



BROTHERHOOD OF LOCOMOTIVE ENGINEERS & TRAINMEN

GENERAL COMMITTEE OF ADJUSTMENT
Canadian National - Wisconsin Central Ltd
Including former DM&IR, DWP and EJ&E Railways

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August 19, 2014

All BLET Members
CN/WC

Re: CN FMLA Poster

Dear Sirs and Brothers:

As you are probably aware, CN recently issued a poster complaining about alleged FMLA fraud and abuse, and urging you to anonymously inform on any fellow employees you suspect of improperly obtaining or using FMLA. This poster is an insult to all of us. Beyond that, it is an attempt to pit each of you against your fellow employee, which is an affront to the principles of trade unionism.

Each employee's health information is very personal and private. This information is legally protected by the HIPPA statute. None of us should know enough about any coworker's health issues or other life circumstances to judge whether or not they are eligible for or abusing FMLA. If you "snitch" or "inform" on someone you believe is abusing FMLA, you will be unleashing CN's investigative forces on that person. This will probably result in their dismissal, whether they are guilty of any wrongdoing or not, and will only compound whatever problems or issues they are already struggling with. Would you want to be the victim of such a scheme?

Trade unions were founded on the principle that the individual is powerless against the corporation. Collective strength and community of interest are part of the bedrock foundation of the union. Employers always look for ways to erode them by finding ways to pit employees against each other – this is a textbook example of such an attempt. If you allege wrongdoing by another employee, you are not only

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injuring another person, you are also injuring yourself by weakening the structure that protects you and your fellow engineers.

Nothing would delight CN more than to have a workforce of "individuals" all looking to eliminate each other. If you want to know what this looks like, just watch the dog-eat-dog world the current non-agreement employees live in, and privately complain about. This is where CN wants you to be, with no rights other than the one to quit. Don't be fooled or seduced by CN's attempt to turn you against each other. Honor the privacy of your fellow employees. Be very careful when using FMLA. Apparently, every employee using FMLA is under a microscope.

I know that most of you are as outraged about this as I am, and rightly so. This is an attack on our integrity, and another sad indication of how corporations, which the courts say are supposed to be "people," have no regard for human beings. An unfortunate fact of our lives now is that most of our workspaces where these posters are placed are probably under surveillance, so you need to resist any creative impulse you feel regarding these posters. The way to combat this is to respect each other's privacy, stay out of each other's personal business, and offer compassion and understanding to fellow employees in distress.

Fraternally,

A handwritten signature in black ink, appearing to read "John W. Reynolds". The signature is fluid and cursive, with the first name "John" being the most prominent part.

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