

Letter **From** BLE&T General Chairman Ray Wallace to NS:

The attached letter, signed by all three of the BLE&T General Chairman on NS was sent to the Carrier last week. It should be self explanatory in nature.

What can you do to help us stand united?

- BLE&T Division 375 members have withdrawn from all Carrier sponsored activities (safety committees, operation lifesaver, customer service teams, stop signal committees, cook outs, etc.) as requested. Do not participate in Carrier sponsored programs until otherwise instructed by the Local Chairman if you are asked to do so.
- START and disciplinary actions are out of hand system wide. Division 375 is encouraging you to review the rules and applicable regulations and work by the rules. Your job, your safety, and the safety of others may be in jeopardy if you do not adhere to the Carrier's rules. Take your time to do your job correctly and do not take short cuts. Encourage your coworkers to work by the rules as well for their own safety & benefit.
Consult directly with your Local Chairman regarding all matters of discipline as soon as possible.
- We encourage you to stand united and not to step up (or step down) to meet the needs of the Carrier as mentioned in the letter.

By standing united together, we can ensure we achieve the changes we collectively seek as outlined in the letter from the BLE&T General Chairmen. If we choose to assume a "what's best for me attitude," our efforts will fail and our voices will not be heard or recognized, destroying our long term goals for short term self gratification.



Brotherhood of Locomotive Engineers and Trainmen

A Division of the Rail Conference - International Brotherhood of Teamsters

February 29, 2008

TO WHOM IT MAY CONCERN:

The three General Committees have collectively decided that they can no longer participate in various programs with the Carrier. This decision is in response to the continued unilateral policies set forth by the Carrier. It has not been reached without just cause and is grounded in the behavior exhibited by the Carrier.

In 2008, on the heels of the failed contract proposal, the Carrier had an opportunity to reward our members by paying a 15% bonus. In a year that the Carrier set unrealistic goals, our members received half of the required 10%. In this same year, the Carrier has chosen to move forward with remote control operations in spite of a good faith promise of a 2009 implementation date.

In 2007, the Organization experienced great angst in assigning scheduled vacations. The Carrier set allocations in a manner that they deemed appropriate with no input from the Organization. At some locations, the Carrier blatantly disregarded the Scheduled Agreement and allowed Carrier Officers to assign vacations with no participation from the Local Chairmen. Even when local supervisors had no problem with increasing allocations, the Carrier stayed the course on strict application for all locations.

Beginning in 2006, the Organization has seen an alarming increase in severe discipline. The stringent interpretation of the "Manion Letter" has made a "fair and impartial hearing" an impossibility. This mentality has manifested itself in other violations beyond stop signals. No consideration for circumstances exist and the ability to settle discipline with division officers has vanished. The Carrier has turned START handlings into the "fix all" disregarding the intent of the policy. The Carrier seems more focused on building START handlings as opposed to educating our members and allowing the supervisor the discretion of verbal reprimands.

For several years, the Organization has complained about the current payroll system with no improvement. Our members are relegated to fighting for compensation that is not questionable. Claims such as meal periods, auto miles, annulments, holiday payments, etc. are routinely declined. In most cases, the intervention of the Local Chairman or the local supervisor is required. The payroll system seems to be set up to put employees at a disadvantage. None have received any training but are required to operate within a flawed system. It should not take weeks or months to receive proper compensation.

This Organization has for the past 20 years dedicated itself to the TEAM concept. We have encouraged our members to actively participate in many endeavors that have been a success for Norfolk-Southern. We have created customer service teams, train handling committees, stop signal committees and participated in all safety efforts. Our members and local chairmen were instrumental in ensuring the smooth integration after the Conrail merger. At locations short on

To Whom It May Concern:
February 29, 2008
Page two

man power, our members have stepped up and ensured that no disruption to service occurred. We have given our full commitment to being part of the TEAM.

However, the three General Committees can no longer ignore the arrogance of the Carrier in their disregard for our members' contributions to the success of the Carrier. We are disheartened and discouraged that the Carrier does not recognize the employees that have been the most integral part of Norfolk-Southern's success. We have no desire to be on a TEAM where our existence is resented and our input ignored.

Very truly yours,



R. C. Wallace
General Chairman



C. W. Davis
General Chairman



W. E. Knight
General Chairman

cc: Mr. Morman
Mr. Tobias
Mr. Rathbone
Mr. Manion
Mr. MacMahon
All General Managers
Director - Payroll
All Division Superintendents
All Terminal Superintendents
M. J. Ruef
W. M. Overton
W. A. Thompson
All Local Chairmen