



# BROTHERHOOD OF LOCOMOTIVE ENGINEERS & TRAINMEN

## GENERAL COMMITTEE OF ADJUSTMENT – Canadian National/Wisconsin Central Ltd - Fox Valley & Western Ltd

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April 26, 2013

BLET Members  
CN/WC

RE: CN Attendance Guidelines

Dear Sirs and Brothers:

As you all should already know, the Carrier has announced “Attendance Guidelines” to take effect on May 24, 2013. I fully understand that our members have many questions, concerns and fears about this policy and how it will be administered. The purpose of this letter is to let all of you know the GCA’s position in this regard.

First off, everyone needs to remember that this is a *policy* that has been *unilaterally implemented by the Carrier*. It in no way serves to amend or alter any term of the Schedule Agreement. It is our position that the Carrier cannot discipline a locomotive engineer who is legitimately marked off for illness or unforeseen emergency situations.

Second, everyone needs to remember that the policy is simply an articulation of how the Carrier will decide to address certain situations. The Carrier has many other policies about a myriad of other situations that can occur, such as certain elements of employee conduct. Ultimately, the Carrier always faces the burden of establishing just cause for any disciplinary action they take, and just cause is for the **Arbitrator, not the Carrier**, to determine. What is most important for everyone to understand at this point is that this GCA will vigorously defend any member who is disciplined for valid absences, or is the victim of the unreasonable application of any Carrier policy that produces an outcome not supported by just cause.

Fraternally,

John W. Reynolds  
General Chairman – CN/WC, BLET