



BROTHERHOOD OF LOCOMOTIVE ENGINEERS & TRAINMEN

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

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February 9, 2014

BLET Local Chairman
CN/WC

RE: Current Issues

Dear Sirs and Brothers,

As you know in probably the biggest on-going issues we are dealing with in your areas is managers on trains, excessive hours on duty, the position the Carrier is taking on limbo time and the Carrier's on-going violations of the CBA. First, I want everyone to know that no one is sitting idly by and taking these issues lightly. Below I will describe what we are doing to address the above mention on-going issues.

Managers on trains – It is important to note that although this issue is occurring across the system, the problem area is primarily in the Proctor/Pokegama corridor. As everyone is aware, there are a great deal of managers working as Engineers and the Carrier is not following the calling procedures in the Agreement prior to using a manager. I inquired with the BLET in Cleveland concerning this issue and I was informed by the President's office that once the proper information is collected, as described below, concerning these violations, I am to forward it to his office and that the National Division would assist with this issue.

A meeting was held on January 28th with the Carrier. This meeting was a joint meeting with the UTU and both Organizations provided the Carrier with a great deal of information and documentation proving that they were violating the applicable language of both Agreements when it comes to the use of managers working on trains. The General Manager acknowledged the Company has done a poor job abiding by the Agreement(s) and has committed to better educating his subordinate managers on doing the right thing.

I know some people are filing claims when the calling procedures are not being properly followed, but we need EVERYONE who should have been called when managers are being used and calling procedures are not being properly followed to file claims. I understand everyone's frustrations and that people want results sooner than later. However, when we are addressing a minor dispute per the Railway Labor Act, we must follow the procedures outlined in the Agreement and the Railway Labor Act. The procedure is extremely time consuming and tedious, but, as I said before, it's the one we are required by law to follow in our Industry.

Excessive hours on duty and limbo time – this issue was also discussed at the January 28th meeting. The General Manager stated this is the fault of Halcon Transportation service and the Carrier is exploring different options to resolve this issue. In the event a Member experiences excessive amount of time on duty, they need to document the time they are on duty, the time they are relieved, the time they are released and the reason they are given for having to wait to be relieved. Once this information gathered they need to forward this information to their Local Chairman, who will keep a copy of the information for his records then forward the information to this office. This information will be used as described below and also possible complaints to FRA regarding the Carrier's abuse of limbo time.

One other thing I want to add is that it is that my opinion, the railroad is in a complete meltdown. Anytime the weather gets bad and trains start backing up, managers tend to get rather creative with the way they do things. At our meeting on the 28th the parties addressed the state of the railroad and the misuse of crews in connection therewith. It was agreed that a joint meeting with the UTU, General Managers from the Op Center, Chicago, and our division, along with representatives from Labor Relations, and possibly Sr. Vice President Liepelt, would be held on February 25th in Homewood, IL to discuss the Company's frequent misuse of crews. Between now and then both Organizations will be gathering information and we need as much help from the Memberships as possible. I implore each and every member to assist this committee in ensuring that we have numerous, well documented examples of these issues and violations. Examples of information we're looking for are as follows: being on-duty extremely long hours, tying up at terminals other than your bulletined off-duty point, being runaround at the away-from-home terminal, long stays at the hotel at the away-from-home terminal, GEB crews tying up at places where we have no Regular assignments bulletined to tie up at and any other information you think may be necessary that we can show to the Carrier on February 25th that demonstrates how their actions in connection with the above-mentioned wrong-doing, disrupts their operation even more than it already is.

Brothers, as I said above, I understand that everybody wants results and they want them now, but unfortunately in our Industry it just does not work that way due to the system we are required to use. And believe me; no one is more frustrated than I am. I wish I could force them to do things immediately but again, it just doesn't work that way.

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As stated several times above, please continue to file the appropriate claims and please forward your Local Officers information regarding the above as well.

Fraternally,

A handwritten signature in cursive script, appearing to read "John W. Reynolds".

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

Cc: M. J. Ruef – BLET-VP