



BROTHERHOOD OF LOCOMOTIVE ENGINEERS & TRAINMEN

Canadian National/Wisconsin Central Ltd - Fox Valley & Western Ltd

1320 S. Webster Avenue Suite 1
Green Bay, WI 54301
PHONE: 920-857-9130
FAX: 920-857-9185
Email: jreynoldsblet@newbc.rr.com

June 30, 2014

BLET Members
CN/WC:

The Carrier recently informed us that they are installing Inward Facing Cameras (IFC) on several locomotives to use on a pilot program on the Iron Range Subdivision. The date the IFC pilot program begins will be issued per a Lake Zone Superintendent's bulletin.

According to what we have been told, the cameras will be operating continuously regardless of whether the train is moving or stopped, and regardless of the locomotive's position in the locomotive consist. You will be subjected to continuous surveillance the entire time you are occupying the cab of a camera equipped unit, except while inside the restroom. The units so equipped will be plainly marked as such, and you should assume that the camera is always recording.

You should know that the Carrier has taken the position that they have the right to proceed with this continuous surveillance of every aspect of your work day unilaterally. We have consulted with the National Division. President Pierce rightfully deems the Carrier's refusal to limit the recording to time the locomotive is in motion to be the constructive equivalent of waterboarding, and we certainly agree. President Pierce also believes that the federal bench will never consider this a major dispute. We understand that this will have to be resolved through the claim/grievance process, and we have the full support of the National Division in this regard.

While I believe that every one of you strives to perform your duties in a proper manner, you should know that recently several operating employees on the KCS were charged with improper use of personal electronic devices discovered by inward facing cameras. You need to understand that your work environment is about to change more radically than ever – everything you do while in the operating compartment, except your thoughts and restroom visits, will be recorded.

We are currently consulting with First Vice President Pruitt and assigned Vice President Ruef on how to challenge this outrage with appropriate claim and/or grievance language. We will provide updates as they become available.

Should you have any questions or concerns, please contact this office.

Sincerely,

A handwritten signature in black ink, appearing to read "John W. Reynolds". The signature is written in a cursive style with a large initial "J" and a long, sweeping underline.

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