate working for our employer and are worried what the future holds.	12/16/2019 11:27 PM
1638	Instead of striving to a common goal where everyone sees long term success they're looking	12/16/2019 11:26 PM

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	for instant gratification for stock holders that look for nothing more than an easy penny.	
1639	Not what they used to be, they used to care for their employees but not anymore	12/16/2019 11:25 PM
1640	My employer has no concern for my safety, well being or quality of life. We are forced to violate hours of service	12/16/2019 11:25 PM
1641	Good man	12/16/2019 11:24 PM
1642	Greedy and Demanding. The feeling of having to worry about my every move with zero appreciation for the work I have performed safely and in a timely manner makes this company almost unbearable to work for.	12/16/2019 11:24 PM
1643	Hard to respect a company that doesn't bat an eye over cutting off employees, running less trains, and not communicating with what employees are left.	12/16/2019 11:22 PM
1644	A group of inane cowards who are bought and sold by the their wall street pimp daddies	12/16/2019 11:21 PM
1645	It's truly Turing into a joke! I'm seeking other employment opportunities	12/16/2019 11:21 PM
1646	I love what I do, but do not love who I do it for. The weight of the industry falls on our shoulders and we don't receive any benefits for doing more with less. We put ourselves at great risk yet we don't get bonuses like the upper management get. PSR creates a hostile work environment.	12/16/2019 11:20 PM
1647	20 years ago Employer took care of us, went by agreement and was thankful for our quality work. Now in 2020 they buck the agreement, and will not allow us the time, head count, material, or equipment to do our work. It's a quick fix which just barely meets FRA compliance.	12/16/2019 11:20 PM
1648	The checks don't bounce.	12/16/2019 11:19 PM
1649	They have become slave to the dollar, at any cost turn a profit	12/16/2019 11:19 PM
1650	Worst company in the nation, always looking for something better when I can I will quit.	12/16/2019 11:19 PM
1651	Actively seeing employment elsewhere when I find something closer to home	12/16/2019 11:19 PM
1652	i used to love my job and was proud to say i worked for csx, now i am a gps ,time clock robot that would never recommend it to anybody( unless i didn't like them)	12/16/2019 11:19 PM
1653	Business is business. I understand that. However, the damage PSR has done to its employees, those who make the money for the company may be irreparable. No one is happy with the company. The cuts are ridiculous. We now work more, for less. Commitment to Safety is a joke. The budget simply will not allow safety to be relevant.	12/16/2019 11:18 PM
1654	1. seems like company/employee relationships have really suffered since the implementation of PSR 2. i don't tell anyone about RR hiring anymore.	12/16/2019 11:18 PM
1655	It was a great job until psr came about. At the end Before I was furloughed it was a terrible place to work.	12/16/2019 11:18 PM
1656	I think they dont care about their customers their employees or the general public at large. I feel worthless.	12/16/2019 11:17 PM
1657	My employer hired Hunter Harrison at over 70 years of age without releasing medical information and paid him a hefty salary. I think it's dumb to pay someone like that to gut your railroad. Morale is at an all time low and most people hate coming to work. We are screwing customers over to cut workers pay and overtime. I don't think losing customers is a good way to run a business...	12/16/2019 11:17 PM
1658	They don't care about safety or the employees it's all about the stock. I was told weather it's true or not that NS has a 5 core principles and safety is not first it's the stock holders	12/16/2019 11:16 PM
1659	Norfolk Southern does not value its employees and only wants to increase profits for shareholders	12/16/2019 11:16 PM
1660	GREED!!! They care about every penny over the well being of their employees. They make huge profits, but they still decided to take days off away from us and change schedules and cut. Everyone knows they can still make great profits without attacking their employees, but they insist to do so. I and all I know that work for uprr would not recommend this job and we all see it just getting worse and worse. I used to be proud to say I worked for UPRR, but now i just hang my head a little	12/16/2019 11:16 PM

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1661	If I haven't been here for 27yrs I would be looking for a new job!	12/16/2019 11:16 PM
1662	They have no respect for the employees and they're family	12/16/2019 11:16 PM
1663	I hate them since they make it clear they do not care about me or my safety	12/16/2019 11:16 PM
1664	I love being a railroad but Canadian Pacific has turned into a dump since we got Hunter Harrison... conditions lineups equipment track everything has deteriorated to the point of shit... Once again...Hunter Harrison... Burn in Hell for all eternity.	12/16/2019 11:15 PM
1665	All they want to do is oppress the employees.	12/16/2019 11:14 PM
1666	Honestly the direction the company has went has left employees feeling like they are just a number and it's only a matter of time until jobs are cut more and more until eventually their number is up. A lot of people would ditch their seniority if another company offered them a similar salary and benefits	12/16/2019 11:14 PM
1667	No comment	12/16/2019 11:14 PM
1668	It used to be a company that provided service to it's customers. Now they really don't care about anyone except upper management and the shareholders. Not the public, nor employees.	12/16/2019 11:14 PM
1669	I am proud to be employed by uprr	12/16/2019 11:14 PM
1670	I have lots all respect for a company that instilled so many great opportunities and passions in employees lives to a complete 360 degree of change towards nothing but profits for the shareholders.	12/16/2019 11:13 PM
1671	Horrible. They have no compassion or respect for their employees.	12/16/2019 11:13 PM
1672	I love what I do. I take great pride in what I do. I try to do my best at what I do. But feeling like that the employer or carrier does not care about you or your family, and the way we are treated is heart breaking. Again I love what I do, but hate and strongly disagree with the ethics of the carrier.	12/16/2019 11:13 PM
1673	Sucks Ass!!! I invested alot of time in training and missed out on alot of.family life.for.Union Pacific just to get furloughed.....same on this bad company!!! No way to treat a disabled veteran or.any other employees.....I was tossed out.like garbage	12/16/2019 11:12 PM
1674	How does a business get gigantic breaks from the government and use them for personal gain only? The CEO and shareholders are wealthy folks who are stripping thousands of jobs from tax paying Americans. The same tax paying Americans that are allowing the government to give them a break. We vote "yes" to helping the company. They vote "No" to helping the common man.	12/16/2019 11:12 PM
1675	If it wasnt for the retirement and health care I wouldn't work here	12/16/2019 11:12 PM
1676	Union Pacific is not a well managed company. Also, the share-holders are valued more than its own workers. No one wants to work there, including myself. Pretty sad.	12/16/2019 11:11 PM
1677	They are very greedy. And dont care for employees safety.	12/16/2019 11:11 PM
1678	Only care about stockholders not stakeholders.	12/16/2019 11:10 PM
1679	I have many years on the railroad, and I've always been proud to speak of my job and what I do. And fornsll rhose years, I've felt secure and enjoyed coming to work and doing my job. Now, under PSR, it's constant worry and fear that we aren't going to have a job at any given moment, not to mention the heartbreak of seeing 100's of my coworkers with young families and bills to pay have the carpet yanked out from under them. I've never seen morale so low.	12/16/2019 11:10 PM
1680	I am ashamed of what they are doing to a 150 yr old company, I am ashamed at how they treat us employees , I am tired from being worked non stop because they are keeping all boards cut so short that you are being called from the minute you are tested till you take your assigned job, my family is suffering as well with the constant calls 24/7 , they do not care for us as people and only care about lining their own pockets while stealing money out of ours and we have proof to back that up. They are also changing job start times after you are in duty to avoid paying tow in and overtime . I love my job and the people I work with but I can stand the management team and ceos because of the way we are treated and harassed . I would never recommend any person I know to work for this company	12/16/2019 11:09 PM
1681	I think this PSR only favors the shareholders and puts the employees on the ground at an	12/16/2019 11:08 PM

## PSR Survey

enhanced risk. We are expected to get the same amount of work done in 5 or 6 hours that should safely be done in an 8 to 10 hour window. We have had to sacrifice two extra days with our families with this new schedule for traveling to and from gang locations, with nothing in return for our sacrifice. It seems as though the company is cutting jobs and expenses any which way they can with no regard for their employees.

1682	No longer a job I try and get people to go to but one to stay away from	12/16/2019 11:08 PM
1683	Careless of the employees but shareholders are clearly important	12/16/2019 11:08 PM
1684	For the first time in my 13 year career I dread going in to work for this company because of the higher up managers and leaders. They have made our jobs more difficult to do by binding our hands with senseless rules while expecting us to get more done. For example, they illegally changed our shift to night in order to make field welds during the time block for the tie team. During this time they complained about our 2 welds per night even though we safely worked in hazardous conditions and poor lighting. They said we should be getting 5 and 6 welds per night because other teams did during their track time. By their own rules it takes a minimum of 2 hrs just to make 1 weld and 2.5 hrs if it's a closure and that's in "normal" conditions. That doesn't include job briefing, driving out to work area, hi-railing in to work area, and hi-railing out, not to mention the mandatory 30 minute break for CDL and pre and post trip inspections.	12/16/2019 11:08 PM
1685	This company is going down the tubes so people can get rich on stock	12/16/2019 11:06 PM
1686	Corporate greed	12/16/2019 11:06 PM
1687	Definitely not the enjoyable company I used to work for.	12/16/2019 11:05 PM
1688	They don't care about me. Just their bottom line.	12/16/2019 11:04 PM
1689	Not good I hate the corners that are cut for profit	12/16/2019 11:04 PM
1690	Nothing that I would care to share. Nothing good anymore I promise that	12/16/2019 11:04 PM
1691	I know they aren't happy	12/16/2019 11:04 PM
1692	Sorry. They care for profits at all costs, not just normal profits but record profits every quarter only to force people to look for new jobs.	12/16/2019 11:04 PM
1693	I'm grateful for my job, but I'm even more grateful for my union because at the end of the day I'm just a number to the my employer	12/16/2019 11:03 PM
1694	Maybe better when Lance Fritz is gone	12/16/2019 11:02 PM
1695	They really don't care about you we are just a number that can be replaced	12/16/2019 11:02 PM
1696	Glad i have job but its all about stock holders. Employees are not respected or cared for	12/16/2019 11:00 PM
1697	This use to be a job where you would encourage friends and family to apply, now I wouldn't recommend it to anyone. Instead of being a front running company, they took a practice that has had mixed reviews and forced us to do it. We were told when first started PSR that man power would not be cut and here we are with close to 4000 men and women laid off.	12/16/2019 11:00 PM
1698	Not positive at all.	12/16/2019 11:00 PM
1699	They care more about service than they do safety	12/16/2019 10:59 PM
1700	Works easy. Management bad	12/16/2019 10:59 PM
1701	It's all about the mighty dollar not about employees life's or safety	12/16/2019 10:59 PM
1702	They only care about the \$ that is it	12/16/2019 10:58 PM
1703	Used to be an OK place to work thought I had a career but PSR lead me to believe I need to find something else	12/16/2019 10:57 PM
1704	They are deliberately lying to customers and investors to artificially inflate stock values, while cutting resources and laying off necessary employees and ignoring needed maintenance and repairs in an attempt to make as much money in the short term, to the detriment of the company and our infrastructure	12/16/2019 10:57 PM
1705	Hmmmm	12/16/2019 10:57 PM

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1706	Place does not care about employees	12/16/2019 10:57 PM
1707	I love what I do for a living but don't know if I will have a job in the next 10 years and that's scares me.	12/16/2019 10:56 PM
1708	If it weren't for the hourly wage for benefits. I would not be here. I love what I do but the managers and supervisors that I work with make it a toxic environment	12/16/2019 10:56 PM
1709	I feel it's time to live up to the "Safety" they preach about. The minimal amount of workers at the local levels is going to become a safety issue if it hasn't already and all in the hope of saving money.	12/16/2019 10:56 PM
1710	Greedy, don't care about the workers at all.	12/16/2019 10:56 PM
1711	Higher executives are more worried about their pocket books and less about the employees that have worked hard and long and away from own families	12/16/2019 10:55 PM
1712	If I could find another job with the same or comparable wages and vacation I would leave. Retirement and vacation time is the main reason I stay	12/16/2019 10:55 PM
1713	Not so good, hopefully things can change soon	12/16/2019 10:55 PM
1714	I love working for my Company and want to do the best job I can for them but at the end of the day I am just another number to them	12/16/2019 10:55 PM
1715	They care more about their bottom line more than employees.	12/16/2019 10:55 PM
1716	You don't wanna know	12/16/2019 10:55 PM
1717	I used to really like my employer. They were about helping the team. Helping the employee get the job done so they get the job done. Now there is no team. They preach safety but don't deliver. They cut corners when they shouldn't.	12/16/2019 10:55 PM
1718	It's a good job. My employer cares more about their bottom line than me. I've grown used to it. We don't have safety meetings anymore. Most of our work trucks are worn out. Our equipment is worn out. Today I feel worn out. I have always been a number and will always be a number. As long as I'm out there getting trains going that's all they care about. Oh, and don't get hurt, that will cause someone a ton of paper-work. An investigation into " what went wrong". What rule did I break? Maybe another rule needs made so it never happens again, etc etc.	12/16/2019 10:54 PM
1719	They were spawn from satan himself.	12/16/2019 10:54 PM
1720	When BNSF was a railroad not a corporation, your supervisors had 20+ years of experience/railroad knowledge. Now, you aren't sure if the 20 something year old they threw in a position even knows what you are even talking about.... The company has gotten too big and it's become very disconnected with what railroading is really about.	12/16/2019 10:54 PM
1721	They care about 1 thing the bottom line	12/16/2019 10:54 PM
1722	The carrier bnsf is shifting towards this backwards approach to railroading in the name of the stockholders dividends. Not in the name of modernization or safety.	12/16/2019 10:52 PM
1723	I feel like as long as the shareholder gets his money they do not care about the general worker	12/16/2019 10:51 PM
1724	That moving trains is number one. Getting work done is number 2, and safety is number 3. Also that Transportation employees get paid more to do less work. The engineering side does all the work for the lowest pay.	12/16/2019 10:51 PM
1725	It's going downhill. Im looking for a backup in case they try to eliminate everyone to eliminate overhead.	12/16/2019 10:51 PM
1726	Employer is okay it's the management they have running it	12/16/2019 10:51 PM
1727	The company was not bad however since psr more is expected to be done with less there is no need to have a train more than two miles long	12/16/2019 10:51 PM
1728	I enjoy the railroad and my brothers I work with. I know times change and they always will. PSR has placed more importance on shareholders than it has customers and employees. PSR has ruined many relationships, and hopefully something will change to mend those	12/16/2019 10:51 PM
1729	Negative	12/16/2019 10:51 PM



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1730	I love working for CSX they are in general a great company. But need to get rid of PSR and care more about people than profits. This hedge fund is going to be our down fall.	12/16/2019 10:51 PM
1731	There's a reason why Union Pacific has been labeled the worst company in America to work for in 2019. The stats dont lie. Working conditions are terrible and employee safety is not their number 1 priority as they claim. I love my job and what I do, but the company is ruining it for me.	12/16/2019 10:50 PM
1732	They make many promises, but deliver on few...only if they benefit the company in some manner.	12/16/2019 10:50 PM
1733	I used to think that I had a good, stable job with plenty of work to be done and job security. Now we are constantly looking over our shoulder thinking jobs might get cut. I know of many guys who are looking for other jobs "just in case". For most of us, we are past the age to find another career with retirement benefits. If I lose this job, I'll be struggling to provide for my family until I die.	12/16/2019 10:50 PM
1734	They no longer care at all about its employees or customers.	12/16/2019 10:50 PM
1735	I hate our current administration and would like to see a vote of no confidence.	12/16/2019 10:49 PM
1736	They are breaking our bodies for their own profits to appease the stock holders	12/16/2019 10:48 PM
1737	I AM A RAILROADER	12/16/2019 10:48 PM
1738	Union pacific is a greedy money hungry company that cares for nothing except the bottom line. Screw the people actually working	12/16/2019 10:47 PM
1739	All that matters is making money for the share holders and themselves. We are just an unwanted liability between them and fat profits they think will make them winners.	12/16/2019 10:47 PM
1740	I despise them.	12/16/2019 10:47 PM
1741	Corporate greed is a terrible thing	12/16/2019 10:47 PM
1742	I use to be proud to work for UP. Now I am on the verge of a career change. All I do is work.	12/16/2019 10:47 PM
1743	It's hard to come into work each day knowing what they are doing and how they are treating employees and customers!	12/16/2019 10:47 PM
1744	Seems like they waste money on a lot of silly things but are worried about the budget all the time	12/16/2019 10:47 PM
1745	If I didn't have 12 years in I would look for another job	12/16/2019 10:46 PM
1746	They have no consideration for us or our families	12/16/2019 10:46 PM
1747	I am very unhappy with the direction the UP is headed.	12/16/2019 10:46 PM
1748	They've let the shareholders decide on how this railroad operates. We used to be all about making are track the best out of all of the railroads. But unfortunately now it's about getting that return on investment as if this company didn't make enough money.	12/16/2019 10:45 PM
1749	From my railroad I don't think they care as much as the did back in the 90. All they care about is running trains and working mow workers very long hours with minimal workers	12/16/2019 10:45 PM
1750	Wish we would work together and go back to the good day's of railroading this is just a mess and feel like nobody is running this company except greedy ceos	12/16/2019 10:45 PM
1751	I don't like this place and wonder how long this place is gonna last. They push you and want more out of you but when it comes to the company giving they don't budge. What ever is convenient for them. They mess with there Employees and do not go by the contract. And there is no consequence for the company.	12/16/2019 10:44 PM
1752	They only car about money. Not about customers, sustainability, or it's employees.	12/16/2019 10:44 PM
1753	Cutting jobs effects lot of families	12/16/2019 10:43 PM
1754	It would be nice for them to think more long term	12/16/2019 10:43 PM
1755	They only care about stock holders.	12/16/2019 10:42 PM

PSR Survey

1756	Good employer but needs to be more open and aware to the needs of its employees. We are people not numbers. Our benefits decrease, our mileage to travel never changes, our family time decreases it's often hard to not feel unappreciated. Of course our wonderful union doesn't seem to care much either. Our dues go up every year take take take and never give back!	12/16/2019 10:42 PM
1757	I have started looking for other employers due to the stress of having to work for supervisors with unrealistic timeframes and who do not put my safety above production	12/16/2019 10:41 PM
1758	I do not recommend this job to a friend or family. It is nowhere near the job it was 10 years ago but I'm too old to start over life again	12/16/2019 10:41 PM
1759	They only care about the shareholders and their profits and will literally do anything for them regardless of how imoral those actions are to their customers or employees.	12/16/2019 10:41 PM
1760	Greedy and very unethical	12/16/2019 10:41 PM
1761	They are a bunch of conceded, arrogant, pompous pieces of shit. They have no concern about their employees family life or livelihood. The most common pieces of shit I've ever worked for in my adult life.	12/16/2019 10:40 PM
1762	they are not worried about safety or their employee they are making some of the dumbest decisions ever	12/16/2019 10:40 PM
1763	I despise my employer. The first thing they did after implementing PSR was eliminate safety equipment(brake sticks) to save money. Got rid of safety boot program. Made steel toe boots no longer mandatory. Then started chipping away at my paycheck. I made \$20000 less this year than I did last year before PSR. The attendance policy is a spit in the face.	12/16/2019 10:40 PM
1764	Looking for a new job outside of the railroad industry.	12/16/2019 10:40 PM
1765	I use to love my job. I hope it goes back to normal so I can enjoy it again.	12/16/2019 10:40 PM
1766	We're are just bodies and not brothers and sisters anymore	12/16/2019 10:39 PM
1767	Moral is at an all time low which is a direct effect of management.	12/16/2019 10:39 PM
1768	I used to have a lot of respect for CSX. It was a job I was extremely proud of & it made me very loyal. I wanted to give an extra effort & give 100% every day. Now, I just look forward to retiring & am not as enthused to get my work accomplished.	12/16/2019 10:39 PM
1769	Care more about shareholders then employees	12/16/2019 10:39 PM
1770	They're work culture sucks.	12/16/2019 10:39 PM
1771	I don't see myself retiring here now. I don't look forward to going to work. Not sure if I will see my next paycheck. Seems like a totally different place of employment.	12/16/2019 10:39 PM
1772	My employer doesn't care about my safety or the safety of the guys I work with they care about the bottom line and what's good for the stockholders. If that means taking food from our families and jobs from our craft and or sending guys home they could care less. I've seen a steady decline in moral since the business model has changed.	12/16/2019 10:38 PM
1773	I hate everything about my employer except for the fact that my check doesn't bounce.	12/16/2019 10:38 PM
1774	I would never tell anyone to come to work for my employer.	12/16/2019 10:38 PM
1775	They've cow-tailed to Wall Street. They should sell their building in Omaha and let a hedge fund run the railroad.	12/16/2019 10:37 PM
1776	They threaten our jobs out here each and every day with this and contractors. I feel as though my union is now t backing us but backing the company against us	12/16/2019 10:35 PM
1777	Just another mega Corp looking to make more profit without regard to it's greatest asset, it's people	12/16/2019 10:35 PM
1778	They are a bunch of devil worshipping mfers	12/16/2019 10:35 PM
1779	Needs to change	12/16/2019 10:34 PM
1780	They need to worry a little less about the share holders. They were getting great returns to begin with. The company is more worried about money in their pockets than our safety and well-being!	12/16/2019 10:33 PM

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1781	I don't believe they are doing the right things. Corporate greed is all that matters. The derailment won't happen in their neighborhood	12/16/2019 10:33 PM
1782	I believed my employer wants to cut jobs at all cost necessary. They truly have fallen to the Barrons off Wall Street. The only thing that matters if their bonuses and their bottom line. Safety, efficient movement of trains, acquiring more business, customer satisfaction, and employees livelihood truly do not mean anything to these huge companies.	12/16/2019 10:33 PM
1783	When will I be cut	12/16/2019 10:32 PM
1784	I hate my job now.	12/16/2019 10:32 PM
1785	I'm just a number	12/16/2019 10:31 PM
1786	CSX is a poorly managed miserable place to work and PSR hasn't helped	12/16/2019 10:31 PM
1787	Overall, I believe my employer is a good company to work for. I do think there is a lot of 'good old boy' tactics in management. A lot of managing down with an iron fist instead of mentoring and helping managers grow. Everybody is job scared now more than ever. The union doesn't do a whole lot to improve for the BMWWE either.	12/16/2019 10:31 PM
1788	Its nowhere near the place I was hired into. There is no care for the employee anymore, just the bottom line.	12/16/2019 10:30 PM
1789	They could be so much more to employees and get so much more out of their employees if they would just remember we are not out there for only them ,we have families , pride, and good work ethics . However you can't beat a dog everyday without getting bitten.	12/16/2019 10:30 PM
1790	No COMMENT	12/16/2019 10:29 PM
1791	They are lying manipulators that use sleight of hand to shuffle numbers for stock increase. They are a horrible RR and even worse people that destroying the very country that built them	12/16/2019 10:29 PM
1792	I used to be proud to work for the railroad. Now I worry if I'll have a job/life daily.	12/16/2019 10:29 PM
1793	Of i didn't have so much time invested O would leave the industry. This employer only cards about the bottom line and not the employees that make it possible.	12/16/2019 10:29 PM
1794	Worse than it's ever been, and I'm fearful about even making it to retirement now.	12/16/2019 10:28 PM
1795	I love working for the railroad, it's sad that it's letting Wallstreet make decisions on stuff they know nothing about	12/16/2019 10:28 PM
1796	As of today they have furloughed everyone wit less then 4 years experience. Everyone else that's left is planning their exit, we all know that the carriers have no loyalty or value towards us employees	12/16/2019 10:28 PM
1797	They only care about money and when that runs out maybe we can get back to railroading.	12/16/2019 10:28 PM
1798	I think they are more worried about profits than anything else.	12/16/2019 10:28 PM
1799	If I didn't have 13 years to retirement I would go back to working in the oil fields. It is safer. The ONLY reason I am still here is the retirement.	12/16/2019 10:28 PM
1800	I'm currently looking for a new job. After 18 years of railroading, I'm sick of the company and their "take more" attitude. We used to get incentives for working safe and small tokens of appreciation for Christmas but now we just get cutt off	12/16/2019 10:27 PM
1801	Can't believe that they would put their employees through these kind of changes.	12/16/2019 10:27 PM
1802	They are beyond understandable profits and consumed with extreme greed at any cost. They have driven the employees morale and self worth to depressing levels. They refuse to do business with the smaller customers and tear out switches that enter into their facilities. I wish that I would have never worked for U.P. but am now locked in because of the retirement	12/16/2019 10:27 PM
1803	Just a paycheck	12/16/2019 10:26 PM
1804	No comment	12/16/2019 10:26 PM
1805	The V.P.S and CEO and CFO are going to cash out their stock and make a run for it.	12/16/2019 10:26 PM
1806	Im still not sure why PSR is supposed to be good, its short term growth over long term profits	12/16/2019 10:26 PM

## PSR Survey

so I dont know what the employer is thinking with their reasoning they are just shooting themselves in the foot. Not a fan of them atm.

1807	The bottom line/profits is their concern. Screw the customer, screw the employee, screw the track structure, screw the public, as long as they can make their operating ratio and the investor/day traders happy	12/16/2019 10:25 PM
1808	Cut throat, greedy, cheap, dishonest, and most disgustingly...two-faced.	12/16/2019 10:25 PM
1809	Greedy. They have proven with PSR that they truly do NOT care about us. They only care about record profits, at whatever cost.	12/16/2019 10:25 PM
1810	Greedy	12/16/2019 10:25 PM
1811	Greed nothing but Greed	12/16/2019 10:24 PM
1812	There only goal is the stock price above all else. No long term planning.	12/16/2019 10:24 PM
1813	Used to be a great job, now it's not.. Union Pacific is looked at as a job to no where job now	12/16/2019 10:24 PM
1814	Terrible company to work for	12/16/2019 10:23 PM
1815	Only care about the almighty dollar. All of the people trying to implement PSR don't know shit from apple butter about railroading	12/16/2019 10:23 PM
1816	I wish we were treated like an employee not some one walking on glass all the time. It's gotten a little better but still the same. Theres zero appreciation shown from the carrier	12/16/2019 10:22 PM
1817	I hate it. Six years in and I'm leaving. Profitability and numbers have made it very unsafe and unenjoyable. I feel sorry for not only the employees, but their customers.	12/16/2019 10:21 PM
1818	I think that they really don't care about their employees or the public. They just care about the bottom line. Just my opinion I may be wrong.	12/16/2019 10:20 PM
1819	when does this end or the main thing is when they plan on replacing us	12/16/2019 10:20 PM
1820	Union Pacific needs to care more about their employees instead of making record profits, or at least care equally about both.	12/16/2019 10:20 PM
1821	Believe it or not I love my job and take a lot of pride in what the railroad does for the country as a whole. I wish my employer would realize that constant growth and increased returns are an unrealistic goal, and that we need to get back to doing things right, safely, and correctly. Shareholders need to become SILENT partners, not the leaders in an industry they know nothing about.	12/16/2019 10:20 PM
1822	I'm thankful to have a very well paid job that provides for me and my family but it seems a shame that everything we do we are under the gun and being watched and they are trying to fire us. It seems as though working in TYE you are the whipping child. We are expected to be 100% all the time while anyone else that works for my company can do their job at 25% and less and nothing is ever said. We are expected to be 100% rules compliant up until the point when they need a train moved and then we are expected to get that train moved at any means possible	12/16/2019 10:19 PM
1823	I feel Union Pacific will do anything to make a profit. The employees are just a means to an end.	12/16/2019 10:18 PM
1824	Were just a number	12/16/2019 10:18 PM
1825	Only thing they are concerned with is profitability. Nothing else.	12/16/2019 10:18 PM
1826	My employer cares about stock prices. Not employee moral. Not about the "railroad family".	12/16/2019 10:18 PM
1827	I really don't have a nice word for them. I am in my 39th year.	12/16/2019 10:18 PM
1828	glad I'm close to retiring...but wonder who will lose their life next because of the carriers	12/16/2019 10:17 PM
1829	They worship the shareholders.	12/16/2019 10:17 PM
1830	Care more about stock holders than the condition on the track	12/16/2019 10:17 PM
1831	Lay off the always out to get you, even though they always claim thats not what its about. Leave us alone and let us do our job since they claim we are professionals...treat us like said	12/16/2019 10:16 PM

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	professionals then	
1832	Money hungry greedy people that don't care about employees safety or wellbeing	12/16/2019 10:16 PM
1833	Clueless. Ruthless.	12/16/2019 10:16 PM
1834	I think they want to run trains to make more profit. That would be understandable if it was not degrading the track. Long term effects are not known at this time. I believe the long term effects will not be good.	12/16/2019 10:15 PM
1835	"Broke"/ we're nothing but a number.	12/16/2019 10:15 PM
1836	Horrible	12/16/2019 10:15 PM
1837	I think they are just greedy people who have no grasp on reality and do whatever it takes to make the shareholders happy!!	12/16/2019 10:14 PM
1838	I am proud of being a railroader. But we work in an environment now we're u are working Scared and no able to just do your job . Constant pressure to preform. Company only cares about money and Upper mangers needs. Fueled by Greed . Employees are not valued at all or appreciated for harsh environment and constant physical and mental strain	12/16/2019 10:14 PM
1839	My job satisfaction has definitely decreased the last couple years. I feel very neglected and unappreciated.	12/16/2019 10:14 PM
1840	Thankful to have a job "today". Not sure about tomorrow.	12/16/2019 10:13 PM
1841	Just do what they want to do to save money and makes us look for different work out there cause it's all getting outsourced	12/16/2019 10:12 PM
1842	Feel as if they're more worried about the stockholders than the people doing the job.	12/16/2019 10:12 PM
1843	Ridiculous. No one is held accountable for their screw ups. Some stuff is "just culture" but other things are simple disregard of the rules. And nothing is done. Then you want to implement more rule to follow. When the reason people are getting killed and so many rules violations occur is cause people don't follow the rules in the first place.	12/16/2019 10:11 PM
1844	The railroad considers us numbers we are just part of its expenses and data collections.	12/16/2019 10:11 PM
1845	Honestly they have pushed work beyond safety. I no longer feel safe at work....	12/16/2019 10:11 PM
1846	Worst company	12/16/2019 10:10 PM
1847	I hate them, I hope this PSR blows up in their face and they fire fritz. This company is making more money than they have ever made and yet they still keep sending a lot of good men and women home just to make a extra dollar!	12/16/2019 10:10 PM
1848	Not highly. Workers feel threatened with their jobs daily and worry about being fired.	12/16/2019 10:09 PM
1849	It's like they want to move away from Saftey	12/16/2019 10:09 PM
1850	Careless and greedy.	12/16/2019 10:09 PM
1851	They have quit railroading and cut corners to keep stock holders happy	12/16/2019 10:09 PM
1852	I am nothing more than a liability and when they can find a way to eliminate me they won't hesitate in prefer to make another billion in profit.	12/16/2019 10:08 PM
1853	They only care about money. At the cost of safety and customer service.	12/16/2019 10:08 PM
1854	Corporate greed at it's finest	12/16/2019 10:07 PM
1855	I love my job, but hate the company I work for. They only care about profits not safety or the communities they operate in. It's sad because they cared before PSR. Now I'm currently looking for a new job because I'm likely being cut to enhance CEO's and shareholders Christmas Bonuses.	12/16/2019 10:07 PM
1856	Make a profit at any cost.	12/16/2019 10:06 PM
1857	?	12/16/2019 10:06 PM
1858	Great company to work for.	12/16/2019 10:05 PM

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1859	I hate them and they hate me.	12/16/2019 10:05 PM
1860	I imagine my employer sitting in a nice chair, smoking a nice cigar while watching surveillance cameras of employees working in the grueling weather, thinking to themselves (these guys can work faster if we only threaten their job and push them harder)	12/16/2019 10:05 PM
1861	They don't care if any one is killed into the railroad as long the shareholders are happy.	12/16/2019 10:04 PM
1862	My employer cares more about profits and sharholders greed than my saftey.	12/16/2019 10:04 PM
1863	Up is not concerned about the employees best interest and I feel like it's headed for disaster	12/16/2019 10:03 PM
1864	4 more years I am gone ,We are just a number the could care less about you (just don't get hurt) If I had to do it all over I would go a different route.	12/16/2019 10:03 PM
1865	They could care less about me or my family and they could care less if I'm home 24 days less a year as long as they can show investors a stock increase on our hard work while they mess r home lives up more then it's ever been There is a reason up leads the pack for worst place to work over the last few years	12/16/2019 10:03 PM
1866	A bunch of fat hogs at tube trough trying to get as much as they can before they get out	12/16/2019 10:03 PM
1867	That production and cost are put above everything else.	12/16/2019 10:01 PM
1868	Only care about shareholders bottom line	12/16/2019 10:01 PM
1869	I like my job but this has pushed us in the wrong direction we travel a lot and when we come to these towns after another gang has the attitude is sore towards the railroad.	12/16/2019 10:01 PM
1870	The RailRoad hasn't changed in 150 plus years. Get everything they can out of you, then forget all about you. Hence the term, being "railroaded"	12/16/2019 10:01 PM
1871	Filthy, greedy, lying, unappreciative,stealing, selfish bastards!	12/16/2019 10:01 PM
1872	Boasts record profits yearly while stripping more and more from the employees who help make it happen. In return we live with the job boards constantly changing, unable to predict our work and rest schedule. No recognition for performing well, safety concerns only addressed after constant demands and harassment to be addressed. Too much focus on pencil whipping reports instead of actual honest work conditions.	12/16/2019 10:01 PM
1873	They not worrying about the safety of employee	12/16/2019 10:01 PM
1874	One of the top five worse places to work in America. Just review the t&e employ attendance policy. It is simply in-humane!	12/16/2019 10:00 PM
1875	Hope I still have a job to come to until I retire, love the work hate the politics	12/16/2019 9:59 PM
1876	I'm am viewed as a expendable liability to the company.	12/16/2019 9:59 PM
1877	It comes down to this, I'm leaving many others are leaving due to safety concerns and the fact the employer is treating their own employees and customers so terribly. I would rank them a zero in every facet. PSR isn't efficient at all in any way shape or form. Anyone that has any common sense of railroading will tell you PSR is terrible but for some reason it makes the stock price elevate when they lose business and treat employees and customers terrible. Many customers have went on record voicing their displeasure. It's going to ruin the railroad and economy in my opinion.	12/16/2019 9:58 PM
1878	Went from one of the best I have ever had to the worst ever. Never felt so unappreciated and under valued.	12/16/2019 9:58 PM
1879	I think poorly of them. There is only so much you can cut.	12/16/2019 9:58 PM
1880	The Union and the company our getting rich	12/16/2019 9:58 PM
1881	I've thought about leaving the railroad. I've got 16yrs in. I keep telling myself "think how happy you were when I got hired by them" but damn here lately UP has gone to shit.	12/16/2019 9:57 PM
1882	I enjoy what I do so my thoughts are irrelevant	12/16/2019 9:56 PM
1883	Greed	12/16/2019 9:55 PM
1884	I'd rather keep it clean.	12/16/2019 9:55 PM



## PSR Survey

1885	I love doing what I do, and working for my company. I just feel like there is an attack on workers to put them out of service, firing them, or writing them up to eventually be able to get rid of employees. It seems like everything comes down to cutting costs which in return is cutting people's livelihoods.	12/16/2019 9:55 PM
1886	Greed rules, safety and customer satisfaction are afterthoughts, so long as they make money, nothing else matters.	12/16/2019 9:54 PM
1887	Used to love my employer and everything they had to offer and how much they cared. It's all went down hill I'll be looking for other employment soon.	12/16/2019 9:54 PM
1888	After 23 years, all I think about is getting away from this RR	12/16/2019 9:53 PM
1889	Safety is not priority 1 anymore	12/16/2019 9:53 PM
1890	Never do enough	12/16/2019 9:53 PM
1891	Getting more and more profits instead of how are the employees doing and being affected.	12/16/2019 9:53 PM
1892	No one is happy working for PSA railroads	12/16/2019 9:53 PM
1893	I do not recommend this company to anyone. If i had a job offer tomorrow, I would leave without any hesitation. It feels as if we're prisoners. I feel like I'm being held down and the big bully has his knee on my throat and won't let up. And I'm not alone. All the men and women on the ground feel the same	12/16/2019 9:53 PM
1894	Hostile work environment makes this company a very negative place to work at.	12/16/2019 9:52 PM
1895	Before all of this PSR and hedge fund takeover, this was a great company. However, they've abandoned employees with all of these cuts, causing hundreds and hundreds of people to lose their homes. They've lost a lot of customers as well, abandoning them in such the same manner. They care about nothing other than saving money, increasing the stock and taking care of the upper management and the top stockholders. Your customers are supposed to come first and your employees come second. It's turned into a horrible workplace for someone to try and build a career, I wouldn't recommend it to anyone. (CSX)	12/16/2019 9:52 PM
1896	They are a bunch of college educated snobs who don't care about the employees	12/16/2019 9:52 PM
1897	They don't care anything about employees as long as their pockets and pockets of the shareholders are still full. Reducing workforce, but not workload means that we are doing more work without being paid more. Reducing rest days added up means an entire month per year away from our families.	12/16/2019 9:52 PM
1898	Corporate greed	12/16/2019 9:51 PM
1899	It makes no sense to me to have rules if you need to disregard them to complete a job task. I could go to any track maintenance work site and find several rule violations. I believe precision railroading is the root cause of the fatal Amtrack collision in South Carolina 2 years ago. I am sure they blame a rule violation but he disregarded procedure because he was pressured to do so.	12/16/2019 9:51 PM
1900	As compared to 10yrs ago I do not love my job how I use to. It seems they care more about the making record breaking profits and do not care about the employees working day and night in any kind of weather to keep trains on the rails.	12/16/2019 9:51 PM
1901	On my employer as a whole they are fine. But the PSR way of railroading is a joke.	12/16/2019 9:51 PM
1902	Hopefully we have a job tomorrow	12/16/2019 9:51 PM
1903	They're greedy.	12/16/2019 9:50 PM
1904	Not happy. I love being a conductor and the history behind it. But afraid I will not be able to live this dream as they are trying to abolish this position.	12/16/2019 9:50 PM
1905	They are a really piece of shit.	12/16/2019 9:50 PM
1906	That they dont want to railroad anymore.	12/16/2019 9:50 PM
1907	I'm thankful to have a job where I can provide for my family. I'm extremely blessed. Just don't understand how cutting people but doing more work is called safety. More people is more work done with less stress on guys that are here.	12/16/2019 9:49 PM

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1908	Unappreciated	12/16/2019 9:47 PM
1909	I'm just a number and my number is a cost that takes away from upper management and shareholders pocket	12/16/2019 9:47 PM
1910	They have made a shift into what seems to be an almost hostile work environment even subtle hints of retribution for contacting union with concerns	12/16/2019 9:46 PM
1911	You don't even want to know! Morale is at the lowest that I have ever seen in 15 years!! There's no common sense anymore with these railroads!! It's all about money and numbers while driving their workforce into the ground. Threats of constant firings. While they are at Christmas parties and enjoying their families on ALL the holidays. I'm already pissed off before I even go to work. They make terrible decisions. Then we get blamed for them EVERY SINGLE DAY. We are the scape goat!! My thoughts include a lot of cuss words about them. They use us and abuse us while they kick back and brag about the billions of dollars we earned them busting are butts out here. Not even a single thing for Christmas. Not even a thank you. Just do more or we will fire you!!	12/16/2019 9:44 PM
1912	A railroad, trying to run as an airline, by poeple that at best, have only ever ridden a train.	12/16/2019 9:44 PM
1913	I hate what CSX has become. I use to enjoy being an engineer. CSX acts as if we are their property	12/16/2019 9:44 PM
1914	I enjoy my job, and I do it safely and efficiently! I cannot stand the way my company is managed! Take a look on Glassdoor! UP is the worst rated company in the entire world to work for.	12/16/2019 9:43 PM
1915	There's too much demand placed on the shoulders of to few employees!	12/16/2019 9:43 PM
1916	It's worst job I've had , no family life	12/16/2019 9:42 PM
1917	It's a job nothing more nothing less	12/16/2019 9:42 PM
1918	No courage to care	12/16/2019 9:41 PM
1919	I am not impressed at all with my employer only care about the shareholders	12/16/2019 9:41 PM
1920	Greedy, only care about the shareholders, only interested in the bottom line. We use to be very customer based as they are the ones that keep us in business but now they want to carry product from point A to point B. They don't want to switch customers. If you're not shipping hundreds of cars a month then they don't even want your business. In my 12 years on the railroad I went from feeling as I had a secure career until retirement but now I worry each day if my key will even unlock the door or is there going to be a note on the door saying your section is cut off.	12/16/2019 9:40 PM
1921	I like my employer but the way it's going looking for another career isn't out of the question	12/16/2019 9:40 PM
1922	This used to be a career that people took pride in and look forward to spending their entire lives at. It has now become a ship that people are bailing from like the sinking ship it is.	12/16/2019 9:39 PM
1923	UPRR IS RANKED ONE OF THE WORST EMPLOYERS IN THE US FOR A REASON !	12/16/2019 9:37 PM
1924	It was an excellent job 5 years ago but now it's getting to the point of constant aggravation and worries. Like are they gonna keep cutting jobs to make a dollar? Are they gonna push us to the breaking point of getting hurt and not being able to work? I feel like I'm on thin ice just hoping to make it back to solid ground.	12/16/2019 9:36 PM
1925	We are just a number	12/16/2019 9:36 PM
1926	It's a shitty and sad place to work due to trying to cut employees to keep shareholders happy	12/16/2019 9:36 PM
1927	I used to love my job and the company. Now I hate them both	12/16/2019 9:36 PM
1928	I'm not sure my sacrifice and hard work is appreciated. The folks in the HQ are very removed from the tasks. Their only concern in data metrics.	12/16/2019 9:36 PM
1929	I am thankful for my source of income. The company as a whole cares about Canadians first then we get the scraps of what's left over. We get told we're one team, but it's not led by example. May someone with a kind heart and willing mind change the rules of law to stop the effects on all of our families.	12/16/2019 9:36 PM

## PSR Survey

1930	I am looking for a better employment opportunity, as my company cares even less now	12/16/2019 9:35 PM
1931	How much profit does a company need before someone gets hurt! Greedism is not capitalism!	12/16/2019 9:35 PM
1932	Depends, the employer in itself i feel is good. Coworkers are ok. The problem i see is upper management. I feel they are only looking at the profit bottom line. I feel they could care less about the employee as long as they meet their quotas, who cares about the guys innthe trenches!!! Seriously!!! How many millions do they need ???	12/16/2019 9:35 PM
1933	I enjoy what I do, I like where I work. That said with current policies in place and no real way to combat the Orwellian control(see: Presidential Emergency Board) the company seems to foist over us, I can't help but think their mindset is to get every plugged nickel out of everything thing you can. Where else do you go to work and they TRY to fire you? My thoughts are hopeful, but bleak.	12/16/2019 9:34 PM
1934	They are greedy	12/16/2019 9:33 PM
1935	Greedy	12/16/2019 9:33 PM
1936	I wish they cared more for the worker and less about billions in profit. Getting furloughed to see my employer still break record profits is discerning and disheartening. When I can afford to pay for my food and the rich sit happy with their bonuses, gives everyone a sour taste	12/16/2019 9:33 PM
1937	Non	12/16/2019 9:33 PM
1938	Disgusting, they are very much not Caring about you individually, dont give you enough time to inspect properly, air tests are not performed right, need more FRA people helps us out Big Time, but I think now FRA is now owned by the Railroads!!	12/16/2019 9:32 PM
1939	Love my job and am greatfull for the carrier giving me a job. But PSR has made this job hell	12/16/2019 9:32 PM
1940	Not too good	12/16/2019 9:30 PM
1941	For years the Railroad struggled to attain the Baldrige Award as a best to work for company. Thos Yeats they obtained just the opposite. Named the worst to work for.	12/16/2019 9:29 PM
1942	Employees are just a number at Union Pacific. They only care about finding ways to make more money regardless of who they hurt. Union Pacific has been slowly taking everything from us. From our already little off time to boot forms, to gyms. Slowly taking it all back for one thing ... MORE. That's what they want MORE	12/16/2019 9:28 PM
1943	I'm embarrassed to call NS my employer. Pitiful in every aspect of employment. Treat their employees like crap!	12/16/2019 9:27 PM
1944	Looking to leave the industry due to so many bad experiences. Job isn't worth it	12/16/2019 9:27 PM
1945	As long as I keep getting my paycheck every other week, I'll keep showing up. But in regards to the current railroad I work for, Norfolk Southern, I wouldn't let my dog work for them. Prolly why we have no standards for new hires, if they can find any.	12/16/2019 9:27 PM
1946	Fair	12/16/2019 9:27 PM
1947	I feel we are overlooked and not appreciated for the dangers we are exposed to every day. I feel like a number and expected to be a robot. I am a human with a family	12/16/2019 9:27 PM
1948	Smart	12/16/2019 9:27 PM
1949	At the end of the day i feel that My employer only thinks of me as a liability and an expense and nothing more. I feel very invaluable.	12/16/2019 9:25 PM
1950	I wonder why they seem to genuinely hate us. Management is so hellbent on trying to fire us that's it's becoming unbearable.	12/16/2019 9:25 PM
1951	A joke for implementing PSR where it has not worked long term for any other class 1	12/16/2019 9:25 PM
1952	One big greed company	12/16/2019 9:25 PM
1953	I like my job but they keep making it harder	12/16/2019 9:24 PM
1954	I don't understand the logic. They hire and furlough constantly. People don't talk to each other out here and I came from a management background in my previous career and this is the worst place for communication from top manangers.	12/16/2019 9:24 PM

PSR Survey

1955	The worst company I have worked for (UP)	12/16/2019 9:24 PM
1956	I used to enjoy and be proud to work in the rail industry. Today I am afraid of not knowing how much worse railroading will get. I am afraid I'll lose a once good job with good benefits and a job where safety was once something everyone practiced and not just said for the purpose of just saying it. They once strived to take it seriously. I'm now starting to second guess my going to work for this company.	12/16/2019 9:24 PM
1957	I'm answering this as a Former employee. I served 5 years for a railway under PSR. I truly hated working there, but that was more to do with managements attitude in general. I worked under the infamous Hunter Harrison, and all the misguided policies his leadership pushed. I don't think that PSR is a bad thing, but the other things that come along with it when the company prioritizes production at all costs, wants more done for less, and just thinks about the profit margin.	12/16/2019 9:24 PM
1958	Just another expendable employee. It seems like Amtrak's only goal is to tighten it's rules and regulations making it easier for them to fire employees.	12/16/2019 9:23 PM
1959	Doesn't care about employees	12/16/2019 9:23 PM
1960	CSX isn't what it use to be. Myself and other are always looking to new career paths outside of the railroads	12/16/2019 9:23 PM
1961	They are trying but we could really benefit from wage increases/more vacation time. Our contract with our employer needs a complete overhaul.	12/16/2019 9:23 PM
1962	Looking for a new job daily. Can't see a career lasting here. Dismissal or death will come first.	12/16/2019 9:23 PM
1963	They all about money, and taking care of there share holders and do not care about there employees	12/16/2019 9:23 PM
1964	At the end of a normal day i always love my job and love servicing the customers and country in the way us railroads do. But as towards my employer i feel like they do not care one single bit if i am available to work the next day, they just care about a warm body in the seat or outside switching. They give little respect of there employees and my feeling are not well. Its very sad but the truth.	12/16/2019 9:21 PM
1965	Greedy, money hungry, they don't care about customers or employees or safety just about the share holders and making record profits. Lots of employees furloughed around the holidays makes for bad moral.	12/16/2019 9:20 PM
1966	Been here for 43 years and the worst I've seen it.supervision is to young just because they have a degree they think they are smarter than everyone and they bring southern mentality with them.in no way will they take advice from anyone but there superiors who control them	12/16/2019 9:20 PM
1967	It's hard to have good thoughts about an employer when they make you feel like they don't care for you	12/16/2019 9:20 PM
1968	Cold blooded: hire and furlough people with no regard!! Violate agreements!! Ruthless and vile. Will not get a Christmas card from me, never!!!!	12/16/2019 9:19 PM
1969	I think our employer could do better by getting contracts to move products isn't that what transportation is all about	12/16/2019 9:19 PM
1970	I've worked for csx for almost 10 years, and it was a great place to work back then . It was a more family oriented company .The company would give out little incentives to show there appreciation for there employees. But now they have cut everything out. They are not the company they lead on to be.	12/16/2019 9:19 PM
1971	I feel like if I was fatally injured at work, I would not be missed. My employer would scramble to find another body to fill my seat in the name of production. I feel like an inconvenience, an expense and a number.	12/16/2019 9:19 PM
1972	CN, started PSR. But lately it seemed to be getting worse. The company only looks at the bottom line. They are stretching everything so thin.	12/16/2019 9:18 PM
1973	Mixed	12/16/2019 9:18 PM
1974	That they only care about profits and that our safety is only important to them of it costs them money.	12/16/2019 9:17 PM

PSR Survey

1975	My employer is just providing a job, it isnt a great job and just pays my Bill's, it doesnt have better benefits like insurance or retirement or pay than other jobs I have had and I would have actually been better off overall just taking social security and retiring in my old job with all the benefits i would have had and I would have had a better overall retirement than from the railroad , so railroad retirement really isnt that good when you look at what I will get vs what other people I know get in other industries that are even non union who have retired so it is what it is but it's to late to change now.	12/16/2019 9:17 PM
1976	Im thankful to have a job, but also worried if i will have a job in future, alot of rumors ,	12/16/2019 9:17 PM
1977	Absolutely the worse employer I've ever worked for. The are ruthless and heartless bastards whose only concern is the folks in the shareholders boardroom.	12/16/2019 9:17 PM
1978	There is marked change in my employer. the only concern is the operating ratio and how they can trim the budget. There is no concern for the employee and the condition of the track infrastructure is deteriorating.	12/16/2019 9:16 PM
1979	They don't care about us	12/16/2019 9:15 PM
1980	There's a reason why Union Pacific was voted worst employer...I'm living it everyday!	12/16/2019 9:15 PM
1981	All that matters to them is profit	12/16/2019 9:14 PM
1982	Average employer. Work before family, yadda yadda	12/16/2019 9:13 PM
1983	Same as 25 yrs ago , shareholder happiness.	12/16/2019 9:13 PM
1984	Union Pacific is ranked as the #1 worst company to work for in the US. You can look it up not just popping off and due to the greed from the top in it has made it even worse. There are so many people who quit jobs to have a career with the railroad and to be laid off only months after being hired. Having customers complain on how they don't get there cars nor get responses back from the company. It has made it for me after 15 years to start looking for something else as a career.	12/16/2019 9:13 PM
1985	Hope they never get audited. Our retirements will disappear. Enron ain't got nothin on the class 1 railroads.	12/16/2019 9:13 PM
1986	Cut throat, money hungry, no real caring about an individual. Just numbers that look good	12/16/2019 9:12 PM
1987	Only care about making money with no regard for employees	12/16/2019 9:12 PM
1988	I respect my employer but in the MOW side we are doing the minimum requirements for defect repair, whether it be replacing ties or bolts, it is whatever we can do to get by. In the long run that practice won't stand up.	12/16/2019 9:12 PM
1989	The senior managers see this as a way to make a lot of money quickly, them sell off everything before the market crashes. It a get rich quick scheme that has no business being used by any Class 1 railroad!	12/16/2019 9:11 PM
1990	They truly only care about money and there so called courage to care and family values are only for them personally	12/16/2019 9:11 PM
1991	That their money hungry And I am nothing more than a number no matter how good of a job I do at the end of the day they will cut me to save a dime	12/16/2019 9:10 PM
1992	catering to shareholders, lots of uncertainty, people losing their jobs because of PSR	12/16/2019 9:09 PM
1993	Their a little stuck up	12/16/2019 9:09 PM
1994	Greedy	12/16/2019 9:09 PM
1995	Can't wait to find another job	12/16/2019 9:07 PM
1996	If I wasn't so close to retirement I'd leave this place	12/16/2019 9:06 PM
1997	I absolutely love my job and absolutely dislike my employer.	12/16/2019 9:06 PM
1998	I think they only care about stock prices and making money. Wouldn't recommend them to anyone for a job or career.	12/16/2019 9:06 PM
1999	As a 42 year employee and local Chairman this is the worst I have ever seen it, Corporate Greed is all it is, and now they want one man on a train, they don't care about our or the	12/16/2019 9:06 PM

## PSR Survey

	public's safety.	
2000	They suck more and more each day	12/16/2019 9:04 PM
2001	They're assholes	12/16/2019 9:03 PM
2002	They put profits and shareholder interests ahead of safety and worker morale.	12/16/2019 9:03 PM
2003	They want to max out their profits and they don't care who they step on or throw away to get there	12/16/2019 9:03 PM
2004	I feel like I work for a wonderful company that has lost its way. I think they've forgotten the railroad empire and its power in favor of wall street and its quick cash grab antics. I honestly feel like my company will no longer exist and the federal government will have another conrail situation on its hands. The wall street investors and hedge funds will milk it dry and leave the skeletons left for somebody to clean up. As clique as it is, PSR is a runaway train that keeps building speed and doing more damage than good for the integrity of it's own infrastructure and the public's safety.	12/16/2019 9:03 PM
2005	At the end of the I see my company putting profits over safety, personel and their customers. I will say i like my job and i do what i can to get things done. It just gets discouraging when you cannot get the thing you need to get the jobs completed and safety items taken care of	12/16/2019 9:02 PM
2006	Terrible	12/16/2019 9:01 PM
2007	Profits profits profits. That's all that matters to them	12/16/2019 9:01 PM
2008	They don't give a shit about us were the little guy making them billions while we struggle no overtime healthcare threw the roof but hey as long as there making there money and have a huge house and experience cars they could give a shit less o and if you get killed on the job you get letter of condolence to the family what a joke	12/16/2019 9:00 PM
2009	I I have never worked for a company that treats it employees they way they do. They don't pay us correctly basically steeling. Also manpower is so short you can't ever get any rest. Even on an assigned job they are calling you all night long to feel other vacancies. Sometimes 10-15 times per night. How can you get rest like that. You can't sleep 24 hours a day waiting on the railroad to call	12/16/2019 9:00 PM
2010	Csx used to be a good place to work. It seemed they used to care about your safety and well being but now it's more of a "just get the job done " attitude. Safety has went to the wayside tremendously.	12/16/2019 9:00 PM
2011	PSR has taken the last of humanity out of railroading. We are constantly looking over our shoulders for management and ignoring everyday working hazards so we can provide for our families.	12/16/2019 9:00 PM
2012	Not the company I hired in with 23 years ago. Gone are the days of safety feeds, family days, safety boots, thanks awards and general appreciation for employees. Locally managers try to do what they can, but upper level management could care less in my opinion.	12/16/2019 8:59 PM
2013	Disconnect between local managers and corporate. Book preaches one thing but no time given to perform correctly	12/16/2019 8:59 PM
2014	Good job, but not as good as it was, Old heads always said your just a number to them and it's getting worse every year. Guys retire with little to no recognition.	12/16/2019 8:59 PM
2015	I love what I do for a living but I care for the manager that is running the company, I don't know what is going to happen to the company and I have 28 years of seniority. Upper management in my opinion is more worried on the share holders then it's one employees.	12/16/2019 8:59 PM
2016	Good company to work for	12/16/2019 8:57 PM
2017	Indifferent	12/16/2019 8:57 PM
2018	Way too concerned with pleasing Wall Street At the cost of safety and in the long run the core business.	12/16/2019 8:56 PM
2019	They cut jobs when THEY are afraid their bonuses won't be big enough	12/16/2019 8:55 PM
2020	Union Pacific used to be a place I was proud to work for. It was a career. I loved my job. Now I hope I can make the next 15 years to reach retirement. Before more cutbacks.	12/16/2019 8:54 PM



PSR Survey

2021	Getting worse	12/16/2019 8:53 PM
2022	I enjoy the company I work for but would not recommend for anyone I know to be employed here. The uncertainty, and low velocity makes our industry very unsteady.	12/16/2019 8:53 PM
2023	Over 10 yrs they have taken away every perk from Christmas parties to safety awards and tell us we are lucky to have jobs. I use to pride myself in doing the best job I could and now I try to just keep my head down and get thru the day. They will continue to makes cuts until there is nothing left. I have no doubts.	12/16/2019 8:51 PM
2024	Scared I may not have a job tomorrow.	12/16/2019 8:51 PM
2025	They are good overall compared to where I came from, but am nervous about where the future leads	12/16/2019 8:50 PM
2026	I love being a railroader. I look forward to a time when morale is high and there is loyalty and family out here again.	12/16/2019 8:50 PM
2027	I think I might try eing a line-man	12/16/2019 8:50 PM
2028	I am grateful to God the Father and Jesus Christ his son and The Holy Ghost for my Employment	12/16/2019 8:50 PM
2029	Union Pacific has gone down hill. It use to enjoyable to go to work and have a family on the road as well as at home. Not now it is a job with no respect of the employees (ie schedule changes taking 24 days time off a year away from employees which in turn basically gives all vacation time back to company. The employees took the hit, the company looses nothing but has record profits. The pressure continues to do more with less is causing more safety errors, bad judgement calls, and the potential for injuries and or deaths	12/16/2019 8:50 PM
2030	Love my job but I dislike the greediness of the higher ups	12/16/2019 8:49 PM
2031	They have no regard on my safety or the personal life of myself and family.	12/16/2019 8:49 PM
2032	The bottom line is ultimately the only thing that matters and employee well being doesn't seem to be on the radar.	12/16/2019 8:49 PM
2033	I do not respect Norfolk-Southern, and I believe they are short-sighted.	12/16/2019 8:49 PM
2034	They are just like all big business. Do a good. Don't get hurt. Don't complain. And maybe we'll keep you	12/16/2019 8:49 PM
2035	They tout Safety as #1 and customer service as #2 in importance, but all of us out here know the TRUTH. It is Share holders and Profits #1 and #2. Safety is what they say to try and make the public feel okay.	12/16/2019 8:48 PM
2036	Money hungry	12/16/2019 8:47 PM
2037	They want you to work safe but want the job done by any means. The old mantra: Safety first until production stops.	12/16/2019 8:47 PM
2038	It's a business. I'm thankful for a job	12/16/2019 8:47 PM
2039	Stepping over a dollar to pick up a dime	12/16/2019 8:47 PM
2040	Well, I wished I would've chosen another career years ago.	12/16/2019 8:46 PM
2041	We are just numbers and an expensive to the company, not like years ago when they actualaed cared.	12/16/2019 8:45 PM
2042	I understand the need to stay profitable. However, removing the employees who maintain our rails and cars is a foolish move.	12/16/2019 8:45 PM
2043	Can't be trusted	12/16/2019 8:44 PM
2044	Greedy	12/16/2019 8:43 PM
2045	Needs to do better	12/16/2019 8:43 PM
2046	I think it's all about the almighty dollar. I've always thought that, it's just magnified one hundred times over. We can't take time off, we can't have any time with family. It reminds of the military, if the railroad wanted you to have a wife they'd issue you one.	12/16/2019 8:43 PM

PSR Survey

2047	It's a job...not one I'd recommend.	12/16/2019 8:43 PM
2048	Amtrak is an amazing company and I'm thankful every for my job and this opportunity. It would be even better if the men and women rose through the rank and file and the men and women with years of experience on the railroad would be hired for management, then the company would be even safer and much better.	12/16/2019 8:43 PM
2049	....	12/16/2019 8:42 PM
2050	Cost of living please - do the right thing.	12/16/2019 8:42 PM
2051	Greedy	12/16/2019 8:42 PM
2052	I love this company and the job I do. But them making changes like PSR just brings down the moral of the company. And I think moral is very important for a companies like this.	12/16/2019 8:41 PM
2053	I just wish that they would care more for its workers on the ground doing the physical work	12/16/2019 8:40 PM
2054	All they care about is the shareholders and not that of the employees or public	12/16/2019 8:40 PM
2055	I can't wait till telitirement or a buy out. Misery	12/16/2019 8:40 PM
2056	My immediate supervision seems to be unchanged by psr the relationship is good	12/16/2019 8:40 PM
2057	Investment railroading. The days of an honest service to our communities and nation are sacrificed just to increase the profit margin. How much is enough?	12/16/2019 8:39 PM
2058	I regret ever starting this job. I hate the RR and hope that I live for a few years after retirement	12/16/2019 8:39 PM
2059	Greedy	12/16/2019 8:39 PM
2060	I love working here I just don't get why they spend so much money using contractors to do the job when they have us! Rent us the machine to do the job it would save them so much money	12/16/2019 8:38 PM
2061	Think they could care less about the guy on the ground all it seems they want is to make profits to give away to the shareholders.	12/16/2019 8:38 PM
2062	All of mgmt is less and less knowledgeable about track mtc. In many cases, there are many layers of mgmt totally unfamiliar as how to perform track mtc. They only seem to be budgetary accountants. Any manager who questions or bucks hierarchy is fired soon after. Company wants yes men as managers practical experience seems to be irrelevant or even a negative	12/16/2019 8:38 PM
2063	N/A	12/16/2019 8:37 PM
2064	Like my job company is concerned with only one thing and thats profit.	12/16/2019 8:36 PM
2065	At this point all everyone is worried about is making more money for the shareholders at any cost	12/16/2019 8:36 PM
2066	When I first started railroading I was proud of my job and craft. Now I work in fear for myself and my brothers. As this new railroad does nothing for its employees, it's only worried bout its stock holders	12/16/2019 8:35 PM
2067	I am here from 6-2:30 Monday-Friday I used to take pride in my job but now days it is very hard with all this PSR	12/16/2019 8:35 PM
2068	If I were 20 years younger I would leave today, but that's not an option at my age. I truly thought I was making a good decision for my family and our future but at the rate we are going may not have a future.	12/16/2019 8:35 PM
2069	They have no concern for the employees or families	12/16/2019 8:35 PM
2070	On a scale of 1 to 5 with 5 being the best, I'd give my current administration a 2.	12/16/2019 8:34 PM
2071	Used to not be a bad place to work. Anymore I'm always looking over my shoulder trying not to mess up the flow of work first and safety second.	12/16/2019 8:34 PM
2072	I once was proud to work for UP, now it is hard to be excited about being replaced!	12/16/2019 8:34 PM
2073	employees don't seem to matter to this company anymore. It's all about the numbers!	12/16/2019 8:33 PM
2074	they pay me that is all, there is no pride anymore. keeping the next round of talks on a contract,	12/16/2019 8:32 PM

## PSR Survey

when we are all gone who will buy the stuff the robots make? Sure as H\_II wont need a RR to haul anything... which may be a good thing because they are driving this one into the ground fast

2075	I wish they wouldve stopped the hedge fund guys from taking control and tanking the company for \$\$\$\$	12/16/2019 8:32 PM
2076	More Safety Is Focused Now Than Ever Before	12/16/2019 8:32 PM
2077	Cut throat. Managers trying to keep their jobs while costing us out livelihood	12/16/2019 8:32 PM
2078	i like my job. i use to love it	12/16/2019 8:31 PM
2079	It's all about making a profit we are just a number	12/16/2019 8:31 PM
2080	Need to focus on personal attention on employees, & their Family life.	12/16/2019 8:31 PM
2081	I'm happy to work for Union pacific it's a good job with good benefits. I just wish they cared about their employees a little more. And I'm sick of worrying about what day I'm gonna show up and not have a job anymore or get cut or bumped amd not be able to hold anywhere. It's stressfull	12/16/2019 8:31 PM
2082	Was a great company to work for. Seems they take good railroader and make them bad. For the littlest of a problem. Taking away their motivation, taking away the morale.	12/16/2019 8:30 PM
2083	Looking for another job.	12/16/2019 8:30 PM
2084	Psr the managers	12/16/2019 8:30 PM
2085	No Opinion either way	12/16/2019 8:29 PM
2086	Well I have second thoughts about my job. Did I make a mistake? ldk. It's very confusing at this time but we don't have a voice because then they'll cut us.	12/16/2019 8:29 PM
2087	My employer is following the other class 1 RRs and furloughing far far far too many personnel. Many of the PSR measures will come back to bite them in the ass. Terrible accidents are looming due to safety and maintenance cutbacks.	12/16/2019 8:28 PM
2088	They are trying to make it hard to keep a job and a healthy attitude towards work. The hourly compensation almost isn't worth the traveling. They say they are a family company, but do everything to keep us from our family more.	12/16/2019 8:28 PM
2089	That they no longer care about anything other than money. The customers, employees, safety, etc don't matter only the bottom line.	12/16/2019 8:28 PM
2090	They only care about the shareholders. I feel that safety for the public and workers are not a point of concern anymore.	12/16/2019 8:27 PM
2091	They don't value their employees anymore and care most about investors and short term goals.	12/16/2019 8:27 PM
2092	It's a great company but we have to adapt I understand but let's don't get greedy we are making record profits every quarter it's ok if we miss out on 2 or 3 quarters.	12/16/2019 8:27 PM
2093	In a way, makes us feel that we are just a number and very replaceable at any moment	12/16/2019 8:26 PM
2094	The employer could be good if they would go back to the way it was 10 years ago. Gang foreman, foreman and supervisors had a voice and managers only stepped in to help when needed. Now we have way to many managers trying to screw over other managers and it hurts production, safety, moral and ultimately affects all field personnel. Trim the fat from management and get back to letting people with actual railroad experiences run the railroad, not some clown with a degree and no railroad experience.	12/16/2019 8:26 PM
2095	Things have gone way south	12/16/2019 8:26 PM
2096	I see the rail industry a shadow of what it once was. I count down the days until I retire. Last month I sold all my shares of company stock.	12/16/2019 8:26 PM
2097	I don't think they particularly care for us, which makes for a reciprocal atmosphere. Not all of management, I don't think upper management does.	12/16/2019 8:25 PM
2098	While mine isn't the worst, it has room to grow.	12/16/2019 8:23 PM

PSR Survey

2099	Only thing railroad concerned about is stock holders not the well being of employees we are just a number	12/16/2019 8:23 PM
2100	They are never satisfied like you should have got more done	12/16/2019 8:23 PM
2101	I used to be proud to say I worked for the company . Now I'm ashamed to even sayi do . They've turned into money hungry shareholder puppets !	12/16/2019 8:23 PM
2102	They treat their workforce the same as they did in the 1800's.	12/16/2019 8:23 PM
2103	Can't stand them.	12/16/2019 8:23 PM
2104	It's like we can never satisfy the wall street vulture capitalist hedge fund investors until they get their pockets full and our company is drained and no way will we be able to hire or bring back the ones that have been furloughed. The the company has been changing rules, agreements, our work loads making train well over 2 miles long and the Union no longer has a say in how we feel about it all. Never worked before with so many disgruntled employees scared for their jobs in my life.	12/16/2019 8:22 PM
2105	They suck they do not CARE about us in the field. We are just a number to them.	12/16/2019 8:22 PM
2106	??????	12/16/2019 8:21 PM
2107	It has only gotten worse for the working man	12/16/2019 8:20 PM
2108	It's not the same employer it was 20 years ago and I wouldn't advice anyone or even recommend this field of work now days.	12/16/2019 8:20 PM
2109	They are unrecognizable as the great company that I started with 10 years ago They have become the epitome of corporate greed and no longer value their employees or even their own railroad.	12/16/2019 8:20 PM
2110	They turned a career into a job and at this point I laugh at every setback they face	12/16/2019 8:18 PM
2111	Worried about the money in there pockets not about the employees that make the money for them.	12/16/2019 8:17 PM
2112	I would have recommended this place to anyone looking for a job when I started, even my kids. Now, I wouldn't recommend this place to anybody. Especially my children.	12/16/2019 8:17 PM
2113	Mismanaged	12/16/2019 8:17 PM
2114	The employer as a whole is a bunch of money hungry hedge fund babies who could care less about anything but how thick their wallet is	12/16/2019 8:16 PM
2115	There making more money. They need to share the wealth.	12/16/2019 8:16 PM
2116	My thoughts are this: ever since my employer went with the PSR route, they are not doing the smart thing. Basically what it amounts to is the company is helping the investors filled their back pockets at the expense of a lot of their employees. When it comes time to needing a lot of these employees again there's going to be a lot of people that do not come back because they are tired of getting jerked around.	12/16/2019 8:15 PM
2117	Uncertainty, fear mongers, definitely not warm and fuzzy. Not one in which you can see a retirement from. If I can be eliminated and saved the shareholders a penny then I'll be dumped. I've never met a company who spends so much to hire an employee, yet doesn't train or enrich the investment in them. They look for the cheapest way to have yes men.	12/16/2019 8:15 PM
2118	I would not recommend them as a place to work, I use to, but not anymore.	12/16/2019 8:15 PM
2119	Norfolk Southern has no regard for its employers what so ever. This company has went from preaching safety to only caring about how long it takes to get jobs and freight moved.	12/16/2019 8:15 PM
2120	Having worked previously for NS, many of the disciplinary changes at CSXT where 20 yrs behind the instensity there. Some tightening needed to occur. However, using discipline strictly as an attrition tool is not ethical.	12/16/2019 8:15 PM
2121	Honestly I have seen my thoughts change. They make it more and more difficult to deal with them and my choices of helping them in tight situations has decreased. I routinely decline extra work to help them because its honestly not in my best interest anymore.	12/16/2019 8:14 PM
2122	We give and give and they take and take and take with nothing in return. Before we would get	12/16/2019 8:14 PM

## PSR Survey

little things to show we was appreciated such as a hat a shirt or get a reward for working safe now we can barely get what we need to work with

2123	Wish I never would have got hired	12/16/2019 8:14 PM
2124	Still have a job	12/16/2019 8:14 PM
2125	I would not recommend any of my family members getting hired by the railroad	12/16/2019 8:14 PM
2126	I do like my job. I love it as a matter of fact. I love coming to work and doing something great for the company. But if things don't change I'm going to have to make changes. I don't believe in psr . It's not health at all for these company's.	12/16/2019 8:13 PM
2127	They are a joke, that is letting the stock holders run the company and its customers into the ground and they could care less.	12/16/2019 8:13 PM
2128	I like my job, just was a much better place to work for 5 years ago, now they seem not to care about employees	12/16/2019 8:12 PM
2129	They're endlessly greedy and will sacrifice the good of their employees for profits.	12/16/2019 8:12 PM
2130	Union Pacific use to be a great and safe place to work. It is all changing due to PSR . All about rush ,productivity. Lack of man power and precision scheduling DANGEROUS...	12/16/2019 8:11 PM
2131	Think about as highly of them as they do us employees which would be nothing at all	12/16/2019 8:11 PM
2132	Distrust	12/16/2019 8:11 PM
2133	The most ungrateful, selfish, ive ever seen. Zero regards to employees well being, benefits have went to crap, vacation policy for engineering department is a absolut joke, insurance cost went up and coverage is less, union dues went up while allowing more contractors on property doing our work, union making side deals with the company to benefit them selves and not the union employees, our engineering union allows transportation engineers to have higher wages, better vacation, and receiving stock shares and matching is a spit in the face to all engineering department employees. The BMWWE is bought off and sold out its employees	12/16/2019 8:10 PM
2134	They need to figure something out before the rail industry collapses	12/16/2019 8:10 PM
2135	Has turned into the worst company to work for.	12/16/2019 8:10 PM
2136	6 years ago I was proud of who I work for. I was proud of the role i played in making the world go round. I cannot say I am proud of the way the railroads have pushed customers away nor am i proud of the company for the way they currently treat employees. Union Pacific has turned from and ideology of safety safety safety to one of production at the cost of safety. I pray they get to their g55 operating ratio soon, so someone else can step in and rebuild it to the prideful, caring company it once was.	12/16/2019 8:09 PM
2137	All about the money!! We work for a corporation that has NO feelings or soul and it's only purpose is to make money.....no matter the cost to the employee, loss of job or loss of life!	12/16/2019 8:09 PM
2138	It used to be a job that you started to be a career but not anymore it's looking like just another job. So at this rate it's looking like a new job is going to have to be found.	12/16/2019 8:09 PM
2139	Some days are better than others. But they are here to make money and so are we. I think it could be done a bit different though and use our assets correctly.	12/16/2019 8:09 PM
2140	That I am a just another worker and am very replaceable	12/16/2019 8:09 PM
2141	No comment	12/16/2019 8:09 PM
2142	Sad we killing buisness along line	12/16/2019 8:08 PM
2143	Downward spiral. Not sure if this business model is sustainable	12/16/2019 8:08 PM
2144	I am thankful for my job here because it let's my family have a nice life. But if a similar paying job at a different employer would become available, I would probabaly leave.	12/16/2019 8:08 PM
2145	I'm truly blessed to have this job it's just sad to see corporate greed come in and disassemble a good company for a short term gain.	12/16/2019 8:08 PM
2146	Wish they would treat us right and be appreciative of the profits we make them	12/16/2019 8:08 PM

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2147	They don't appreciate anything their employees do or sacrifice to move freight. You could save them millions of dollars today and they'd fire you tomorrow. All they care about is how much profit can be made, if businesses is down they seek the profit in turn by cutting jobs, benefits, and implement new workforce policies that demand you work more hours and take less time off so they can remove more employees from the payroll.	12/16/2019 8:08 PM
2148	They suck	12/16/2019 8:08 PM
2149	As a 5th generation railroader....the railroad has gone down hill. They try and find every way to cut money and jobs...they sometimes spend more money then needed to accomplish things just because they don't want over time... with they don't think of their employees and there home life and how this affects their family's	12/16/2019 8:08 PM
2150	Greedy, non appreciative, and ruined a career that I loved.	12/16/2019 8:08 PM
2151	The railroad is a great place to work. I enjoy the hat I do.	12/16/2019 8:08 PM
2152	Hope they do good and my job becomes stable	12/16/2019 8:07 PM
2153	They've put profit ahead of integrity towards the people their bank accounts are built on.	12/16/2019 8:07 PM
2154	Terrible.	12/16/2019 8:07 PM
2155	□	12/16/2019 8:07 PM
2156	Its embarrassing at times.	12/16/2019 8:06 PM
2157	They no longer care about letting people have a long and prosperous career, trying to make it into an ordinary replaceable job	12/16/2019 8:06 PM
2158	Greedy, no care for the humans who make them their money	12/16/2019 8:06 PM
2159	Im shaking my head..Lance Fritz is the worst President I have ever had with the company. Omaha is stuffed with PSR dummies with Jim Venna holding the strings and Lance Fritz behind the curtain like the wizzard of Oz!! If they continue I truly believe there will be a large loss of life soon too come and nothing left of what was one of the great founding Railroads in America. But there will be someone in Omaha with a net worth of over 200 million...	12/16/2019 8:05 PM
2160	No comment	12/16/2019 8:05 PM
2161	It is an extremely hostile work environment.	12/16/2019 8:05 PM
2162	I see them as a quick money grabbing opportunists with no concern for transportation employees and safety	12/16/2019 8:05 PM
2163	I used to love coming to work everyday and safety hasn't been an issue it's the games they play with our jobs. Cutting mobile jobs so certain people won't bid them, trying to keep who they want on jobs even when someone else has seniority. Being on the gangs this year staying away for the division stuff really opened my eyes. No games are played but being short handed sucks. I guess that would be my only safety concern. Asking 4 guys to do the job of 6 or even 8 with only aloud a 20 minute lunch break isn't safe at all.	12/16/2019 8:05 PM
2164	As a second generation railroader its troubling to see that the close knit working partnerships you use to see before with other railroad departments has now turned into a selfish my needs come first Attitude. The military has basic training that teaches you to work as a team to achieve great things and reach goals. Morale is at an all time low in my eyes and I don't see how anyone would want to recruit quality employee to work for the railroads.	12/16/2019 8:04 PM
2165	They give to much information about who does what and. It's to buddy buddy they will work you to death and let there friend sit. And your following the rules but they dont so they want to get you in trouble	12/16/2019 8:04 PM
2166	This company has totally went to crap. Me and most other young people are currently looking for other jobs. I can not continue to work for a company that acts like they own you and truly cares nothing about you.	12/16/2019 8:03 PM
2167	Greed	12/16/2019 8:03 PM
2168	It's a numbers game for them .they dont care about empl	12/16/2019 8:02 PM
2169	I miss the pre PSR days where we did what we had to to take care of the customers. Now it's	12/16/2019 8:02 PM



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take care of the shareholders first.

2170	I love my job but the job is no longer fun because of the pressure being put on the workers for sake of making bigger profits. We are being watched over like a flock of sheep. From hiding in the woods to catch rules violations and by flying drones over our heads the company, BNSF, has become so caught up on catching rule violations that we cannot do our job without the fear of breaking a rule that one of the auditors are not even clear on. I used to think that this was my last job but the company is slowly changing that, I'm nearly to the point that I would rather work at McDonalds to get away from the stress and pressure it puts on me and my family. BNSF no longer cares about its employees, it is just a saying to them now where back in the day it was a part of the work culture.	12/16/2019 8:02 PM
2171	At this point in my career I would quit the railroad if it wasn't for the benefits. The atmosphere and moral is terrible.	12/16/2019 8:02 PM
2172	I feel like bnsf only cares about the money and not us employees or even its customers. They just push us to the side to make that almighty dollar and the only time they show any concern about us or the public is when someone DIES and even when someone dies we don't here about it. it's like they cover it up. We use to have saftey meetings every month but now we dont have time due to lean number of employees so we have to make up for all the missed work by skipping on saftey meetings. They are going to keep cutting and cutting and at the end of the day it's only going to make this place worse. The railroads are heading in a unsafe direction and we need to stop them before there are major consequences.	12/16/2019 8:01 PM
2173	Don't care about anyone except themselves and their pocketbooks. They screw over the employees and customers so bad with their ridiculous rules and dispatching they don't care if a single train makes it anywhere because they believe they are saving money	12/16/2019 8:01 PM
2174	If those at higher levels got out and worked the trains with no one knowing they were with crews and seeing what really happens things might change.	12/16/2019 8:01 PM
2175	Should be ashamed	12/16/2019 8:01 PM
2176	This place doesn't care about me. They care about the stockholders. They don't care about our customers either.	12/16/2019 8:00 PM
2177	They pay me to do stuff sometimes.	12/16/2019 8:00 PM
2178	I think my employer has lost its way. They are a freight company that is more concerned with fuel than with actually doing their job. If they'd run their trains as they are meant to be without putting unnecessary limitations upon them, the country would see a vast improvement in on time delivery and freight volumes that would greatly bolster the economy and thereby bolster their profits	12/16/2019 8:00 PM
2179	Overall, the railroad industry is a good place to work. I wish the companies would focus less on Wall Street, and more on their customers and employees. With a good customer base and good moral, profits will come.	12/16/2019 8:00 PM
2180	Push push	12/16/2019 7:59 PM
2181	It's just sad to realize that share holders who are fellow human beings are so greedy that they ruin people's careers and livelihoods to make an extra dollar. I never thought that a person would ruin lives to make a financial gain for themselves.	12/16/2019 7:58 PM
2182	Money over people	12/16/2019 7:57 PM
2183	Greedy	12/16/2019 7:57 PM
2184	If I could make as much money somewhere else I would be gone. only thing that matters to this company is money for the big wigs pockets.	12/16/2019 7:57 PM
2185	Up I fill has cut in areas to the bare minimum especially in transportation causing workers to come to work unrested disgruntled and very unhappy the company has made it crystal clear that they do not care for the well being of its employees	12/16/2019 7:56 PM
2186	They are more concerned with appeasing a stockholder that has no idea what it is to run a railroad than they are about the employees that are securing that profit for the.	12/16/2019 7:56 PM
2187	I have worked for numerous world class employers and this has got to be the most anti-employee company by far. The employees are just numbers with a history of high pressure	12/16/2019 7:56 PM

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intimidation tactics for support rather than encouragement. Hire to fire!

2188	Their lack of concern for employees, families, the pedestrians of the towns these trains go through. This is very unsafe and troublesome. The use of contractors also blow my mind. When you have employees you hired willing to do the job and needing to work and you hire contractors to do it is one of the biggest slaps in the face. I understand using them for certain things but not the way they do. Focus on your employees and train them, treat them good. Train them where they can go anywhere they want to but treat them good enough they won't leave.	12/16/2019 7:56 PM
2189	Poor at best	12/16/2019 7:56 PM
2190	I love my job... Don't know why they are always trying to fire somebody. Thanks to BNSF for my livlyhood and family wage job.	12/16/2019 7:56 PM
2191	Prior and the shareholders are in control	12/16/2019 7:56 PM
2192	I love my job, but I don't feel that my employer cares about me I am just a number if You don't have enough seniority to hold you go home!	12/16/2019 7:55 PM
2193	Dirty bastards. Let a hedgefund come in and corporate raid. Short term gains at the expense of longtime customers and employees.	12/16/2019 7:54 PM
2194	I'm thankful to have a good job, but I believe my employer does not care about the people who make the profits for them	12/16/2019 7:54 PM
2195	Place has gone down hill and i have been looking at alternative employment	12/16/2019 7:54 PM
2196	I'm so glad to get out of there. The working environment is nothing less than toxic.	12/16/2019 7:54 PM
2197	Been here 36 years and they way I think know is this company doesn't give a crap about us and our family that we're away from	12/16/2019 7:54 PM
2198	Love the Job. Unfortunately I dont think Management cares about us Guys busting our ass in Freezing Temperatures or 100+ degrees. As long as job gets done Safety is something that gets overlooked.	12/16/2019 7:54 PM
2199	Not consistent	12/16/2019 7:54 PM
2200	Good job as long as I get to keep working and supporting my family	12/16/2019 7:53 PM
2201	During my employment and service g as a Local Chairman for 10 years, I still recommend proceeding with caution. Trust management only as far as you can see them. Money is still ahead of safety no matter what corporate people say. As a retired union leader and supporter, I tell new employees that the company is your friend, until you get hurt. I strongly believe that the SACP program should be brought back with FRA involvement and support.	12/16/2019 7:53 PM
2202	Some aspects of psr may be a good thing, running longer trains and using less units to deliver to customers is smart in any business. Drastically cutting the workforce as a whole to deliver lower operating ratios is only Increasing greed among high ranking officials and investors. Its shameful really the whole thing is designed to run railroads into the ground. Causing cost to double in long run to rebuild/maintain infrastructure, maintain cars and units to effectively deliver to our customers after the bottom falls out.	12/16/2019 7:53 PM
2203	BNSF is a good place to work,just hope it for go to precision Railroad omg!	12/16/2019 7:52 PM
2204	My employer now compared to before gives the mentality that we are just a number. A body that can be replaced at any moment.	12/16/2019 7:52 PM
2205	Does nor care about there employees. We are just a number.	12/16/2019 7:52 PM
2206	I like my employer I just wish they liked themselves a little better to know that what they are doing is hurting the business, the customers, and us the employees.	12/16/2019 7:52 PM
2207	I can't believe that a fortune 100 company is to stupid to see this will not work and when it fails they better not blame their poor decisions on the employees	12/16/2019 7:52 PM
2208	The employer for the railroad is only interested in ways to cut jobs and make money at the expense of the customer as well as the employee. Safety is no longer a part of the day to day work as it has been over shadowed by making money at any means necessary.	12/16/2019 7:52 PM

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2209	They don't care about us on the ground	12/16/2019 7:51 PM
2210	They don't care about there employees	12/16/2019 7:51 PM
2211	Still love my job	12/16/2019 7:51 PM
2212	Union Pacific doesn't care for no one only money , that's it they are evil money first , money secon and money last , fuck the employee	12/16/2019 7:51 PM
2213	My employer only worries about the dollar. Not the actual state of the railroad. You will see more major catastrophic wrecks to come	12/16/2019 7:51 PM
2214	I would like to see more stability in the budget and manpower to keep trains and people safe.	12/16/2019 7:50 PM
2215	Well I've been here 15 years and when I first started here I thought this was a great place to work because of the money and benefits. As the years have passed. The money and benefits are still good but I feel this company has no concern for its employees or their family what's so ever!	12/16/2019 7:50 PM
2216	I think BNSF sees each employee as just a number that is expendable at anytime to help improve their profit. They don't care about anyone except their own pocket. I have seen a lot of good people leave because of this and take a lower paying job and have an employer that actually cares about them.	12/16/2019 7:50 PM
2217	Just a employer	12/16/2019 7:50 PM
2218	They are no where near as good as they used to be and have made it clear that investors and corporate greed are their number one priority. Not employee safety or overall happy hard working employees. They wouldnt have us here working if track maintenance wasnt federally mandated	12/16/2019 7:49 PM
2219	Wish we could go back to day shift. Sending people out on the road to do different hours makes it dangerous, not only on the job, but when u drive home to see your family.	12/16/2019 7:48 PM
2220	There not good and that's a bad thing because I love being a Railroader but we know the Railroad dont love us back. And that starts at the Top on down to our supervisor's.	12/16/2019 7:48 PM
2221	They are greedy and I don't believe that they are looking ahead they are looking at right now	12/16/2019 7:48 PM
2222	I wish I had a different job at the same benefits I would be gone	12/16/2019 7:48 PM
2223	My employer is no longer a railroad. It's a piggy bank for a hedge fund. My fear is that when this is all said and done, how long will it take the railroad to recover from this corporate raiding.	12/16/2019 7:48 PM
2224	I used to be proud to work for Union Pacific, not anymore.	12/16/2019 7:48 PM
2225	My employer is just that. An employer. When I started 15 years ago I thought this would be a company that valued its employee as they seemed to show gratitude for certain "achievements." Now it seems they just want to use you until you're used up and give out. Once they figure they can't make any money off of you they'll discard you like yesterday's trash	12/16/2019 7:47 PM
2226	Employer's only concern is stock prices and greed, no longer care about the employees or safety.	12/16/2019 7:47 PM
2227	Pure hatred would be an understatement!	12/16/2019 7:47 PM
2228	Company is more worried about their stocks shares going up and less concerned about our safety. We're all just a pin number at the end of the day	12/16/2019 7:46 PM
2229	My immediate supervisor is fine, but as you go up the food chain the care for the employee has went down hill big time.	12/16/2019 7:46 PM
2230	It's all about the almighty dollar, screw the working guys. They just make sure the shareholders are happy. They also want us to pay more in medical while they make record profits!!!	12/16/2019 7:46 PM
2231	It's working on making the company look good because it is not. It's trying to make more money with less personnel and not even consider the employees when it comes to making their huge profits. Share the love	12/16/2019 7:45 PM
2232	This is a good company to work for. I think they will always try to find ways to boost profits and make everything on paper look good for the share holders. But so does every other big company. I think they screwed us big time on the last union agreement with our benefits. Not	12/16/2019 7:45 PM

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sure why a company would go against us when the union found an easy way to save them money. I also think for a company that preaches safety drops the ball on several things. This is something I've brought up since I was hired. In the winter there's always guys on furlough, why in the hell is it so hard to figure out a way to send us to some classes in Kansas or wherever. There's lots of guys who would take advantage of this.

2233	Hoping i make it to retirement. Waiting for the bad times to pass. Hope i have a job when i come back.	12/16/2019 7:45 PM
2234	I love my job but you know what makes it good is my coworkers. Management seems to tell us what to do from an office. Seems like they dont listen to "boots on he ground personnel". And I'm not talking about MTM I'm talking about the way higher ups. Its frustrating. But again being understaffed and overworked really wears you down.	12/16/2019 7:45 PM
2235	Very greedy	12/16/2019 7:44 PM
2236	I use to love my job and had an excellent relationship with my managers and supervisor's but now myself and many others have such low morale we just want to retire or quit. We have lost all respect for an employer that cares only about its shareholders and not for its employees.	12/16/2019 7:44 PM
2237	I don't trust most management and think BNSF is only concerned with taking care of its shareholders at the expense of its employees	12/16/2019 7:44 PM
2238	All we see is jobs getting cut, track structure deteriorating, and management getting less willing to make our workplace better to work at.	12/16/2019 7:44 PM
2239	I love my job. I love climbing on that train anytime of day or night. I don't care about bad weather, heat or cold. I love being a railroad conductor/engineer. I'm embarrassed to say I work for the Union Pacific. They have destroyed so many families, so many people's happiness all because of PSR....	12/16/2019 7:44 PM
2240	I am looking for employment elsewhere as I don't see a viable way PSR can keep working. They have made so many cuts that I no longer feel safe and connected to my job. Hate to give up my retirement but I would rather be somewhere else not worrying about whether or not I am going home today on my own or in a body bag.	12/16/2019 7:44 PM
2241	Feel more like a number than ever before. They are using us up and ready to throw us away to be replaced without care or concern	12/16/2019 7:43 PM
2242	That the carrier is more concerned with profit than maintaining track, liability than safety.	12/16/2019 7:43 PM
2243	They don't care about us or or well being or livelihood only the all mighty dollar	12/16/2019 7:43 PM
2244	What once was a premier place to work has rapidly declined to what most call a job instead of a career.	12/16/2019 7:43 PM
2245	Disappointed. It use to be about the customer, now it's about the investors.	12/16/2019 7:43 PM
2246	Greedy	12/16/2019 7:43 PM
2247	More interested in profits than anything else.	12/16/2019 7:42 PM
2248	As a whole they're ok but some managers care more about saving money than employee safety. There is not enough training, especially for machine operators.	12/16/2019 7:42 PM
2249	They don't care about the employees anymore it's all about the stockholders and to make it better for them and the hell with the employees. Safety is a joke now	12/16/2019 7:42 PM
2250	Oh i think its ok just going or turning into too much of a big or mainstream company and leasing out too much of the work instead of keeping it for the local or "company" employees.	12/16/2019 7:42 PM
2251	Union pacific could care less about its employees. They are a corporate greed based company and treats its employees with the utmost disrespect. Worst company i have ever worked for	12/16/2019 7:42 PM
2252	Corporate greed runs rampant !!	12/16/2019 7:41 PM
2253	I think they will do what ever they want and nobody can stop them	12/16/2019 7:41 PM
2254	A little over 12 years ago I had no idea what a railroad was or did. Once I got hired on and for about the first 6 years I was very proud to say I worked for CSX. Considered it to be a blessing/ career not just a job. But unfortunately CSX and it's greed have shown me that I am nothing	12/16/2019 7:41 PM

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more than a replaceable number. They have actually used the comment "If You don't like it McDonald's is hiring" I honestly consider this to be nothing more than a job. Between the lack there of back bone in this union and leadership skills in CSX. PSR is the least of our worries!!

2255	They pay my bills. But I have to fight to get time off and pushed to a breaking point. And the lay off policies are in favor of the company so we can get in trouble very easy.	12/16/2019 7:41 PM
2256	I'm just a number to them	12/16/2019 7:41 PM
2257	They make us feel like second class citizens. I fill like my job is never safe and its could be gone tomorrow and it's a shame to put 24 years in with a company and having to fill like this year after year . Worst company you can work for .	12/16/2019 7:40 PM
2258	Negative	12/16/2019 7:40 PM
2259	I used to come to work loving what I did and now I dread going to work and always looking over your shoulder to see who's watching me with a drone or hiding in the woods to jump out and write me up for any stupid reason. Only thing keeping me here is my retirement and insurance. I'm a very good and skilled employee but it wouldn't take much of a more favorable work environment for me to leave in a heartbeat	12/16/2019 7:40 PM
2260	The employer does not care about safety or employees	12/16/2019 7:40 PM
2261	CSX has sold out MOW. Even our union agreements get decided by the deals transportation and signal departments agree to. MOW holds out for better insurance premium and sick days etc. but it doesn't matter, MOW always gets worse contract of all departments.	12/16/2019 7:40 PM
2262	Profits vs Safety. It is obvious they care less about employees and more about themselves. They are careless about me, and since their safety in not involved, no big deal.	12/16/2019 7:39 PM
2263	Debating if I want to be here or not.	12/16/2019 7:39 PM
2264	Love the job. Hate the company. Actually liked the company before our new CEO (WITH NO RAILROAD EXPERIENCE, ONLY A LAWYER AND VULTURE) decided to make a mockery of the job that came before him.	12/16/2019 7:39 PM
2265	Glad to have a job but want to be treated fairly and with respect.	12/16/2019 7:39 PM
2266	To much micro manging. Needs better planned schedules	12/16/2019 7:39 PM
2267	Ever since the new management the only thing that they care is greed and the tracks and employees be damned. Greedy bastards.	12/16/2019 7:39 PM
2268	I hope I can weather this and make it to retirement	12/16/2019 7:39 PM
2269	Anymore now I just hope I can make it through the day without getting terminated from the company.	12/16/2019 7:39 PM
2270	Love the circus, dislike the clowns running it.	12/16/2019 7:39 PM
2271	They don't care about safety, they care about making alot of money.	12/16/2019 7:39 PM
2272	I worry everyday that they way the railroad is being run it will not be a valid option for me to retire from.	12/16/2019 7:38 PM
2273	I still enjoy working for the railroad but it's not the same	12/16/2019 7:38 PM
2274	They could be doing a lot better in regards to running as a company.	12/16/2019 7:38 PM
2275	Greedy act like they care but really don't	12/16/2019 7:38 PM
2276	If I could find another job and make the same money I would leave this job today	12/16/2019 7:37 PM
2277	Not good thoughts at all... basically 4 days at home really sucks	12/16/2019 7:37 PM
2278	I love CN as a company. I am well compensated for my work. As a former manager in my last career, I was trained to work with the employees that were dependable, and address the short comings of other employees. Management at CN allows others to fall short, with no consequences, but will treat those employees that show up on time every time and work, the same as those with a sore attitude. When CN makes managers, send them to some type of management training. A person over time can be great at a job, however they may not have the ability to manage others.	12/16/2019 7:37 PM

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2279	The greed of the senior leadership team at UP has tarnished the entire company. They have shown they genuinely do not care about the men and women that make the wheels turn. They have left all of us feeling betrayed, and disgusted. I was once proud to work at UP, as of right now I do not. I look forward to the day I can say I am a proud employee once again.	12/16/2019 7:37 PM
2280	Cut off as many jobs they can to help save a dollar	12/16/2019 7:37 PM
2281	They have openly stated they want to make the shareholders happy no matter what. So not to highly at the moment. They want to eliminate the conductors on trains for the sole purpose of profits.	12/16/2019 7:36 PM
2282	I hate them. They started out as a wonderful place, but now UP has furloughed/cut off over 4,000 people.	12/16/2019 7:36 PM
2283	I think BNSF is a great company but are stretching themselves to thin on man power so that the company has more profit. I think that we need a lot more man power to keep the Gold Star standard alive.	12/16/2019 7:36 PM
2284	They only care about profit and pleasing share holders	12/16/2019 7:35 PM
2285	F-	12/16/2019 7:35 PM
2286	Less than before	12/16/2019 7:35 PM
2287	That I have no future in this company and each day is numbered and may not have a job tomorrow	12/16/2019 7:35 PM
2288	Up till about 15 years ago I liked going to work. Now I hate it. This has to be the worst leadership ever. Because of money, this the worst the Tracks have been. Even worse than the 80's. Sadly, more of my fellow brothers will die out there before things get better. All for the love of money. I understand it's a business, not a charity.	12/16/2019 7:35 PM
2289	This used to be a great place to work. I still love my job but feel less important to the company	12/16/2019 7:34 PM
2290	Greedy. False sense of caring. Many good people work for the company but get disrespected by others. No accountability	12/16/2019 7:34 PM
2291	They are shit. They do not care about their employees. They will cut their employees throat to make a dollar.	12/16/2019 7:34 PM
2292	Cheapskates who put egomaniacal people in supervisor positions.	12/16/2019 7:34 PM
2293	Looking to replace with Contractors	12/16/2019 7:34 PM
2294	Don't have any	12/16/2019 7:33 PM
2295	If they are doing so well in every quarter then why don't they show more appreciation to their workers by showing them that they are doing a great job and not kicking them every time that a derailment happens	12/16/2019 7:33 PM
2296	Corporate greed	12/16/2019 7:33 PM
2297	Needs Improvement	12/16/2019 7:33 PM
2298	How long before they lose all their business and Uncle Sam has to step in to save them.	12/16/2019 7:32 PM
2299	I HATE MY JOB. They do not care about us one bit. We are just a number taking money out of the budget.	12/16/2019 7:32 PM
2300	Dump psr reduce managment that has no business on the rail road	12/16/2019 7:32 PM
2301	A faulting company trying to make its employees perfect. Cant wait to leave.	12/16/2019 7:32 PM
2302	Scared that company will go bankrupt or go to using nothing but contractors then bankrupt	12/16/2019 7:31 PM
2303	Supervision try's to work with us, it seems that upper management cares less about workers than it used to	12/16/2019 7:31 PM
2304	Total greed and cunning.	12/16/2019 7:31 PM
2305	Don't over hire and implement PSR and leave a lot of people without jobs	12/16/2019 7:31 PM



PSR Survey

2306	All about profits	12/16/2019 7:31 PM
2307	Working scared and do not know what my future holds	12/16/2019 7:30 PM
2308	Production comes 1st. Saftey is there just as a way to blame someone if theres an accident. Pressure is always there to do everything faster and cut corners. If something goes wrong the company will throw you under the bus.	12/16/2019 7:30 PM
2309	That they don't care about the employee. They just want the work completed.	12/16/2019 7:29 PM
2310	It is terrible. Everyone is kept in turmoil wondering if they are going to be in the next round of cuts. It's hard to do a good safe job when. You spend a lot of the time wondering where the ax is going to fall next.	12/16/2019 7:29 PM
2311	I'm almost embarrassed	12/16/2019 7:29 PM
2312	When I hired out 20 years ago I was more excited than ever before starting a new job. I looked forward to taking a call & going to work. Now my stomach churns every time the phone rings. I would absolutely not reccomend the railroad to anyone	12/16/2019 7:28 PM
2313	I wish they'd focus on safety instead of deferred maintenance and "showing" shareholders big profits. All of this has been tried before and it bankrupted the rock island railroad. Why we can't pick up a history book and learn from past failures I'll never know.	12/16/2019 7:28 PM
2314	I can't stand my employer. They treat us like a liability and not a valued member of the company.	12/16/2019 7:28 PM
2315	The railroad is still the best job I've ever had. If you want spoiled babies, hire the employees young with no experience, if you want guys that will work and love it, hire them with 10 years of life under their belt will shitty jobs and poor bosses	12/16/2019 7:27 PM
2316	an obvious cut to appease shareholders in the short term	12/16/2019 7:27 PM
2317	If management keeps on this course of harassment I will look for new job	12/16/2019 7:27 PM
2318	Meh they got things they need to do and I understand but stop cutting jobs. The shareholders make enough money those greedy fucks. There needs to be a common ground and there isn't any respect for those not in supervision.	12/16/2019 7:27 PM
2319	Money hungry and they don't give a shit about me or my family.	12/16/2019 7:27 PM
2320	I should have stayed with a previous employer I'm just another machine at NS.	12/16/2019 7:27 PM
2321	Good company, the operations no longer focus on safety. It all about velocity and trains on time no matter what.	12/16/2019 7:26 PM
2322	That I'm insignificant and easily replaced by contractors.	12/16/2019 7:26 PM
2323	It's just a big ring circus!	12/16/2019 7:26 PM
2324	I don't trust them and I would prefer to work somewhere else	12/16/2019 7:25 PM
2325	Love my job, but hate the way company treats it's hourly worker.	12/16/2019 7:25 PM
2326	Every year gets a little worse. If it wasn't for railroad retirement i would work somewhere else.	12/16/2019 7:24 PM
2327	Wish I could afford to quit	12/16/2019 7:24 PM
2328	It's a horrible place to work anymore. If it weren't for the money and benefits I would have already left. I still think about walking off the job on a daily basis because of the attitude of management.	12/16/2019 7:24 PM
2329	Good benefits....that's it	12/16/2019 7:24 PM
2330	Great job but it could be made a lot better.	12/16/2019 7:24 PM
2331	I have worked for BNSF and union pacific and I know that union pacific is a disgusting company to work for in terms of valuing its employees safety.	12/16/2019 7:23 PM
2332	I should find a better job.	12/16/2019 7:23 PM
2333	I still enjoy working for CSX,love railroading	12/16/2019 7:23 PM

PSR Survey

2334	Not very good. When a company votes the worst employer in the country is not good. The economy is great and we keep losing on contracts. Something has to change.	12/16/2019 7:23 PM
2335	Need to consider employees families before making big decisions	12/16/2019 7:23 PM
2336	It's a job	12/16/2019 7:23 PM
2337	I believe my employer does not value the opinions of the agreement professionals they employ and are more concerned with profit than they are with employees being injury free	12/16/2019 7:23 PM
2338	Good	12/16/2019 7:22 PM
2339	In this day and age the railroads are no longer considered a good job. Employees are treated poorly. Given no incentive and every time we turn around they are cutting jobs or taking money away from you by hiring contractors and not abiding by our union contract.	12/16/2019 7:22 PM
2340	The railroad has made it possible for me to provide for my family in a way that i otherwise couldn't, and for that, I'm grateful. That's due largely to the strength of the union over the last decades, but since the rr signs my paycheck, I've got to credit them some. Aside from that, as we've moved towards a safety first culture in meetings and rules, we've had a lot more territory, responsibility, and culpability piled on that makes us walking their talk a daily struggle.	12/16/2019 7:22 PM
2341	No where near as good as I used to consider CSX. Everything is now based on doing more with less and our lives as employees are irrelevant and so are our families. Only thing important is the company laying off more employees and making sure that the stock market is doing good	12/16/2019 7:22 PM
2342	They care more about the stock holders than they do their employees. It's for them. So they cut spg, slwt, and local jobs. Many sections have been cut so bad that they work with skeleton crews and still expected to do the work of a full gang.	12/16/2019 7:22 PM
2343	They are going after quick gains on the stock market. Its obvious. We turned ina boat load of equipment and have started to cut jobs. They want the operating ratio as low as it gets. Doesnt matter how they get it. They will attain it.	12/16/2019 7:21 PM
2344	As a BNSF railway employee I feel grateful that they have not fully adopted the the PSR way of railroading...SO FAR!!!!	12/16/2019 7:21 PM
2345	I now have a strong distaste for my employer because they do not care about my safety or the public's safety, only about profit.	12/16/2019 7:21 PM
2346	I hate going to work	12/16/2019 7:21 PM
2347	They only see me as a number. I witnessed guys with 20+ years getting laid off just so someone can get a bigger bonus check	12/16/2019 7:21 PM
2348	They only care about share holder profits	12/16/2019 7:21 PM
2349	the rich get richer	12/16/2019 7:21 PM
2350	Ok not good or bad	12/16/2019 7:21 PM
2351	Good company bad leadership practices	12/16/2019 7:20 PM
2352	I think the term "employer" is a very generalized word for this situation. You have a group of people that found a loophole and are exploiting it. They buy a railroad, gut the resources available for money, report these huge earnings and sell back ownership at a large gain. Then the next group is left to pick up the pieces. But I can't blame that in a whole railroad.	12/16/2019 7:20 PM
2353	Undependable, not looking after the people that build the revenue and little regard for anyone that is not in the top tier or major stockholder	12/16/2019 7:20 PM
2354	They put production over safety	12/16/2019 7:20 PM
2355	I wish we were valued as an asset, I feel that it is how well the stock price is doing vs the quality of service and workers moral of the company.	12/16/2019 7:20 PM
2356	Profits before people	12/16/2019 7:20 PM
2357	I've lost my pride in being a railroader. PSR means making money at the expense of the workforce and in some cases the customer.	12/16/2019 7:19 PM
2358	Their profit comes before anything else. Especially their workforce. They want to gut our	12/16/2019 7:19 PM

PSR Survey

healthcare and lower our wages while pretending they are family oriented. They believe in greed and power and not much else.

2359	I feel like before when we had work windows it were easier, now they place us on night shift trying to do jobs that should be done in the daytime. It's increased our in injuries as well.	12/16/2019 7:19 PM
2360	Cannot wait until I'm able to retire and part ways with the greedy corporate policies.	12/16/2019 7:19 PM
2361	My employer is the shareholder ...and the current regime of shareholders are only concerned with making as much money as possible as quick as possible ...even if the railroad falls apart while they do it !	12/16/2019 7:19 PM
2362	Morale is at a 10 yr low. The only way a supervisor looks good is by the number of letters they write and how many men they put out of service. That's how they get bonuses and promotions (this was told to me BY A SUPERVISOR). We spend our days looking over our shoulders. It's the only place that they take 6 months to hire you and the next 30 years trying to find a way to fire you.	12/16/2019 7:19 PM
2363	Ok	12/16/2019 7:18 PM
2364	Negative in almost every way. I feel BNSF considers me to be a means to an end, that end being money. If they could replace me with a machine, they would in a heartbeat. We are not people to them, just assets on a ledger, bodies to be exploited until they can no longer handle the mental and physical strains placed upon them. At the end of the day, I would not want my son to work for this company.	12/16/2019 7:18 PM
2365	I enjoy my job. I love the people i work with. But every day it feel more and more like I'm working for a heartless mindless robot.	12/16/2019 7:18 PM
2366	They could care less about us it's all about money and production we are just a number	12/16/2019 7:18 PM
2367	My thoughts are that if I died today my position would be filled before my coffin because my death will not halt production.	12/16/2019 7:18 PM
2368	They definitely are more about the stock holders and profits more than the employees they put on a good show but if you have a few whiskers you can see right trough them	12/16/2019 7:18 PM
2369	BNSF seems to be a good employer, hope they don't go the PSR route.	12/16/2019 7:18 PM
2370	They don't care about anyone but there self's	12/16/2019 7:17 PM
2371	Great company, heading in the wrong direction, all to benefit the shareholders, at the detriment of its employees. The company was built by great employees who felt appreciated. It will fall apart when employees feel the company doesn't care about them anymore.	12/16/2019 7:17 PM
2372	Greedy, but I am presently still employed , so I can't say much as long as I have a job	12/16/2019 7:17 PM
2373	The board is greedy, the president and all of the CEO's, CFO's etc are greedy and that's no way to live life in a way that is honest and true	12/16/2019 7:16 PM
2374	Greedy, they don't care about anything but the shareholders	12/16/2019 7:16 PM
2375	Can't wait to retire and leave the property.	12/16/2019 7:15 PM
2376	I have lost all confidence in the company to be able to provide for me and my family for a lifetime career. Many of my coworkers feel the same way and have all been actively looking for more secure means of employment outside of the railroad. There is no confidence of the company to be interested in anything other than the interests of the shareholders and their own pockets.	12/16/2019 7:15 PM
2377	I don't like working here anymore. It's just not an enjoyable place to work. It's unsafe and we are being lied to daily. The only reason to stay is the retirement and benefits	12/16/2019 7:15 PM
2378	Most money they can get no matter how many heads have to cut	12/16/2019 7:15 PM
2379	Horrible place, toxic environment	12/16/2019 7:15 PM
2380	They are money hungry people. And only care about money	12/16/2019 7:15 PM
2381	Will be glad when retirement comes and do hope to actually have a pension.	12/16/2019 7:15 PM
2382	The fact that multiple polls have listed this company as the worst place to work should say it all.	12/16/2019 7:15 PM

PSR Survey

2383	Good	12/16/2019 7:15 PM
2384	Unwanted plain and simple	12/16/2019 7:15 PM
2385	I was with the railroad for over 22 years and truly appreciate having the opportunity to work for bnsf, when I started it was when the bn merged with the sf to become one railroad , It gave all of us more job security and the opportunity to grow In seniority and working with others In areas of opportunity with that merger. I always had great respect for all my superiors out there, even when I did not agree with them on certain Issues, but met and worked with a lot of people that to this very day I still communicate with .	12/16/2019 7:15 PM
2386	I believe they need to add more manpower so that it helps with safety and they practice what they preach.	12/16/2019 7:15 PM
2387	I like working for UP, I do feel like they could improve in some aspects	12/16/2019 7:14 PM
2388	They care about the share holders only. CSX is constantly looking for more ways to cut jobs. Their penny pinching is affecting safety and track maintenance.	12/16/2019 7:14 PM
2389	I like my job just not the people at the top	12/16/2019 7:14 PM
2390	To be such a large company they could care less about their employees. Are they are is a number	12/16/2019 7:14 PM
2391	I think they are following the same bad path as the other class 1 railroads that have used psr and will end up spending much more in the future to make things safe again	12/16/2019 7:14 PM
2392	It's all about the shareholders and numbers	12/16/2019 7:13 PM
2393	I would find a new job if I wasn't here this long	12/16/2019 7:13 PM
2394	There selfish and dnt treat us very good any more just want to fill there pockets.	12/16/2019 7:13 PM
2395	Greedy	12/16/2019 7:13 PM
2396	As long as my insurance and retirement are there. That's the only reason I'm here.	12/16/2019 7:13 PM
2397	Anything for a buck. Bottom line is money for the company - employee safety doesn't seem to matter as much.	12/16/2019 7:13 PM
2398	Unethical, negligent, and reckless. They willfully put everyone's lives in danger ever day and everyone I know including myself look for a new job daily.	12/16/2019 7:12 PM
2399	I feel they don't care about our safety or the safety of the track as long as there numbers look good on paper and to the shareholders. Also the union needs to step up and defend us more they keep putting cameras ever where and do a bunch of activities that aren't fair and the union sits idle by while all this happens	12/16/2019 7:12 PM
2400	Greedy greedy MFers. Talk the talk but wont walk the walk	12/16/2019 7:12 PM
2401	I'm thankful for a decent paycheck, but when is enough enough?	12/16/2019 7:12 PM
2402	The last several years, moral is down. Company as a whole is suffering	12/16/2019 7:12 PM
2403	If I didn't have 17 years already I would work somewhere else. The railroad has steadily gotten worse, don't care about their employees. Can't even get a Safety Award anymore, that tells where safety is with em. Very little appreciation for their employees and their value of life.	12/16/2019 7:12 PM
2404	Has taking a downturn as far as employer employee relationship worried more about strictly shareholders and have been told face-to-face from managers we are all just numbers and if you don't like it you can quit	12/16/2019 7:12 PM
2405	They're doing more with less, demanding too much out of the few they chose to use	12/16/2019 7:11 PM
2406	I use to be proud working here, now my moral is gone i dread getting up and coming to work, wondering what can i do wrong today , if i wasnt so old and have so much time here id probably try to move on	12/16/2019 7:11 PM
2407	Great	12/16/2019 7:11 PM
2408	All they care about is how much money they can put in their pockets and the pockets of shareholders	12/16/2019 7:11 PM

PSR Survey

2409	Good job, just going the wrong direction	12/16/2019 7:10 PM
2410	N/A	12/16/2019 7:10 PM
2411	They continue to cut Employees and use contractors to do jobs formerly done by employees.	12/16/2019 7:10 PM
2412	I used to love my job, now I don't	12/16/2019 7:10 PM
2413	It's all about the dollar and that's it	12/16/2019 7:10 PM
2414	I wish they would consider putting the help back on so we can continue to do jobs	12/16/2019 7:10 PM
2415	They defer responsibility to their employees and the lack of resources will lead to life long injuries caused by over exertion on a significantly diminished work force. Improper repairs and blatant negligence to protect the employees, infrastructure and the public will inevitably lead to irreparable damage all in the name of the almighty dollar.	12/16/2019 7:10 PM
2416	good	12/16/2019 7:10 PM
2417	I used to like it but now I feel like they only care about profit and don't care how they treat their workforce	12/16/2019 7:10 PM
2418	I used to have great pride in the fact I worked for my employer. My feelings have dropped somewhat but overall I'm thankful for the opportunities this company has provided for me and my family. It's not the same as it was 10 years ago but it's not the worst job in the world either. The problem is, is it's getting worse not better. I'd rate my happiness at 5/10. 3 years ago 8/10.	12/16/2019 7:09 PM
2419	Norfolk southern does not care about its employees anymore. We are scared of being cut off or fired for any infractions. Not an enjoyable place to work since PNR showed up.	12/16/2019 7:09 PM
2420	That we are just a number	12/16/2019 7:09 PM
2421	Feel like they trying to get rid of me soon	12/16/2019 7:09 PM
2422	Ashamed to say where I work never know from day to day what's going on employer change work schedule to suit them and destroy the families of the people working and wondering when your job will be cut off	12/16/2019 7:09 PM
2423	Glad I have my job but this workplace is not in anyway fun or enjoyable anymore	12/16/2019 7:08 PM
2424	They don't care	12/16/2019 7:08 PM
2425	Wish they'd be more understanding and less threatening	12/16/2019 7:07 PM
2426	I think that BNSF could care less about any of its maintenance employees. The only things they care about is production and saving budget	12/16/2019 7:06 PM
2427	I think that they're more focused on share holders and stocks with short term gains than they are the long term future of the company and employees.	12/16/2019 7:06 PM
2428	Used to be an excellent job and I was proud to work for Norfolk southern. Now it's job with descent pay wondering how long your gonna be working.	12/16/2019 7:04 PM
2429	It's a good job as far as money and benefits. But as far as them caring about us, not so much. It's all about money and to hell with the workers.	12/16/2019 7:04 PM
2430	My thoughts are that they are a bunch of spineless cowards that bow to the shareholders and absolutely care zero about the boots on the ground trying to keep the railroad running from day to day. They need to not worry about pleasing shareholders in order to keep their job and worry about running a successful railroad and keeping customers happy.	12/16/2019 7:04 PM
2431	That as a worker I am easily replaceable.	12/16/2019 7:04 PM
2432	It use to be fun to come to work now it's not. You are always looking over your shoulder or in the woods making sure someone's not out there trying to catch you doing something wrong.	12/16/2019 7:03 PM
2433	They are no good!! and the Union does not fight for us. Union Pacific was voted worst company to work for 2019 what does that tell you	12/16/2019 7:03 PM
2434	Going down!	12/16/2019 7:03 PM
2435	They don't care about us, only the bottom dollar.	12/16/2019 7:02 PM

## PSR Survey

2436	Wish I had the money wasted by our leadership.	12/16/2019 7:02 PM
2437	The Carrier couldn't care less about its employees. At the end of the day, it is all about profit. Sure they want us to be safe but that is a major benefit to them as well.	12/16/2019 7:01 PM
2438	They do not value the men and woman working on the ground, the very people who produce their wealth. We are all expendable.	12/16/2019 7:01 PM
2439	A lot of change in the past 5 years, not for the better.... investment only in shareholders, not on workers, safety, customers, morale is at an all time low any fringe benefits has been done away with if it wasnt collectively bargained. Constantly working in fear	12/16/2019 6:59 PM
2440	Money first safety second	12/16/2019 6:58 PM
2441	I'm embarrassed to tell people where I work. When you do tell them they respond with "Do you still have a job?"	12/16/2019 6:57 PM
2442	I appreciate my job , but I dont appreciate being a number that costs them . Because that's all they see.	12/16/2019 6:56 PM
2443	Greed is all I can say	12/16/2019 6:56 PM
2444	I use to think of this job as a career and now think of it as a job and become increasingly frustrated with the lack of support even the class one railroads continue to make record profit	12/16/2019 6:56 PM
2445	Glad to go home	12/16/2019 6:55 PM
2446	Greed.	12/16/2019 6:55 PM
2447	Use to be a good place still is if changes can be made before the company rolls over	12/16/2019 6:52 PM