

**BROTHERHOOD OF LOCOMOTIVE ENGINEERS & TRAINMEN
LOCAL COMMITTEE OF ADJUSTMENT – DIVISION 622**



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“The Future of American Railroading”

November 15, 2009

Re: BLE-T/BNSF Contract 2009

To All Brothers/Sisters:

The first item we will attempt to clarify is to compare the various contract proposals from the NS and the CSXT.

The NS vs. the BNSF is as follows – Since 1996 including the Agreement under consideration, the BNSF locomotive engineers will have received 48% in General Wage Increases (GWI) through 2014, Certification Pay (subject to raises) and Special Pay Differential (SPD also subject to raises), territorial qualification payment (basic day or a make whole according to circumstances), potential for 8% profit sharing, ¼ of 1% 401K contribution, and a 6th week of vacation for everyone after attaining 25 years of service.

The Norfolk Southern locomotive engineers have received 35.5% in GWI, rolled its certification pay and over miles into its basic day (worth 10% GWI), received a shift differential, a potential 15% in profit sharing (much like ours) and a 3% matching 401K contribution (both are tied to attendance i.e. potential 10% payout or full 401K match a locomotive engineer must work 220 regular assignment starts or 235 unassigned service starts or the potential 15% payout or full 401K match a locomotive engineer must work 248 regular assignment starts or 260 unassigned service starts.

It seems that both railroads have paid their locomotive engineers comparatively the same amounts just the way the money was disbursed is different.

The CSXT clearly shows their contract being worth 11% with 5% added from its previous 2007 contract (not unlike ours) shown on page 2 of the Synopsis.

What This Means For You and Me: It gets us out of National Handling joint with the Union Pacific and the KCS locomotive engineers. National handling often results in PEB's and government intervention such as RSIA that we all live with now. We do not have to fight over a relaxation of our work rules nor adjustments in our pay with the National Carriers' Conference Committee (NCCC) while giving us the opportunity to better serve those locomotive engineers who have come about later in life. If this contract does not ratify, we will be in National Handling with the Union Pacific. They have not enhanced their Agreements in decades (evidenced by the recent loss of working refrigerators being required in the consist on their property-period) and would like nothing better than to use this round of negotiations to remedy what some see as inequities between the BNSF and the UP Agreements. We have our specific issues as do those locomotive engineers on the Union Pacific; they are not the same.

We have the opportunity for an 11% General Wage Increase (GWI) beginning with a 1% GWI in January, 2010. The reason for the 1% GWI is due to our normally receiving our increases on July 1 therefore 6 months earlier and on the heels of our latest 4½% GWI on July 1st, 2009. These rate increases will apply to all previously negotiated fixed amount of money or miles i.e. the basic day, the trip rates, over miles, Special Pay Differential (Code SPD), Certification Pay (Code CP), AFHT Meals, Yard Service Late Lunch, the newly negotiated 30 minutes for

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inspecting a consist not in connection with your own assignment, and anything else that is paid in miles at the daily rate.

We have the opportunity for a ¼ of 1% of the locomotive engineer's earnings to be contributed to the 401K plan account whether you participate or not. If you do not currently participate the money will be placed in a default account based on your age group. Many have shown displeasure in the meager amount of the carrier's contribution however it should be noted that currently only 20% of the employees on the BNSF Railway participate so this does get our foot in the door.

We have the opportunity for a 6th week of vacation on the 25th year of service, currently 44% of the locomotive engineers on the BNSF Railway system will qualify in 2010. A locomotive engineer will go from 4 weeks to 6 weeks of vacation on their 25th anniversary. For the less senior locomotive engineers this will open an extra week for each qualifying locomotive engineer resulting in more permanent assignments available. Also, those not yet attaining their 25 years will gain the full advantage of this portion of the Agreement.

We have the opportunity to float two (2) weeks of vacation days vs. the current one (1) week which provides more flexibility for those either with less seniority or those wanting more flexibility of their time. It has been said that we are not allowed to use the time anyway however if you get your representatives the request in an ample amount of time we have had a lot of success in getting our needs met. Give us a chance to serve you.

We have the opportunity to standardize the process for handling the vacancy vs. the force assigning of locomotive engineers during the board changes/pool assignments in order to keep our junior locomotive engineers from being force assigned to a position while suitable manpower exists on the Bump Board waiting to Place. This will help to keep the monetary loss to a minimum for those locomotive engineers sitting on the bubble between crafts.

If you should have any further questions or need clarification over any part of the proposed Agreement before casting your vote please do not hesitate to contact your Local Committee of Adjustment. We will discuss the proposal at the next regularly scheduled meeting, on Thursday, November 19, 2009.

In closing, the opportunity to negotiate our work rules separate and apart from the GWI is a huge advantage in attempting to close the gap between the pre and post 85 locomotive engineer. Just as the settlement on the Coupling/Uncoupling Agreement resulting in the giving up of 15" per consist by the pre-85 locomotive engineer in order to provide 30" for all locomotive engineers performing the same service is huge for the future just as the trip familiarization payment is. We need to keep our eyes toward the future.

Fraternally,
Kenneth H White
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