

# BROTHERHOOD OF LOCOMOTIVE ENGINEERS AND TRAINMEN

**NATIONAL DIVISION**  
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Independence, Ohio 44131



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November 8, 2017

## Members Eligible for Ratification Vote

Dear Brothers and Sisters:

As you know, BLET and the other Unions bargaining as part of the Coordinated Bargaining Group have reached a Tentative Agreement with the NCCC in this round of bargaining. The decision to put this Tentative Agreement before you for ratification was not made lightly. We are certain that a “Yes” vote on the Tentative Agreement is the best decision we can make for several reasons. First, the Tentative Agreement provides general wage increases roughly double what the cost of living will increase during the contract term. In addition to the wage increase applied on January 1, 2015, increases totaling 9.5% — compounded to 9.84% — will be implemented over an 18-month period and the 2016 and 2017 GWIs will be fully retroactive. A locomotive engineer who earned \$100,000 in 2014 will gain over \$18,000 in new income from these GWIs. Second, we have preserved all health care benefits and improved some, while freezing your monthly contribution at \$228.89 until after the next National Agreement is in place. Also the railroads will pay, on average, 90% of all plan costs to preserve our “Platinum Plan” coverage, although some out-of-pocket medical costs will rise slightly. And, third, there will be no harmful work rules changes that would have you working more for less.

The alternative to ratification is to place our dispute in the hands of the federal government for resolution. The NCCC has made it clear that it will not bargain further, and will retreat to the onerous demands — smaller GWIs, no back pay, radical changes to our health plan and gutting several major work rules — it made in June. Given the current climate in Washington, including the likelihood that Congress would attach anti-labor amendments to legislation settling the dispute, we do not see this as a viable course. This would be an unacceptable outcome and a disservice to you. This Tentative Agreement maximizes the value available in this round of bargaining and represents the best possible outcome for you and your family. For the above reasons we strongly recommend that you vote “Yes” for the Tentative Agreement. We urge you to read all the material that you receive and can access online at TrueBallot’s website, and that you ask any questions you may have before you vote. We have complete confidence in your ability to make an informed decision.

Fraternally yours,

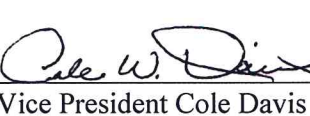
  
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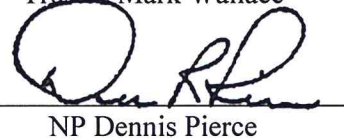
  
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A Division of the Rail Conference—International Brotherhood of Teamsters