



**BROTHERHOOD OF LOCOMOTIVE ENGINEERS & TRAINMEN**  
**CN/WCL GENERAL COMMITTEE OF ADJUSTMENT**  
*Including former DM&IR, DWP and EJ&E Railways*  
1320 S. Webster Avenue Suite 1 - Green Bay, WI 54301  
920-857-9130 (Office) - 920-857-9185 (Fax) - [jreynoldsblet@newbc.rr.com](mailto:jreynoldsblet@newbc.rr.com)

November 28, 2018

RE: TENTATIVE AGREEMENT

BLET Members  
CN-WC:

On November 16, 2018 the Brotherhood of Locomotive Engineers and Trainmen (BLET) reached a tentative contract Agreement with Canadian National's Wisconsin Central Ltd. Ballots are being mailed today to active members of the BLET employed by CN-WC who are eligible to vote on the ratification of this Agreement.

Tentative Agreement explanation meetings, dates and times for your area will be posted on the GCA Website and on Union bulletin boards. These meetings are being held for your benefit to gather information and ask questions you may have concerning the Tentative Agreement before casting your vote. This information is very important to you in making an informed decision so please read this synopsis that you will be receiving in the mail with the Tentative Agreement.

Everyone should understand that it is a very difficult task to negotiate an Agreement when we are in an atmosphere that is presented with the escalating health and welfare costs. I believe that this is a fair and equitable proposed agreement that should be given favorable consideration.

I want to remind everyone to carefully consider the proposed Agreement, attend an informational meeting if possible and by all means PLEASE VOTE.

This right is yours and you need to exercise it.

Fraternaly yours,

*John W. Reynolds*

John W. Reynolds  
General Chairman, CN-WC BLET



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November 26, 2018

RE: Tentative Agreement

Dear Brothers & Sisters,

Enclosed please find a tentative settlement of our current round of Section 6 negotiations with the Carrier that provides for a 2.5% general wage increase (GWI) effective January 1, 2018, and a 3% GWI effective January 1, 2019, with full retroactivity to January 1, 2018. There are no other changes to our Agreement, no withdrawal of any pending claims, and the Agreement again becomes amendable on January 1, 2020.

The proposed settlement is patterned after the recently ratified National Agreement settlements reached by the Coordinated Bargaining Group (including BLET) and the TCU Coalition, which was followed by the recently ratified BLET/IC and BLET/GTW settlements, and which was recently imposed on the BMWE and SMART-Mechanical by Arbitrator Vernon in Arbitration Board No. 602. As I am sure you have already heard or read for yourselves, the national settlements served to preserve many important work rules, and avoided the exposure of rail labor's vital interests to a hostile government. Against this backdrop, you are being presented with the same deal and must now decide for yourselves if it is in your best interests to accept it. For the reasons that follow, I urge you to ratify it.

I have thought long and hard about this round of negotiations. There are many enhancements to the Agreement we can achieve with time. These improvements you certainly deserve and have earned, but the current anti-worker climate in Washington and many state capitals makes that an unrealistic goal in the immediate future. The pattern established by the National, GTW and IC Agreement settlements, as well as the voluntary settlements reached by many other rail labor unions and the settlement imposed by Arbitration Board No. 602, all produced the exact same outcome that you are being presented with. Of special significance, Arbitrator Vernon noted in the Award of Arbitration Board No. 602 that "a total of 70% of the industry's Unionized workforce ratified [this pattern settlement] by an average margin of 83%."

Also attached for your consideration is the ratification vote package that National President Pierce distributed to the membership eligible to vote on the National Agreement. In his letter, Brother Pierce offers a very cogent explanation of the sound reasons he was reluctant to place that round of negotiations in the hands of Congress, given the prevailing anti-labor climate, and I completely agree with his assessment. Please take the time to read these materials carefully with an open mind. Speaking on behalf of the entire General Committee, I encourage you to vote for this settlement.

Fraternally,

*John W. Reynolds*

J. W. Reynolds  
General Chairman

Attachment

**MEMORANDUM OF UNDERSTANDING**

**November 16, 2018**

The Collective Bargaining Agreement covering Engineers on Wisconsin Central Railroad LTD. (WC) represented by the Brotherhood of Locomotive Engineers and Trainmen (BLET) will be renewed as outlined herein.

**Article I – Rates of Pay:**

- i) Effective January 1, 2018, a wage increase of 2.5% on the rate of pay in effect on December 31, 2017.
- ii) Effective January 1, 2019, a wage increase of 3% on the rate of pay in effect on December 31, 2018.

**Article II – General Provision:**

**Paragraph A:**

The purpose of this Agreement is to fix the general level of compensation and rules covering working conditions through December 31, 2019, and thereafter until changed or modified in accordance with the provisions of the Railway Labor Act, as amended. Neither party shall serve notice or proposal for the purpose of modifying, adding to, or deleting from the provisions of this Agreement to become effective prior to January 1, 2020.

**Paragraph B:**

Upon the effective date of this Agreement, unless otherwise referred to herein, all other Agreements and/or provisions in effect between the parties shall remain in effect.

This Agreement is effective approximately two weeks following ratification.

Initialed this 16<sup>th</sup> day of November, 2018. All language is subject to the respective party's ratification process.

FOR THE COMPANY:

FOR THE UNION:



\_\_\_\_\_  
D.J. Mandalas  
Senior Manager, Labor Relations  
Wisconsin Central Railroad LTD.

\_\_\_\_\_  
J.W. Reynolds  
General Chairman  
Brotherhood of Locomotive Engineers and  
Trainmen

Side Letter 1 – Backpay



17641 South Ashland Avenue  
Homewood, Illinois 60430-1345

November 16, 2018

Mr. John W. Reynolds  
General Chairman – BLET

Dear Mr. Reynolds,

The following confirms our discussion during the just concluded negotiations that resulted in the November 16, 2018 Memorandum of Understanding.

It is agreed that retroactive wage payments will be made to employees who have an employment relationship with the Company on the date of this Agreement or who retired or died subsequent to December 31, 2017. Such payments will be made within one hundred-twenty (120) days from the Company's notification of this Agreement's successful ratification. The retroactive payments will include but not necessarily be limited to straight time, overtime, holiday pay, guaranteed extra board payments, personal leave day payments, impacted vacation pay (one example would be single day vacations taken after January 1, 2018), TPNW type tickets (for example, paid tickets for not being rested for a regular assignment, missed assignments for being out-of-cycle, etc.) until the date of implementation of the new rates. There is no retroactive payment for any form of expenses or allowances.

Disputes (if any) in regard to retroactive wage payments will be handled on a case-by-case basis between the Organization, Labor Relations and the Payroll Department. If unable to reach agreement, the issue will be handled in accordance with the time claim and grievance provisions.

I trust the foregoing reflects our discussions on this matter

Yours truly,

A handwritten signature in dark ink, appearing to read 'D.J. Mandalas', is written over a horizontal line.

D.J. Mandalas  
Senior Manager, Labor Relations  
Wisconsin Central Railroad LTD.

I concur:

A horizontal line is drawn over the name and title of J.W. Reynolds, indicating a signature.

J.W. Reynolds  
General Chairman  
Brotherhood of Locomotive Engineers and  
Trainmen

## **CONTRACT EXPLANATION LOCATION AND DATES**

**Superior** – DECEMBER 3, 2018 AT 1:00 PM TO 3:00 PM AND 6:00 PM TO 8:00 PM AT VINTAGE ITALIAN PIZZA – 1201 TOWER AVENUE SUPERIOR, WI

**STEVENS POINT** – DECEMBER 4, 2018 AT 1:00 PM TO 3:00 PM AT TWO HARPS PUB – 2301 CHURCH STREET STEVENS POINT, WI

**NEENAH** – DECEMBER 5, 2018 AT 1:00 PM TO 3:00 PM AT THE BEST WESTERN HOTEL – 1000 CAMERON WAY NEENAH, WI

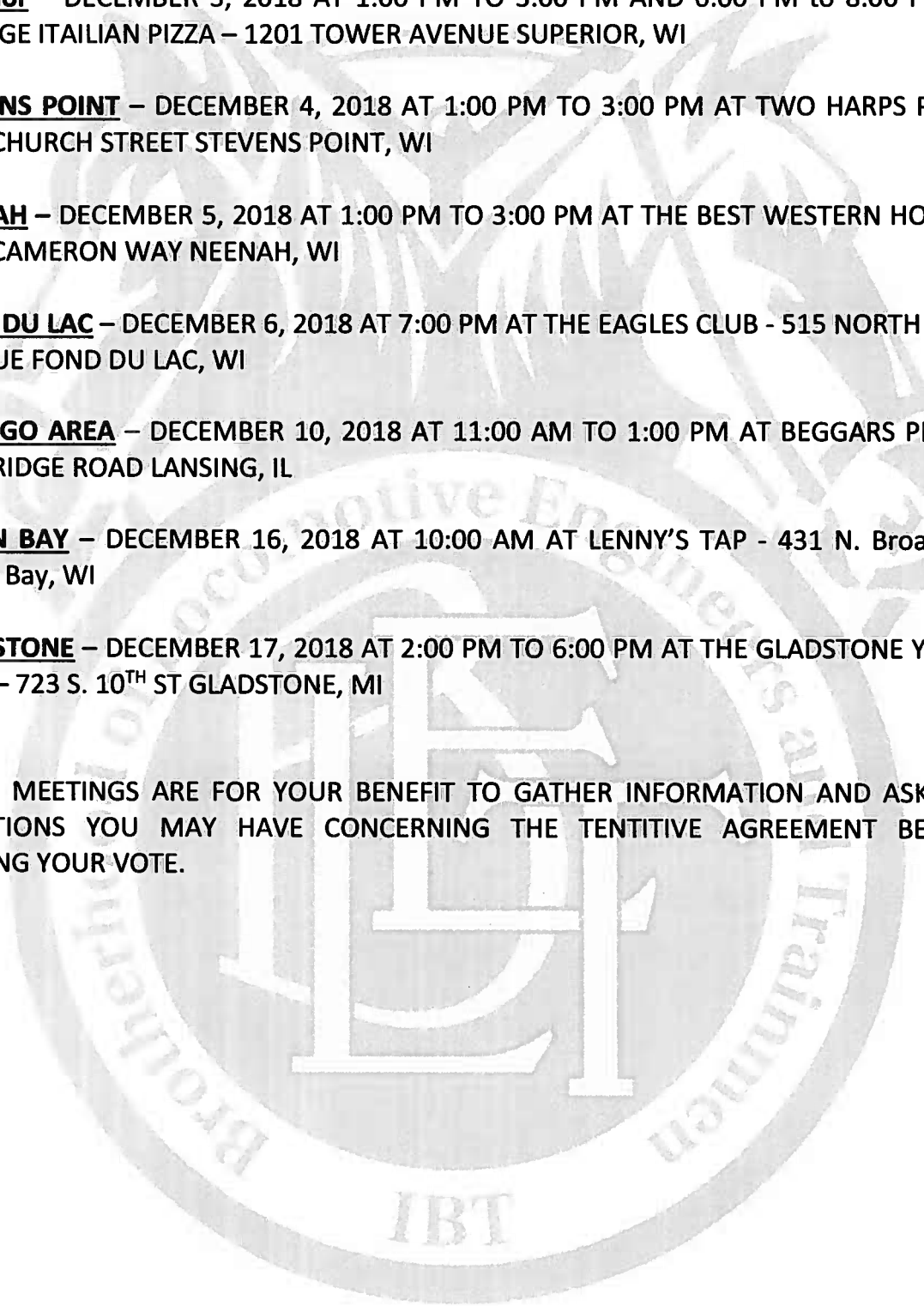
**FOND DU LAC** – DECEMBER 6, 2018 AT 7:00 PM AT THE EAGLES CLUB - 515 NORTH PARK AVENUE FOND DU LAC, WI

**CHICAGO AREA** – DECEMBER 10, 2018 AT 11:00 AM TO 1:00 PM AT BEGGARS PIZZA - 3524 RIDGE ROAD LANSING, IL

**GREEN BAY** – DECEMBER 16, 2018 AT 10:00 AM AT LENNY'S TAP - 431 N. Broadway Green Bay, WI

**GLADSTONE** – DECEMBER 17, 2018 AT 2:00 PM TO 6:00 PM AT THE GLADSTONE YACHT CLUB – 723 S. 10<sup>TH</sup> ST GLADSTONE, MI

THESE MEETINGS ARE FOR YOUR BENEFIT TO GATHER INFORMATION AND ASK ANY QUESTIONS YOU MAY HAVE CONCERNING THE TENTATIVE AGREEMENT BEFORE CASTING YOUR VOTE.



# BROTHERHOOD OF LOCOMOTIVE ENGINEERS AND TRAINMEN

**NATIONAL DIVISION**  
7061 East Pleasant Valley Road  
Independence, Ohio 44131

**DENNIS R. PIERCE**  
National President



Phone: 216.241.2630  
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www.ble-t.org

## VIA ELECTRONIC AND FIRST-CLASS MAIL

November 21, 2018

Mr. J. W. Reynolds  
Chairman, CN–WC GCA, BLET  
1320 S. Webster Avenue, Suite 1  
Green Bay, WI 54301

Re: Wisconsin Central Ltd. Tentative Agreement

Dear Sir and Brother:

This responds to your November 20, 2018 letter pertaining to the above-referenced subject, which was received by my office on November 21, 2018. Your letter forwarded for my review — pursuant to Section 42 – General Committee Rules (“GCR”) of the BLET Bylaws — a copy of the Tentative Agreement your GCA has reached with Wisconsin Central Ltd.

Brother John, the Tentative Agreement has been reviewed and nothing therein conflicts with internal BLET law or BLET policy, as does the draft Synopsis you submitted, which is comprised of your letter to the membership along with a letter from the Advisory Board to the members voting on the 2017 National Agreement. They, therefore, comply with GCR Section 42 and may be submitted to the affected membership for ratification pursuant to GCR Section 41(a).

Your request that the National Division conduct the ratification vote on behalf of your GCA is granted. Consistent with your discussions with my staff, the ballots will go out in the mail on Wednesday, November 28, a *News Flash* announcing the settlement will be published on Thursday, November 29, and the deadline for receiving ballots will be 2:00 p.m. Eastern Standard Time on Friday, December 28.


Congratulations on reaching this Tentative Agreement, and I wish you every success with the ratification vote. Should the Tentative Agreement be ratified, kindly forward a copy of the executed Agreement to my office so that our records can be updated. With warmest personal regards, I remain

**Mr. J. W. Reynolds**

**(2)**

**November 21, 2018**

Fraternally yours,



National President

cc: E. L. Pruitt, First Vice President  
S. J. Bruno, National Secretary-Treasurer  
M. J. Ruef, Vice President